



**AGENDA  
CITY OF CEDAR FALLS, IOWA  
STANDING COMMITTEE MEETING  
TUESDAY, JANUARY 03, 2023  
6:10 PM AT CITY HALL, 220 CLAY STREET**

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*Committee meetings will begin at the time noted above with succeeding Committee meetings starting immediately following the conclusion of the previous meeting. Time periods for individual topics represent an estimate and is based on the time of completion of the previous Committee topic.*

**Call to Order**

**Roll Call**

**Finance & Business Operations Committee**

1. Annual Report of Library.  
(20 Minutes, Library Director Kelly Stern)

**Public Safety Committee**

1. RETF items implemented by Public Safety.  
(20 Minutes, Public Safety Director Craig Berte)

CEDAR FALLS PUBLIC  
LIBRARY

# FY22 ANNUAL REPORT

CULTIVATING ENDURING PATHWAYS  
TO EXPERIENCES THAT INSPIRE,  
ENRICH, AND CAPTIVATE THE  
IMAGINATION



### Director's Message



Since 1878, the Cedar Falls Public Library has been serving residents as a free, tax-supported library. Compared to the first circulating collection of 1,300 books, today's CFPL collections are much more varied, including video, audio recordings, games, musical instruments, tech devices, STEM kits, lawn games, and much more. Our seed library complements the gardening and seed-saving programs offered by staff and local experts and provides an exchange program for local gardeners.

The acquisition of a book bike allowed us to expand our reach into the community this summer, taking storytimes and small collections to local parks for checkout. The library has also expanded our partnerships with local organizations and businesses to provide innovative programs for our patrons, and our always expanding digital collections provide you with access to the library without even leaving your home.

From the beginning, the Cedar Falls Public Library has worked to serve the needs of all of our community members, and we will continue to strive to make our collections, services, spaces, and programs more welcoming to all. We look forward to finding new ways of serving Cedar Falls and the surrounding community.

Kelly Stern, Library Director



# FY22 Library Board of Trustees

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# Accessibility

Maintaining collections, services, and spaces that are available to all



In response to the library's strategic plan, picture book shelving in the youth department was replaced with browsing bins, shown above, which allow our youngest patrons to flip through the books with all of the covers facing forward. Research shows that this aids in their self-selection of books and increases circulation of picture books.

## Collection Numbers

131,460

TOTAL PHYSICAL  
ITEMS

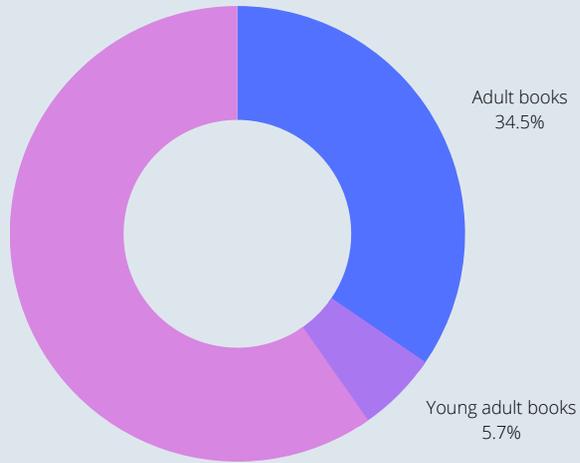
13,587

TOTAL  
DOWNLOADABLE  
ITEMS

145,047

TOTAL PHYSICAL  
AND DOWNLOADABLE  
ITEMS

# Circulation FY22



89,398

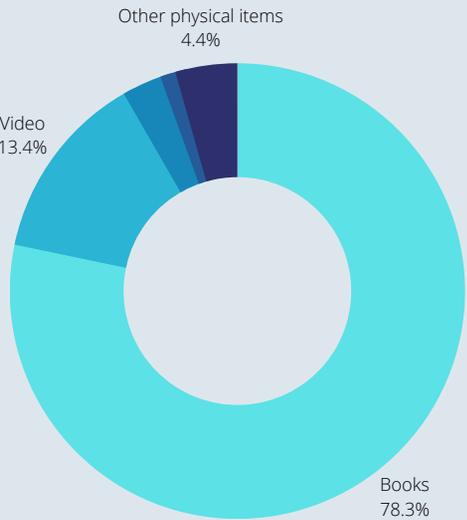
ADULT BOOKS

14,843

YOUNG ADULT BOOKS

154,721

CHILDREN'S BOOKS



258,962

BOOKS

44,374

VIDEO RECORDINGS

9,333

AUDIO RECORDINGS

3,629

PERIODICALS

14,559

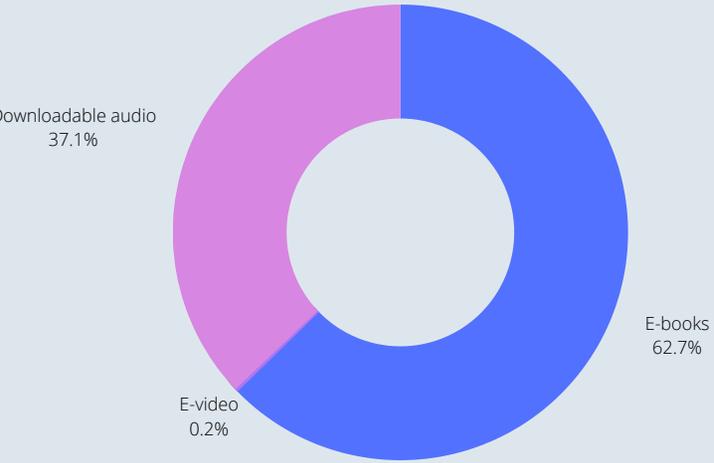
OTHER PHYSICAL ITEMS

330,857

TOTAL PHYSICAL CIRCULATION

# Circulation FY22

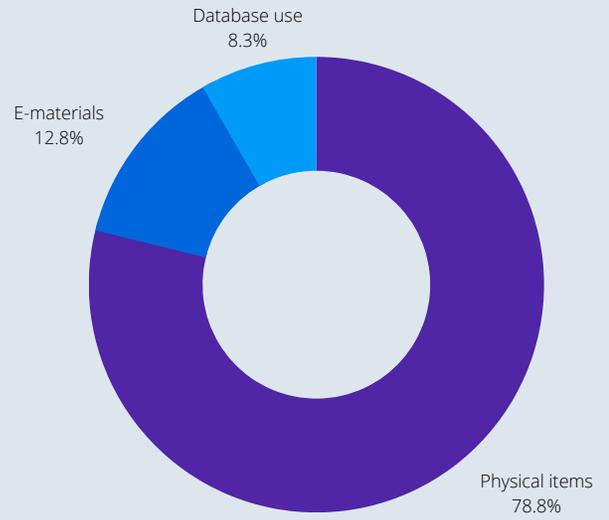
Item 1.



**33,803**  
E-BOOKS

**119**  
DOWNLOADABLE  
VIDEO

**19,998**  
DOWNLOADABLE  
AUDIO



**53,920**  
TOTAL E-MATERIALS  
CIRCULATION

**330,857**  
TOTAL PHYSICAL  
CIRCULATION

**34,927**  
DATABASE USE

**384,777**  
TOTAL CIRCULATION  
OF PHYSICAL AND  
DOWNLOADABLE  
MATERIALS

**36,996**  
TOTAL NUMBER OF  
LIBRARY  
CARDHOLDERS

# At a Glance

<b>FISCAL YEAR</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>
Total Visits to the Library	225,083	216,181	156,545	52,986	137,981
Total Circulation of Books	277,311	287,812	219,133	175,478	258,962
Total Circulation of E-materials	39,875	86,337	53,543	59,967	53,920
Total Program Attendance	21,886	25,163	23,755	15,444	16,551
Reference Transactions	27,900	24,947	14,286	8138	11,978
Uses of Public Computers	34,150	25,712	16,378	2880	26,925
Total Collection Use	504,706	529,803	387,166	297,605	419,704

# Community

Building relationships to serve local needs and interests



The Cedar Falls Public Library has a rich history of community partnerships for programs and services to benefit residents of the Cedar Valley. During FY22, the seven Black Hawk County public libraries, with support from the Cedar Falls Community Foundation and local donors, joined to launch Dolly Parton's Imagination Library for Black Hawk County children under the age of five. The program provides a free, quality, age-appropriate book, mailed to each registered child's home each month until they turn five. Grants and donations from organizations and individuals are needed to continue the program. To donate, please visit the CFPL webpage-->About--> Dolly Parton's Imagination Library. There is a link to donate online.

Donors to Dolly Parton's Imagination Library project for Black Hawk County currently include Cedar Falls Community Foundation: Kathryn Ray Fund, Friends of the Cedar Falls Public Library, LORAL Trust, Friends of the Waterloo Public Library, Cedar Falls Kiwanis Rough Risers, Richardson Funeral Services, Friends of the Dunkerton Public Library, Hudson Public Library Foundation, and dozens of local individuals. Thank you for making this program possible!

# Diversity & Inclusion

Respecting  
difference and  
welcoming all



During FY22, seven library staff members completed a course offered by *Library Journal* called Building an Antiracist Library Culture. As part of the course, staff members created projects and plans to offer programs that appeal to more diverse audiences, evaluated policies to identify and eliminate hidden biases, and considered possible new community partnerships for greater outreach and service to underserved community members. Also beginning in FY22, with the assistance of the Iowa Library for the Blind, Braille overlays were added to the Storywalk at Big Woods Lake for visually impaired visitors. As a staff, we are continuously striving to make the library more welcoming to all.

**"My children and I appreciate the growing diversity of the library's collection. We have begun to see ourselves represented more in books."  
--Youth Department Patron**

# Intellectual Freedom

**Upholding  
personal rights to  
confidentially and  
freely access  
information**

The goal of selecting materials for the Cedar Falls Public Library is to provide materials that meet the informational, educational, and recreational needs of patrons within our service area. The Library supports intellectual freedom and has adopted the American Library Association's statements on intellectual freedom as policy, including the ALA Freedom to Read Statement and the Library Bill of Rights.



# Discovery, Education, & Learning

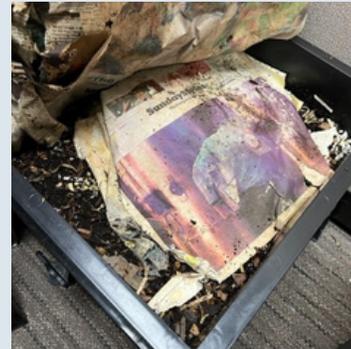
Enriching lives  
through the  
pursuit of  
knowledge



Public libraries are probably best known for their summer library program and storytimes, but we offer much, much more, including Tween Time, American Sign Language classes, writing programs for children, teens, and adults, STEM programs for children, Minecraft for teens, author visits/talks, maker classes for all ages, gardening and seed saving programs, escape rooms for all ages, puppet shows, and Summerfest, to name a few.



# The Connectedness of Collections, Learning, and Programs



The Cedar Falls Public Library has long offered gardening programs to help local gardeners and aspiring gardeners to enhance their skills. The later addition of the Seed Library offered gardeners the opportunity to "borrow" seeds for growing and then share seeds from their harvest. Raised garden beds in front of the library, funded by the Cedar Falls Community Foundation: Kathryn Ray Fund, provided for hands-on learning during gardening and seed-saving programs, and canning supplies added to the Library of Things provided patrons the opportunity to try canning before investing in their own supplies. The youth department received a worm farm through a STEM grant, allowing families to sign up to feed the worms and be worm farmers. The compost created by the worms is added to the raised garden beds. Additionally, this fall the youth department offered a program about the decomposition of pumpkins. When the pumpkin is completely decomposed, it will also be added to the raised garden beds to nourish next year's crop of plants.



# The Connectedness of Collections, Learning, and Programs, cont.

To further extend learning opportunities around the science of growing and harvesting food, the Library has acquired a mobile kitchen called a Charlie Cart, purchased by the Friends of the Cedar Falls Public Library, which will allow us to provide cooking demos using produce grown in the raised garden beds and by local gardeners. We are excited to develop our own "farm" (or garden bed) to table model of connecting collections, learning, and programs, and we endeavor to add a similar breadth and connectedness to other library offerings as well. The Charlie Cart portable kitchen will also be used to offer greater diversity in our program offerings, as we explore world cultures through their cuisines with cooking demos by guest chefs and local restaurant owners who specialize in various world cuisines.



# Discovery, Education, & Learning

Cedar Falls Public Library

## Summer Reading 2022 At a Glance

**984**  
children registered

**106**  
teens registered

**219**  
adults registered

**1,297**  
books given away

★ **7,177** ★  
people participated in SRP programs



Cedar Falls Public Library  
Small Openness to Better Great Libraries



# Discovery, Education, & Learning

475

TOTAL NUMBER OF  
LIBRARY PROGRAMS  
OFFERED

15,444

TOTAL NUMBER OF  
PEOPLE ATTENDING  
LIBRARY PROGRAMS

52,986

VISITS TO THE  
LIBRARY

8,138

REFERENCE  
TRANSACTIONS

2,880

USES OF PUBLIC  
COMPUTERS

265,391

WI-FI SESSIONS



# Coming Soon

- The Library's Brand
- New and Expanded Partnerships
- Continued Accessibility Enhancements
- Greater Diversity in Programs
- Food Education and Cooking Demos with the Charlie Cart



Cedar Falls Public Library

Public libraries are places for people to gather, explore, learn, create, and connect with others and with the wider world. They are where you can discover and pursue your passions, and the CFPL staff are here to help you along the way.



## **Police Department Recommendations from RETF**

- 1. Continue to focus on training and practices for peacekeeping, de-escalation and humanizing of people suspected of committing crimes**
- 2. Create both an in-person and electronic process to submit complaints**
- 3. Increase community policing, begin immersion policing**
- 4. Consider allowing officers to park squad cars at personal residences**
- 5. Actively recruit and promote a diverse police workforce**
- 6. Invest in satisfaction and retention of officers who live and work in the Cedar Valley**
- 7. Conduct data reviews for traffic stops and arrests disaggregated by race and ethnicity**

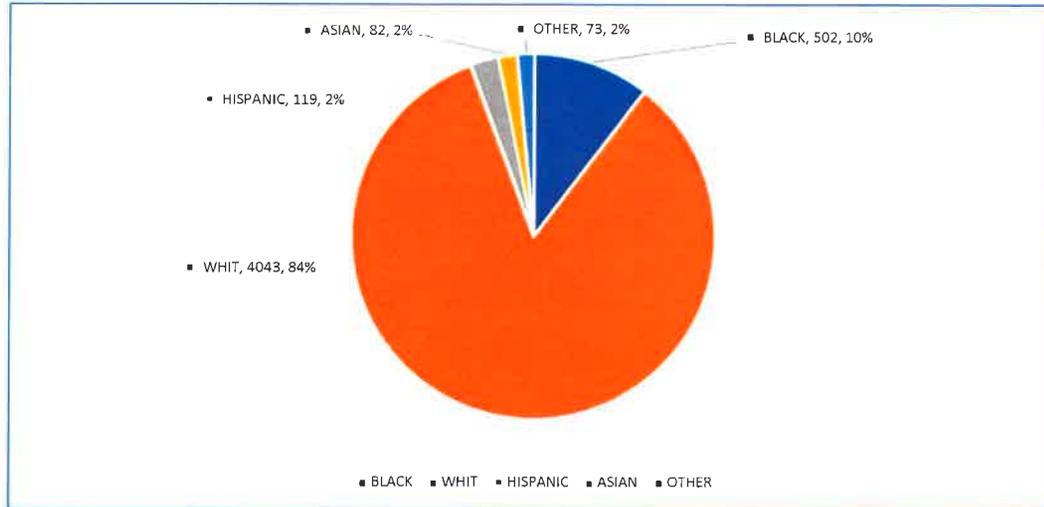
## **Cedar Falls Police 2022: Practices and Plan**

1. Officers currently Train in:
  - a. CIT: A Crisis Intervention Team is a police mental health collaborative program found in North America. The term "CIT" is often used to describe both a program and a training in law enforcement to help guide interactions between law enforcement and those living with a mental illness.
  - b. De-escalation Scenario training:
    - i. Defensive Tactics
    - ii. Subjects in a mental health crisis
    - iii. Building searches and suspicious subjects
    - iv. Firearms scenarios
    - v. Taser scenarios
2. We have changed our formal complaint process by allowing the forms to be emailed so they can be filled out at home.
  - a. Citizens no longer must meet with a supervisor to file a complaint
  - b. Citizens may also file a complaint directly with the HRC and/or Mayor's office at City Hall
3. Work on building bridges and establishes partnerships in the community.
  - a. Liaison supervisors to CMS & CHP
  - b. Liaison officers to neighborhood associations and events
  - c. School reading programs
  - d. National Night out
  - e. Open House
  - f. Citizen's academy
  - g. Engage HRC for recruiting assists
4. Officers can take cars home for meals
  - a. We have shared vehicles so not feasible for officers to take home after shifts
5. Targeting Colleges:
  - a. Athletic departments
  - b. Work with HRC on ideas and ways to assist in recruiting a more diverse workforce
    - i. Meeting set with Members to come up with new ideas
  - c. New Recruiting Video
  - d. Out of State/Cedar Valley recruitment

6. Investing in our officers for future retention:
  - a. Departmental opportunities
    - i. SWAT
    - ii. Training Instructors
    - iii. Career Advancement training
  - b. Wellness:
    - i. Weight/Exercise room
    - ii. Recreation Wellness
      1. REC Center
    - iii. EAP
  - c. Educational Assistance
    - i. Tuition reimbursement
  - d. Competitive Pay
7. CFPD Traffic Stops/Arrests from 2020 – 2022
  - a. See attached Charts
  - b. Police Division Diversity Currently
    - i. 11% Minority
    - ii. 22% Female

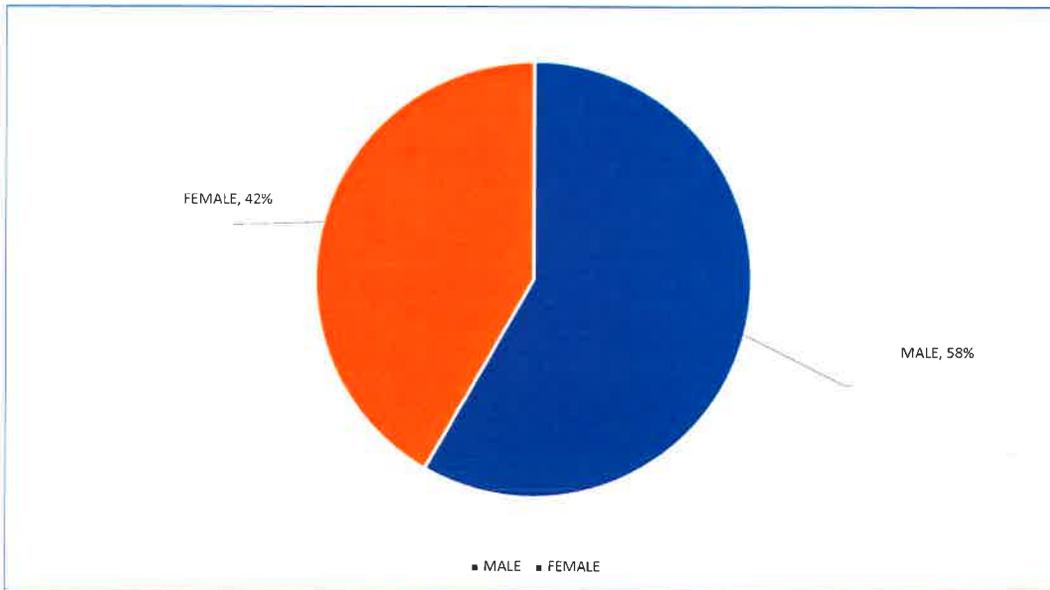
BLACK	WHIT	HISPANIC	ASIAN	OTHER	TOTAL
502	4043	119	82	73	4819

2020 Traffic Stops by Race



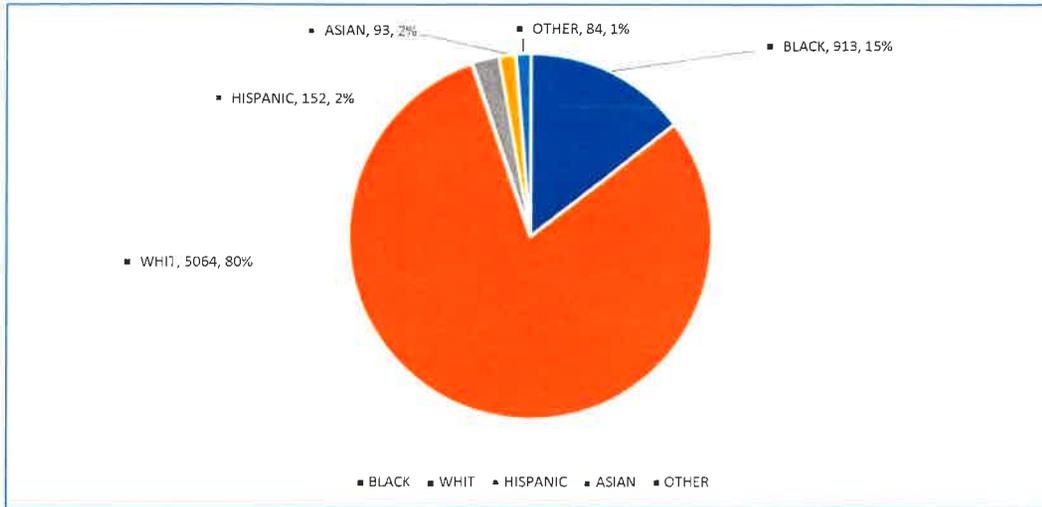
MALE	FEMALE	TOTAL
2808	2011	4819

2020 Traffic Stops by Gender



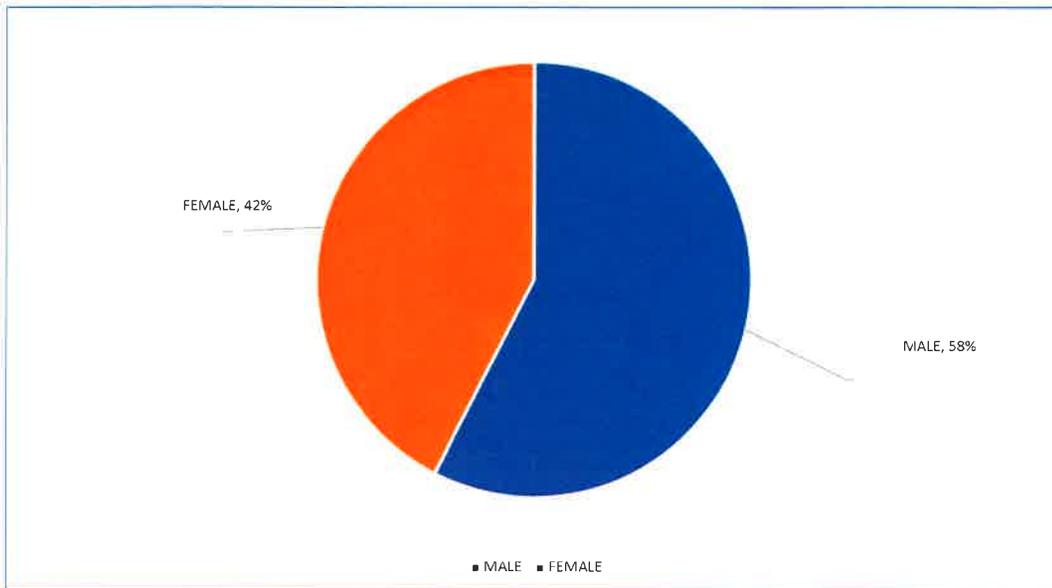
BLACK	WHIT	HISPANIC	ASIAN	OTHER	TOTAL
913	5064	152	93	84	6306

2021 Traffic Stops by Race



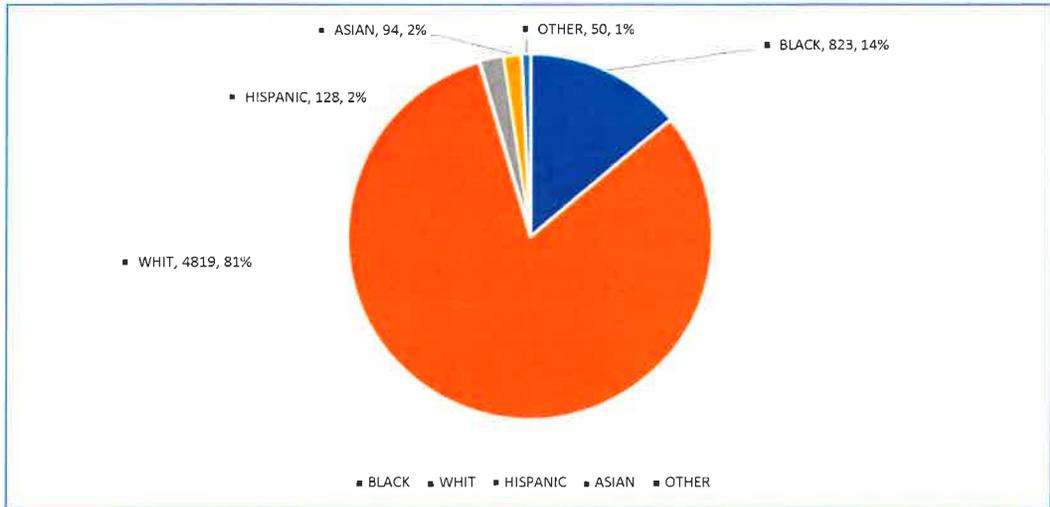
MALE	FEMALE	TOTAL
3627	2679	6306

2021 Traffic Stops by Gender



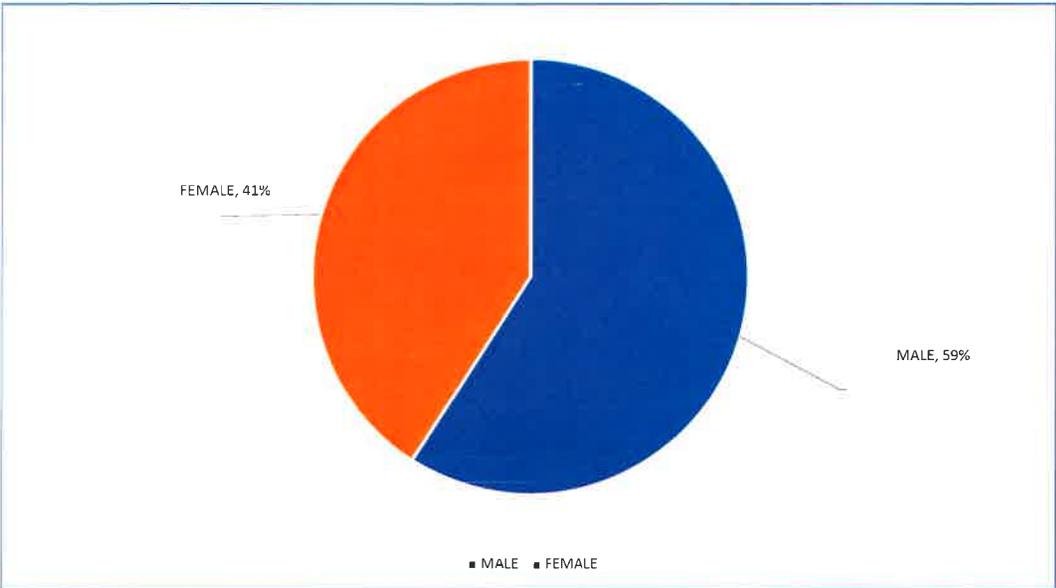
BLACK	WHIT	HISPANIC	ASIAN	OTHER	TOTAL
823	4819	128	94	50	5914

2022 Traffic Stops by Race



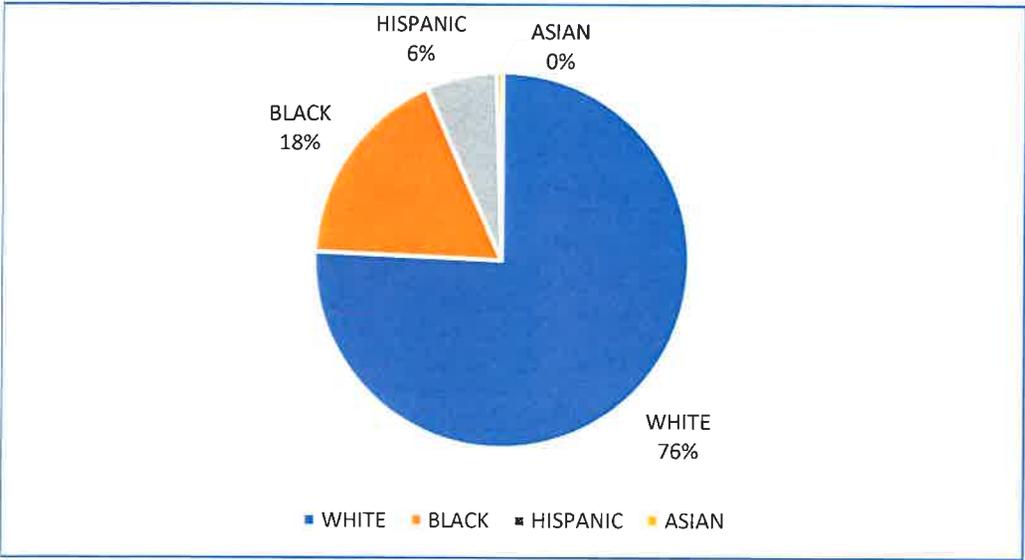
MALE	FEMALE	TOTAL
3492	2422	5914

2022 Traffic Stops by Gender



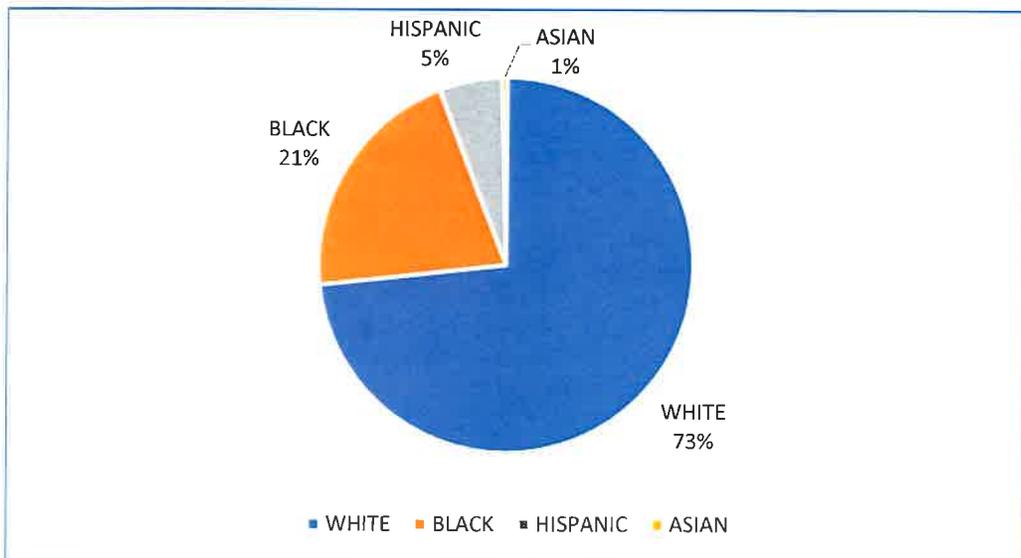
### 2020 ARRESTS WITH OFFICER DISCRETION

WHITE	BLACK	HISPANIC	ASIAN	TOTAL
284	66	23	2	388
73%	17%	6%	0.5%	



### 2021 ARRESTS WITH OFFICER DISCRETION

WHITE	BLACK	HISPANIC	ASIAN	TOTAL
299	85	22	2	408
73.2%	20.8%	5.0%	0.4%	



### 2022 ARRESTS WITH OFFICER DISCRETION

WHITE	BLACK	HISPANIC	ASIAN	TOTAL
326	72	16	6	420
77.6%	17.1%	3.8%	1.4%	

