

2 of 3 requested library posts are OK'd

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must also give its blessing to her request.

Farmington City Council has not yet considered Papal's request, although the library director has met with both Farmington City Manager Robert Deadman and Hills City Manager William Costick.

FARMINGTON AND Farmington Hills both finance the library system, with the Hills paying the greatest portion, based on size and population. Farmington Hills would pay 88 percent of the cost of hiring new staff members.

The cost of hiring two children's librarians, including annual salary and fringe benefits totals approximately \$48,516. Assuming the two new librarians would not be hired until March 1, the cost to both cities through the end of the current fiscal year in June would be \$16,000. Farmington Hills would pay \$14,080 and Farmington, \$1,920. The annual cost in 1986-87 for three entry-level librarians would be approximately \$62,400, Papal said.

"We are not going along with this

proposal all the way," Costick said, recommending the hiring of only two librarians.

"Within the next couple of months, we will be approaching budget review time and will have an opportunity to examine the full impact of three positions in addition to any and all other cost increases that may be necessary and proposed for the operation of the library," Costick wrote in a report to council.

Although non-professional staff has been increased primarily due to the library's installation of the GEAC Automated Circulation System, professionally trained and educated staff has not, Papal said.

AT PRESENT, the library has fewer professional staff members than it did in 1981-82, Papal said. To make matters worse, eight staff members resigned last year amidst the controversy surrounding then-director Gordon Lewis and questions about the private use of public money. While vacancies have been filled, not all of the new staff members had the same experience the ones had, she added.

The Farmington branch, 23550 Lib-

erty, at one time had four full-time professional librarians and one part-time. Today, the branch has only three full-time professionals, too few when trying to have at least one in the building during open hours, Papal said.

The Hills branch, 32737 12 Mile, has four full-time professional librarians and two part-time. That does not include Papal, Jerry Furi, assistant director, and Carole Hund, head librarian for the Oakland County Library for the Blind and Physically Handicapped.

"What we are really calling it is a restoration of three librarians to the staff," Papal said, prior to Monday's council meeting.

EXCEPT FOR Councilman Ben Marks, council members agreed with Costick's recommendation.

Immediately, Marks moved to hire three librarians as Papal requested. But Mayor Joe Alkatech reminded him Deadman would soon make Costick's recommendation to the Farmington City Council.

"I don't think we have to be governed or misled by what happens in Farmington. We should take a leadership role," Marks said.

Marks' motion died for lack of support. But he suggested that council support Papal's request, particularly in light of the "tremendous upheaval" the library and its staff has endured in the past year, culminating in Lewis' resignation.

"I do not agree with three," said Councilwoman Joan Dudley.

Library officials don't know what budgetary needs the library or city has until budget review begins. Hiring two librarians will ease workload problems in the interim, Dudley said.

"I HAVE completed the budget process," Papal told Dudley. The cost in 1986-87 for three new entry-level librarians would be \$62,475, Papal said.

"We are talking about a small amount of money that can impact upon services today," Papal added.

The library system, Papal said, has some basic faults in its staffing structure that has caused low employee morale as well as problems in workload and distribution of work between professionals and non-professionals.

"In fairness to administrative decisions made during the previous year,

there were underlying reasons to rationalize changes in the staffing structure," Papal said in an analysis of staffing needs.

Although the library receives hundreds of applications in response to advertised positions, the pool of potential applicants is declining because the job market has changed considerably in the recent past.

Most importantly, the Detroit Public Library — a major employer — began reopening and restaffing its more than 20 branches, Papal said.

SECONDLY, she said the Farmington library has had a negative reputation because of the controversy surrounding Lewis last year. "From February through June, negative publicity through the media and the professional grapevine additionally discouraged applicants," Papal said.

Finally, introduction of the automated circulation system caused a greater demand on staff, which had to use both the new system and the old for awhile.

Lewis also decided to add more staff at a lesser cost by hiring para-professionals in some cases to fill professional vacancies. For example, on the children's staff, five professional positions were reduced to two. On the young adult staff, two professional positions were reduced to one.

But new employees lack experience and education compared to former staff. In the children's department, for example, there is no staff member who is qualified to fill the position of coordinator.

In many other cases, non-professional employees are performing duties that should be completed by professionally trained employees, she said.

"This strategy, while excellently applied in recent years, has now reached the point that library assistants are doing some professional activities without adequate training or direction," Papal said. "The long-term effect of continuing such a practice will be a deterioration of public service and programming."

Service team speaks up following arrests

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ful activities allegedly taking place inside.

The organization sent letters to owners of the five Farmington Hills Oriental health spas, inviting them to a meeting.

"WE GOT the names of the owners and were trying to stop them," Shin said. Three owners attended the meeting. "They were very embarrassed, especially when they realized other Koreans learned about it," Shin said.

Although the owners apologized, they said they had too much money invested to stop their operations, Shin said.

Osaka Oriental Health Spa on 10 Mile closed last fall. Keiko on Nine Mile and Sun Spa on Orchard Lake, will be closed, said Farmington Hills Police Chief William Dwyer.

Keiko will be notified Friday that the owners have 10 days to close the business based on the no-contest pleadings of the three women in late January. Sun Spa will voluntarily close, according to a consent agreement reached in 4th District Court last week, Dwyer said.

"I think we are making good progress," Dwyer said. "We really initiated

something that has turned out to be a statewide investigation. The city should be proud."

As result of the publicity surrounding the Farmington Hills police raids of the health spas, authorities in Waterford Township, Utica and other suburban communities are also conducting raids, Dwyer said.

A MAJOR investigation into a string of health spas around the state and the country has begun, Dwyer said. The investigation involves the Federal Bureau of Investigation (FBI), the U.S. Department of Immigration and Naturalization and the Internal Revenue Service (IRS). In Michigan, the state police are also involved. The investigation is expected to take approximately two years, Dwyer said.

To further let the Oriental health spa owners know how the Korean community feels, Shin's organization plans to buy advertisements in Korean newspapers in the metropolitan area denouncing and condemning the unlawful activities allegedly taking place in the spas.

"We told them very clearly that they should stop," Shin said.

Yet Shin is cautious. Although he says he cannot blindly assume the Ori-

ental health spas and Korean women working in them are in the prostitution business, it appears to some degree to be true, from what he has read and heard, Shin said.

"We don't think this is racial discrimination," Shin said. "It is not a racial issue. We just don't like what is going on there. And it's not just my opinion."

PUTTING THE alleged illegal activities aside, Shin said it is clear the Korean women who were arrested at the health spas are victims. What has happened, he said, is that these women — and others who are not involved with the health spas — married American servicemen in Korea and came to the United States.

In many cases, the husbands have abandoned their wives, he said. Because many of the women cannot speak fluent English, have little understanding, if any, of American culture or what government services might be available to them, they can be talked into working at the spas, Shin said.

"These women are victims. These people don't know how to survive," Shin said.

Shin talked of a Korean woman

whose American husband was taken to hospital for drunkenness. When the woman realized Shin — a physician at the hospital — was Korean, she cried and told him of life since her arrival in the United States.

The woman, Shin said, was unaware that other Korean people lived in the metropolitan area or that Korean organizations and churches existed where she could seek help.

ON THE other side of the coin, though, is a Korean woman — happily married to a former American serviceman — who believed she had settled into her new homeland. Now she is concerned about going to work everyday for what her colleagues may be saying about her because of publicity surrounding the Oriental health spas and arrests of Korean women, Shin said.

Although it appears the women arrested at the health spas for the most part are married to American servicemen, Shin says he doesn't believe that the women are part of an international organization that recruits U.S. servicemen to marry Korean women and bring them into the country.

"Basically, I don't believe it. If it is, it is in small numbers," Shin said.

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