

BOARD MEETING AGENDA

Regular Board Meeting January 9, 2023 Delaware Free Branch, 5:30pm

- I. Call to Order
- II. Pledge of Allegiance
- III. Adoption of Agenda
- IV. Public Comment Period
- V. Approval of December 12, 2022 meeting minutes
- VI. Financial Reports
 - a. Treasurer's Report
 - b. Monthly Financial Reports through January 8, 2023

Payment of Bills through January 8, 2023

- VII. Director's Report
- VIII. New Business
 - a. Tax Cap Override
 - b. Set Budget Vote and Information Session Dates
 - c. Salary Scales
 - d. Mileage Rate
 - e. Jeffersonville Parking Lot Bid
 - IX. Old Business
 - a. Draft 2023/2024 Budget
 - X. Committee Reports
 - Building
 - Personnel
 - Donations
 - Finance
 - By Laws
 - Nominating
 - FOL Liaison
 - Executive
 - Outreach
 - XI. Dates to Remember
 - a. See monthly online newsletter
- XII. Correspondence
- XIII. Adjournment

Next Meeting: Monday, February 13, 2023 5:30pm, Jeffersonville



I. New Business

- a. Tax Cap Override: Resolution Language (#8, 2022-2023): Whereas, the adoption of the 2023-2024 budget for the Western Sullivan Public Library may require a tax levy increase that exceeds the tax cap imposed by state law as outlined in General Municipal Law Section 3-c adopted in 2011; and Whereas, General Municipal Law Section 3-c expressly permits the library board to override the tax levy limit by a resolution approved by a vote of sixty percent of qualified board members; now therefore be it Resolved, that the Board of Trustees of the Western Sullivan Public Library voted and approved to exceed the tax levy for 2023-2024 by at least the sixty percent of the Board of Trustees as required by state law on January 9, 2023.
- b. Set Budget Vote and Information Session Dates: Budget Information Session: Set a date for the Budget Information Meeting that is no more than fourteen days nor less than seven days before the date of the annual meeting and election. Board meeting date in April is scheduled for April 10, 2023. Potential date for budget vote: April 19, 2023.
- c. Salary Scales: See document on libguide for approval.
- d. Mileage Rate for 2022: IRS increased the mileage rate 3 cents to 65.5 cents per mile driven for business use.
- e. Jeffersonville Parking Lot Bid: Approve to go out to bid in January 2023 for the parking lot and sewer lateral project at the Jeffersonville Branch with the bid opening set for the February Board Meeting on February 13, 2023.

II. Old Business

a. Draft 2023/2024 Budget



Unapproved Minutes of the Board of Trustees Meeting Delaware Free Branch

Dec. 12, 2022

Members Present: Marge Brown (video), Francis Cape, Evan Eisenberg (video), Kevin McDonough, Chris Peacock (video), Linda Pomes (President), Pam Reinhardt, Barbara Winfield (video). **Absent**: Amber Novikov

Staff Present: Audra Everett, Director

Call to Order: At 5:33 p.m. the meeting was called to order by President Linda Pomes with the Pledge of Allegiance.

Adoption of Agenda: On a Motion by Kevin McDonough seconded by Francis Cape, the agenda was approved by unanimous consent.

Approval of Meeting Minutes: On a Motion by Marge Brown seconded by Barbara Winfield, the Nov. 21, 2022 Meeting minutes as amended were approved by unanimous consent. Kevin McDonough abstained.

Financial Reports:

- a. On a Motion by Kevin McDonough seconded by Pam Reinhardt, the Treasurer's Report was approved by unanimous consent.
- b. On a Motion by Kevin McDonough seconded by Marge Brown, the Financial Reports through Dec. 11, 2022 were approved by unanimous consent.
- **c.** On a Motion by Barbara Winfield seconded by Francis Cape, Payment of Bills through Dec. 11, 2022 was approved by unanimous consent.

New Business:

- a. On a Motion by Pam Reinhardt seconded by Francis Cape the 2023 Board Meeting Schedule was approved by unanimous consent.
- b. On a Motion by Kevin McDonough seconded by Evan Eisenberg the board approved by unanimous consent the Workers Compensation Insurance payment for 2023 not to exceed \$5,000.
- c. Staff Appointment. On a Motion by Pam Reinhardt seconded by Barbara Winfield the board voted by unanimous consent to reappoint Chantal Alexy to part-time library clerk at \$18.74/hour starting Nov. 21, 2022.

Old Business

a. On a Resolution No. 7, 2022-2023 by Evan Eisenberg seconded by Francis Cape, the board voted by unanimous consent to reaffirm the Videoconferencing resolution passed Aug. 8, 2022 after the public hearing.

Adjournment:



On a Motion by Marge Brown seconded by Kevin McDonough, the board voted by unanimous consent to adjourn the meeting at 6:07 p.m.

Chris Peacock Secretary

Western Sullivan Public Library Balance Sheet

As of June 30, 2023

1.0 0. 04 00, 2020	Jun 30, 23
ASSETS	
Current Assets	
Checking/Savings	
200 · Operating Account - 8139	27,818.39
204 · Credit Card Transfer Acct- 7669	1,253.77
205 · WSPL IMM Acct - 1647	
Adelaide Schadt - Jeff Branch	10,000.00
205 · WSPL IMM Acct - 1647 - Other	973,976.46
Total 205 · WSPL IMM Acct - 1647	983,976.46
206 · Capital Fund - 8355	367,059.69
210 · Petty Cash	
Petty Cash-DEL	50.00
Petty Cash-JEF	50.00
Petty Cash-NAR	46.68
Total 210 · Petty Cash	146.68
Total Checking/Savings	1,380,254.99
Other Current Assets	
A391 · Due From Other Funds	3,224.38
Total Other Current Assets	3,224.38
Total Current Assets	1,383,479.37
Fixed Assets	
446 · Furn. & Fixtures	
Furn & Fixtures-DEL	150.00
Total 446 · Furn. & Fixtures	150.00
Total Fixed Assets	150.00
TOTAL ASSETS	1,383,629.37
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
L-Accrued Liabilities	24,014.45
SUI Payable	1,207.59
607 · NYS & Local Retirement	392.07
608.2 ⋅ T AFLAC payable	-40.56
637 · Due to Retirement	11,404.00
Total Other Current Liabilities	36,977.55
Total Current Liabilities	36,977.55
Total Liabilities	36,977.55
Equity	
909 · Fund Balance - WSPL	302,723.58
910 · Reserve Fund Balance	90,478.25
911 · Retained Earnings	279,404.33
Net Income	674,045.66
Total Equity	1,346,651.82
TOTAL LIABILITIES & EQUITY	1,383,629.37

Western Sullivan Public Library Check List by Date

December 10, 2022 through January 7, 2023

Туре	Date	Num	Name	Memo	Split	Amount
Dec 10, '22 - Jan	7, 23					
Check	12/12/2022	18620	Village of Jeffersonville	Acct 00349	Sewer & Water-JEF	-91.26
Check	12/26/2022	18622	Verizon	845 887 49679 346 24 5	74106.6 · Elevator Service	-32.37
Check	12/26/2022	18623	NYSEG	1001-1281-077	Fuel & Electric-JEF	-720.10
Check	12/26/2022	18624	NYSEG	1001-0704-798	Fuel & Electric-NAR	-241.60
Check	12/26/2022	18625	Utica National Insurance Group	Acct #100918340	Workers' Comp	-4,252.00
Check	12/26/2022	18626	AARP Medicare Rx Preferrred (PDP)	member # 0140089751 P Morgan-Lohr	90608 · Employee Health Insurance	-116.80
Check	12/26/2022	18627	AARP Medicare Rx Preferrred (PDP)	Member ID: 0217026071 J Swendsen	90608 · Employee Health Insurance	-75.10
Check	01/07/2023	18629	Cardmember Services	acct ending 4182	601 · Jeff Bank Visa	-582.73
Check	01/07/2023	18630	MaryAnn Paparella		-SPLIT-	-2,050.00
Check	01/07/2023	18631	Fowler Oil Co., Inc.		Fuel & Electric-DEL	-260.15
Check	01/07/2023	18632	Cash	Cash replenishment for JEF	Petty Cash-JEF	-10.64
Check	01/07/2023	18633	Fox Ledge, Inc.	Account 005821	-SPLIT-	-44.80
Check	01/07/2023	18634	Cochecton Oil, Inc.	Account # 283-1	Fuel & Electric-NAR	-343.88
Check	01/07/2023	18635	Spectrum - Charter Communications	Account # 107605001	-SPLIT-	-459.90
Check	01/07/2023	18636	Christina Mace		Bookkeeper	-525.00
Check	01/07/2023	18637	Peck's Market	Acct 4394 & C966	-SPLIT-	-130.68
Check	01/07/2023	18638	Midwest Tape		-SPLIT-	-925.08
Check	01/07/2023	18639	Baker & Taylor Books #510486		-SPLIT-	-2,935.62
Check	01/07/2023	18640	AWE Learning		Software	-999.00
Check	01/07/2023	18641	Staples Contract & Commercial	Cust RCH 1721174	-SPLIT-	-1,125.56
Check	01/07/2023	18642	Kanopy LLC		Digital Downloads - WSPL	-733.00
Check	01/07/2023	18643	Kohler Lumber Company Inc.	Invoive 126222	Materials	-35.96
Check	01/07/2023	18644	RCLS General	invoice 31450	-SPLIT-	-4,254.96
Check	01/07/2023	18645	RCLS General	invoice 31449	-SPLIT-	-3,142.47
Check	01/07/2023	18646	RCLS General	invoice 31454	-SPLIT-	-1,889.66
Check	01/07/2023	18647	RCLS General	invoice 31451	-SPLIT-	-3,093.72
Check	01/07/2023	18648	NYSEG	1003-8570-692	Fuel & Electric-DEL	-71.67
Check	01/07/2023	18649	NYSEG	1001-3155-188	Fuel & Electric-DEL	-247.35
Check	01/07/2023	18650	Town of Delaware Tax Collector	S-B-L 145-54	Sewer & Water-DEL	-486.80
Check	01/07/2023	18651	Town of Delaware Callicoon Water District	SBL 14-5-54 Acct # 0258	Sewer & Water-DEL	-150.48
Check	01/07/2023	18652	Ehrlich	Invoice # 30128088 & 30128020	-SPLIT-	-305.00

Western Sullivan Public Library Check List by Date

December 10, 2022 through January 7, 2023

Check	01/07/2023	18653	OverDrive, Inc.	Cust ID 1052-1001	Digital Downloads - WSPL	-35.00
Check	01/07/2023	18654	Callicoon Supply Inc.	Acct # 4675	-SPLIT-	-170.89
Check	01/07/2023	18655	Sullivan County Democrat		Periodicals-JEF	-69.00
Check	01/07/2023	18656	Sullivan County Democrat	AD ID 108976	Advertising	-22.29
Check	01/07/2023	18657	United Healthcare Insurance Company	Member ID 333329276-1	90608 · Employee Health Insurance	-289.50
Check	01/07/2023	18658	United Healthcare Insurance Company	Member ID 351736481-1	90608 · Employee Health Insurance	-234.50
Check	01/07/2023	18659	GOVCONNECTION, INC.	Invoice # 73561529,73569357,73572342	-SPLIT-	-482.49
Check	01/07/2023	18660	Joseph E. Schultz	invoice #2911	-SPLIT-	-136.88
Check	01/07/2023	18661	G. Oliver King	2023-02-07 Presentation	Adult Programs	-300.00
Check	01/07/2023	18662	Traci Myers	2022.12.21 Craft Class	Adult Programs	-50.00
Check	01/07/2023	18663	Kendra Payne	2023-02-08 Workshop	Adult Programs	-250.00
Check	01/07/2023	18664	Raina Bowers	2023.01.20 & 2023.02.17	Adult Programs	-200.00
Liability Check	12/16/2022	18621	Commissioner of Taxation and Finance	E-034204795-E003-8	609 · Income Execution	-167.63
Liability Check	12/16/2022	eft dd	Direct Deposit Split		611 · DD for savings/c'king	-250.00
Liability Check	12/16/2022	eft21537232	IRS USA Tax Payments	14-1825007	-SPLIT-	-4,119.50
Liability Check	12/16/2022	eft4659464	NYS Income Tax	141825007 6	606 · SWT Payable	-687.37
Liability Check	12/30/2022	18628	Commissioner of Taxation and Finance	E-034204795-E003-8	609 · Income Execution	-167.63
Liability Check	12/30/2022	eft dd	Direct Deposit Split		611 · DD for savings/c'king	-250.00
Liability Check	12/30/2022	eft44019515	IRS USA Tax Payments	14-1825007	-SPLIT-	-4,089.72
Liability Check	12/30/2022	eft4698116	NYS Income Tax	141825007 6	606 · SWT Payable	-681.82
Paycheck	12/16/2022	2022121601			-SPLIT-	
Paycheck	12/16/2022	2022121602			-SPLIT-	
Paycheck	12/16/2022	2022121603			-SPLIT-	
Paycheck	12/16/2022	2022121604			-SPLIT-	
Paycheck	12/16/2022	2022121605			-SPLIT-	
Paycheck	12/16/2022	2022121606			-SPLIT-	
Paycheck	12/16/2022	2022121607			-SPLIT-	
Paycheck	12/16/2022	2022121608			-SPLIT-	
Paycheck	12/16/2022	2022121609			-SPLIT-	
Paycheck	12/16/2022	2022121610			-SPLIT-	
Paycheck	12/16/2022	2022121611			-SPLIT-	
Paycheck	12/16/2022	2022121612			-SPLIT-	
Paycheck	12/16/2022	2022121613			-SPLIT-	

Western Sullivan Public Library Check List by Date

December 10, 2022 through January 7, 2023

Paycheck	12/16/2022	2022121614	-SPLIT-		
Paycheck	12/16/2022	2022121615	-SPLIT-		
Paycheck	12/16/2022	2022121616	-SPLIT-		
Paycheck	12/16/2022	2022121617	-SPLIT-		
	12/16/2022			Total Payroll 2022.12.16	-14,183.28
Paycheck	12/30/2022	2022123001	-SPLIT-		
Paycheck	12/30/2022	2022123002	-SPLIT-		
Paycheck	12/30/2022	2022123003	-SPLIT-		
Paycheck	12/30/2022	2022123004	-SPLIT-		
Paycheck	12/30/2022	2022123005	-SPLIT-		
Paycheck	12/30/2022	2022123006	-SPLIT-		
Paycheck	12/30/2022	2022123007	-SPLIT-		
Paycheck	12/30/2022	2022123008	-SPLIT-		
Paycheck	12/30/2022	2022123009	-SPLIT-		
Paycheck	12/30/2022	2022123010	-SPLIT-		
Paycheck	12/30/2022	2022123011	-SPLIT-		
Paycheck	12/30/2022	2022123012	-SPLIT-		
Paycheck	12/30/2022	2022123013	-SPLIT-		
Paycheck	12/30/2022	2022123014	-SPLIT-		
Paycheck	12/30/2022	2022123015	-SPLIT-		
Paycheck	12/30/2022	2022123016	-SPLIT-		
Paycheck	12/30/2022	2022123017	-SPLIT-		
	12/16/2022			Total Payroll 2022.12.30	-14,074.90

Dec 10, '22 - Jan 7, 23

Western Sullivan Public Library Profit & Loss Budget vs. Actual

	Jul 1, '22 - Jan 7, 23	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
1001 · Real Property Taxes	1,003,723	1,003,723	0
2082 · Library Charges	2,169	2,075	94
2083 · Library Chgs-Registrations	1,887	2,000	(113)
2401 · Interest & Earnings	75	415	(340)
2655 · Sales, Other	525	52	473
2680 · Insurance Recoveries	133	0	133
2705 · Gifts & Donations	1,098	1,868	(770)
3003 · State Grants - Miscellanious	2,710	2,594	116
Total Income	1,012,320	1,012,727	(407)
Gross Profit	1,012,320	1,012,727	(407)
Expense			
74101 · Salaries	233,205	254,114	(20,909)
74101.7 · Special Projects	461	519	(58)
74102 · Equipment	1,099	3,891	(2,792)
74104.1 · Books	17,964	19,196	(1,232)
74104.2 · Serials	1,960	2,335	(375)
74104.3 · Videos	6,177	8,405	(2,228)
74104.4 · Digital Downloads	6,790	8,062	(1,272)
74104.6 · Databases & Software	5,720	4,721	999
74105.1 · Daily Operating Expenses	5,813	11,518	(5,705)
74105.2 · Repairs/Maint of F&F	0	519	(519)
74105.3 · Repairs/Maint of Lib Equip	0	519	(519)
74105.4 · Daily Maint & Repairs	3,604	6,745	(3,141)
74105.5 · Building Maintenance	0	18,159	(18,159)
74105.6 · Insurance Policies	19,583	22,265	(2,682)
74106.1 · Phone, Internet, Cable Services	2,759	4,177	(1,418)
74106.2 · ANSER	12,249	15,565	(3,316)
74106.4 · Fuel & Electric	8,115	10,376	(2,261)
74106.5 · Sewer & Water	1,580	2,854	(1,274)
74106.6 · Elevator Service	195	2,075	(1,880)
74106.7 · Cleaning Services	12,300	13,619	(1,319)
74106.8 · Operating Overhead Expenses	2,355	5,188	(2,833)
74107.1 · Professional Services	4,036	9,494	(5,458)
74107.2 · Grant Expenses	0	259	(259)
74107.3 · Programs and Events	4,258	6,226	(1,968)
74107.9 · Other Expenses	1,050	1,686	(636)
90000 · Payroll Expenses	104,361	141,477	(37,116)
Total Expense	455,634	573,964	(118,330)
Net Ordinary Income	556,686	438,763	117,923
ncome	556,686	438,763	117,923

Western Sullivan Public Library Treasurer's Report

Report for: <u>January 9</u> <u>2023</u>

Month and Day Year

General Fund: Operating Account - Jeff Bank Account ending in 8139

Balance on hand as of: November 30, 2022 \$133,827.03

Plus Deposits:

Accounts Receivable \$1,523.66
Transfers from IMM \$60,000.00
Interest \$0.57
Other \$0.00

Total Deposits \$61,524.23

Less Disbursments:

Transfer to IMM \$60,000.00
Operating Expenses \$66,627.93

Total Disbursements \$126,627.93

Balance on hand as of: December 30, 2022 \$68,723.33

General Fund: IMM Account - Jeff Bank Account ending in 1647

Balance on hand as of: <u>November 30, 2022</u> \$1,043,930.95

Plus Deposits:

Annual Tax Portion & PILOT \$0.00
Interest \$45.51
Other \$0.00

Total Deposits \$45.51

Less Disbursments:

Transfers to Operating Fund \$60,000.00
Transfer to Capital Fund \$0.00

Total Disbursements \$60,000.00

Balance on hand as of: December 30, 2022 \$983,976.46

Western Sullivan Public Library Treasurer's Report

Report for: <u>January 9</u> <u>2023</u>

Month and Day Year

General Fund: CC Transfer - Jeff Bank Account ending in 7669

Balance on hand as of: November 30, 2022 \$1,253.77

Plus Deposits:

Credit Card Payments \$0.00

Total Deposits \$0.00

Less Disbursments:

Transfers to Operating Fund \$0.00

Total Disbursements \$0.00

Balance on hand as of: December 30, 2022 \$1,253.77

Capital Fund: Building Improvements - Jeff Bank Account ending in 8355

Balance on hand as of: November 30, 2022 \$219,817.69

Plus Deposits:

 Transfers from IMM
 \$0.00

 Interest
 \$0.00

 Other
 \$161,929.00

Total Deposits \$161,929.00

Less Disbursments:

Transfers to Operating Fund \$0.00

Total Disbursements \$0.00 \$0.00

Balance on hand as of: December 30, 2022 \$381,746.69

Account opened December 10, 2019



DIRECTOR'S REPORT

January 9, 2023

Building/Equipment:

Our handyman installed a small railing for the first flight of stairs going to the basement in Narrowsburg for safety reasons.

The walls in the hallway to the boiler room at Callicoon are being painted. This is where the craft supplies and other equipment are stored.

Finance:

Received a check for \$161,929.00 for the Delaware Free and Jeffersonville Branch construction projects on 12/30/22.

Personnel:

None

Professional Development/Meetings:

12/13/2022: Continuing Education Subcommittee

Programs:

<u>View newsletter</u>. Our Adult Program Coordinator, Ciera, refreshed the January 2023 newsletter and is piloting a puzzle swap program at the branches. Kristen developed a toy swap based on feedback from some parents and caregivers attending past programs.

Strategic Plan Progress:

See attached 2022 Progress Report. Input is included from the managers, programmers, and multimedia technician.

Monthly Statistics:

See statistics in "Other Items" on libguide.

Other:

View the <u>RCLS calendar</u> at <u>www.rcls.org</u> for upcoming Trustee trainings.

Tuesday, January 10, 2023, Time: 6:00pm - 7:00pm Trustee Training Tuesdays: Board Governance

Tuesday, February 7, 2023, Time: 6:00pm - 7:00pm Trustee Training Tuesdays: Open Meeting Law

2021-2025 WSPL Long Range Strategic Plan Goals 2022 Progress Report

GOAL 1: Enhance marketing and public outreach.

	GOAL 1. Limance marketing and public outreach.					
OBJECTIVE	ACTION PLAN	TIMELINE	PROGRESS REPORT FOR 2022 AND PLANS FOR 2023			
Find new and innovative ways to reach all residents of our service area.	Create an Outreach Committee for the WSPL Board of Trustees.	Formed July 2021	New Adult Program Coordinator will be part of the committee in 2023.			
	Develop a marketing plan that includes utilization of local assets, including radio stations, newspapers, and social media groups specific to our area.	2023	Will use the marketing plan tools from RCLS along with our current distribution list that we use to reach out to the media to create a marketing plan for WSPL.			
	Collaborate with schools, community organizations, and local businesses.	ongoing	In 2022, we collaborated with the first grade teachers again for a library tour and to sign every first grader up for a library card. Laura worked with Kingfisher Project coordinators to create reading list. The outreach for the rewards program resulted in a sizable donation from a local business in Callicoon for children's programming. We participated in Callicoon Business Association events including the Country Fair, ArtWalk, Callicoon Pride Day, and Dickens on the Delaware. We worked with local businesses for the Rewards program and StoryWalks. Kristen collaborated with the Delaware Youth Center providing programming throughout the summer. She expanded programs with the National Park Service including family rafting trips. Coordinated with Bershire Farms to bring 33 comfort cases (with over 600 items donated by patrons) to foster children in the area. Held storytimes at the Jeffersonville Farmers Market along with a library card sign-up.			
	Create a system for working with realtors to reach out to new home buyers and recent in-movers.	ongoing	Dale no longer has access to resources to complete. We will continue to reach out to local agents asking them to provide library welcome packets to new home owners.			
	Engage all residents of the Sullivan West School District annually.	ongoing	Annual Report to the Community was emailed to all library card holders, distributed at the libraries, and published online. This coming year we will look into including our annual report to the community in with the Sullivan West newsletter.			

GOAL 1 (cont): Enhance marketing and public outreach.

OBJECTIVE	ACTION PLAN	TIMELINE	PROGRESS REPORT FOR 2022 AND PLANS FOR 2023
Increase the number of card	Establish a baseline goal by comparing the number of card	2022-2025	Using statistics for the 2021 RCLS Statistics which compiles the
holders.	holders per district's population to other RCLS member		annual report numbers, the average for the 47 RCLS libraries in
	libraries.		terms of borrowers compared to the total population was 47%.
			WSPL was at 38%. Our goal for half our our district to be
			cardholders.
	Engage churches and community organizations to	2023-2025	To help achieve our goal of registering half of our district, this
	introduce the library and promote library card registration.		year we will focus on outreach to local organizations including 4-
			H, girl scouts, boy scouts, PTSO and the chambers and business
			associations. We will come up with a way to engage the
			churches in our communities.
	Reach out to first, fourth, middle school, and high school	2023/24	Kristen and Jennifer resumed the first grade in 2022. Kristen
	Develop a program that incentivizes residents to sign up	Implemented June	The Library Rewards Program was deveoped in 2022 as an
	for a library card.	2022/Will evaluate	incentive for residents to become cardholders and to increase
		in July 2023	circulation of physical items. The program launched in June
			2022. in 2022 we handed out 2,280 rewards coupons and
			received 615 back. We will evaluate if the program is fulfilling its
			goal after we have a year of data in July 2023.
	Create a report to track the progress of library card	2023	In 2022, library card registration totaled 344
	registration.		(DEL=94/JEF=168/NAR=82) with 53 of these registrations
			completed online. 2021 numbers are 257 total registrations
			(DEL=97/JEF=97/NAR=63) with 62 of these registrations
			completed online. User count as of January 1, 2023 is 4,111
			(Resident=3,722/Non-Res=395). We are working to create a
			report to compare this progress.

GOAL 2: Improve staff retention and development and create a system for demonstrating appreciation for staff performance.

OBJECTIVE	ACTION PLAN	TIMELINE	PROGRESS
To recognize staff achievement in a public and tangible fashion.	Develop a system to recognize staff innovation.	ongoing	The Library Limelight was implemented to highlight staff members and their acheivements. Seven staff members were
	Recognize tenure milestones.	ongoing	We will use the newsletter and social media to highlight milestones this year.
To provide annual technology training to staff.	Create a guide with links to relevant trainings staff can access online.	ongoing	Created a space on the staff libguide with all training resources and links in one place. Dale is currently providing recommendations based on RCLS IT/Marketing offerings.
	Encourage staff to attend workshops offered by RCLS, SENYLRC, and other library organizations.	ongoing	Director and Managers are assigning virtual trainings as needed. Now that in-person trainings are happening again, staff will be encouraged to attend workshops relavent to their position.
	Create in-house training tools specific to staff positions.	ongoing	Managers started to cross train in 2022 at each of the branches. Laura implemented a new training tool based on a Niche Academy training that we are piloting to find where need support and where they are independent in their positions. The NYS required tech training will be tracked this year so we can ensure each staff member has the technology skills needed to assist patrons and excel at their job.
	Track annual participation.	ongoing	Staff records each training they take and it is send to a spreadsheet that tracks participation. In 2022, staff participated in 175 trainings.

GOAL 3: Maintain and improve physical plant with an eye towards the near future when every patron has remote access to digital media.

OBJECTIVE	ACTION PLAN	TIMELINE	PROGRESS
Evaluate the usage of onsite computer/wireless services for trends.	Annually compare usage and create a report to guide future decisions.	ongoing	There is a process in place for collecting data. Dale will work with RCLS to better automate the collection of monthly data.
	Align the projects on the five-year plan created by the building committee to reflect these needs.		We secured funding for the Callicoon and Jeffersonville construction projects that will be bid out in 2023 with tentative completion in 2023/2024. The Managers and director are working on a list to share with the building committee to update the five-year plan. Research began at Callicoon into digitization of microfilm, newspapers, and local history room collections. Information regarding processes, collection organization, costs, grants, technology, and continuing ed are all being compiled. The DEL Local History Room, YA, Community Room and 2nd floor landing area all have been revisioned with the public in mind, resourcefully acquiring and repurposing furniture has made spaces more comfortable, cohesive, and appropriate to the venacular of the building. Kristen is working with managers to revamp children's spaces.
	Create accessible outdoor seating areas with a strong wifi signal.	2022-2025	External wifi units were installed in 2022. Seating will be evaluated in spring of 2023.

GOAL 4: Continually reach out to the public to see what programming they need and desire.

OBJECTIVE	ACTION PLAN	TIMELINE	PROGRESS
Explore and optimize methods	Evaluate current social media management and develop a	ongoing	Dale holds social media meetings with the social media team
for patron feedback.	system that covers both the day-to-day processes and		twice a month. Main objectives include increasing social media
	periodic analytics.		and marketing presence in addition to identifying key
			performance indicator metrics.
	Create short, quarterly surveys for distribution to current	ongoing	In 2022, we distributed a programming survey collecting
	email list.		information on topics the community is interested in. This year
			we will continue the surveys broading the scope to include
			services, technology, and collections.
	Evaluate current programming, including virtual	ongoing	Now that we have the new registration calendar, LibCal, in place,
	programming, via a feedback form/short survey emailed		we will start sending out follow up evaluations and surveys to
	to participants.		help us evaluate current programming. We trialed this in 2022
			with success.
	Develop scripts for virtual programs requesting feedback	2023	The programmers, tech, and director will come up with these
			scripts based on the type of program being evaluated.
	Create short surveys for social media posts and stories.	ongoing	The social media team will work with programmers to create
			these surveys.

GOAL 5: Enhance Patrons' Library Experience, Both In-Person and via Digital Access.

OBJECTIVE	ACTION PLAN	TIMELINE	PROGRESS
Develop a website that is easily	Design and implement a new website.	Process began	In progress with ES11. Dale continues to move forward with this
accessible, welcoming and simple		summer 2021 with	project. He anticipates it being ready to reveal Q1/23.
for staff to maintain.		anticipated update	
		Spring 2022.	
	Include features that make the site more accessible,	2023	Chat functionality is not feasible due to staffing limitations.
	including interactive features like chat.		However, limited fuction is available on social media.
Improve the physical collections	Update the library's collection development policy.	completed	Managers and director reviewed the policy and made
to reflect patrons' needs and			suggestions to the bylaws committee. Now that the policy is in
desires.			place, managers are evaluating their collections.
	Create brief surveys to gather feedback from users.	ongoing	With the suggestions received from the patrons, managers were
			able to fill several of these requests by adding the titles to the
			collections.
Engage new technologies for	Create and update a Technology Plan that will be used to	ongoing	Tech, with input from the community, staff, and board will
suitability at the library and	evaluate current technology at the library and potential		complete this in 2023.
provide training required for	additions of new technology.		
both staff and patrons to use it.			
	Survey patrons to find out what technologies the library	2023	Dale plans on completing this Q1/23.
	could provide for home use.		

Monthly Reports for All Branches for December 2022

December Circulation	Callicoon	Jeffersonville	Narrowsburg
Adult Books	567	651	444
Young Adult Books	109	19	25
Children's Books	369	399	180
Periodicals	0	24	2
Audiobooks	45	16	8
Museum Pass (Apr-Dec)	0	0	0
DVDs	479	378	116
Other	11	16	0
2022 Totals	1580	1503	775
2021 Totals	1398	1320	782

Wireless usage per branch

	December 2021	December 2022	
Callicoon	783	2503	
Jeffersonville	456	1507	
Narrowsburg	406	1528	
Total	1645	5538	

Computer Use

	December 2021	December 2022
Callicoon	52	38
Jeffersonville	46	38
Narrowsburg	35	21
Total	133	97

Internet/Social Media	December 2021	Decmber 2022
Instagram followers	1053	1109
Facebook followers	1045	1127
Metaverse video views	76	1,784
Website users	1047	1,141
Website sessions	1825	1836
Website page views	2874	2680
Podcast Downloads	261	45
Monthly eNewsletter	sent to 380 subscribers	251 opens/ 50 clicks
Mailchimp weekly email blasts	3 emails sent to 1,374 subscribers	1,559 opens/ 64 clicks

e-Circulation

Туре	Dec 2021	Dec 2022
Callicoon e-		
content	376	368
Jeffersonville		
e-content	478	493
Narrowsburg		
e-content	198	251
Kanopy films		
(# of videos		
played)	776	502
Total	1828	1614

Curbside Pickup Appointments

Callicoon	0
Jeffersonville	0
Narrowsburg	11

Patron Count at the Library

	Dec 2021	Dec 2022
Callicoon	836	819
Jeffersonville	e 690 803	
Narrowsburg	512	494
Total	2038	2116

Reference questions

	Dec 2021	Dec 2022		
Callicoon	85	75		
Jeffersonville	82	69		
Narrowsburg	92	87		
Total	259	231		

Date	Program	Platform(s)/ Type	Target Audience	Attendance
12/4/2022	Narrowsburg Knitters	In-Person	Adult	10
12/5/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	5
12/6/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	5
12/6/2022	Healthy Living for your Body & Brain	In-Person	Adult	6
12/7/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	3
12/7/2022	Book Club	In-Person	Adult	1
12/7/2022	Let's Play at Jeffersonville	In-Person	Youth	12
12/10/2022	Gingerbread Decorating during Dickens on the Delaware	In-Person	Youth	131

12/12/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	3
12/12/2022	Narrowsburg Knitters	In-Person	Adult	8
12/13/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	6
12/13/2022	Pop-Art Selfies	In-Person	Adult	2
12/14/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	4
12/15/2022	Let's Play at Callicoon	In-Person	Youth	0
12/16/2022	Open Mic	In-Person	Adult	cancelled, weather
12/18/2022	Shark Week Take and Make	Take-and-Make	Youth	8 kits
12/19/2022	Narrowsburg Knitters	In-Person	Adult	8
12/20/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	5
12/20/2022	Let's Play at Narrowsburg	In-Person	Youth	0
12/21/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	6
12/21/2022	Holiday Card Making	In-Person	Adult	5
12/22/2022	Homeschool Hangout	In-Person	Youth	0
12/27/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	4
12/27/2022	Book Club	In-Person	Adult	3
12/27/2022	Winter Break Fun! Play Zone at Narrowsburg	In-Person	Youth	0
12/28/2022	Hybrid Open Technical Support	In-Person	Adult, PCC	3
12/28/2022	Winter Break Fun! Bake Off	In-Person	Youth	2
12/28/2022	Teen Hangout and Baking	In-Person	Youth	0
12/30/2022	Winter Break Fun! Craft Explosion	In-Person	Youth	5

Western Sullivan Public Library LIBRARY PAVEMENT PROJECT Contract #WSPL-G-2022 General

INVITATION FOR BIDS

NOTICE IS HEREBY GIVEN, pursuant to Article 5A of the General Municipal Law of the State of New York that sealed bids are sought by

THE WESTERN SULLIVAN PUBLIC LIBRARY (OWNER)

For:

PAVEMENT REPLACEMENT AND SEWER LATERAL REPLACEMENT (PROJECT)

Contract #WSPL-G-2022

Sealed bids will be received by the Library Director, Audra Everett, at her office located at 19 Center Street, Jeffersonville, NY 12748, until <u>3 pm., February 13th, 2023</u>. Bids will be opened and read aloud at the regular meeting of the Library Board later that night. The contract consists of, but is not limited to include in the base bid asphalt repaving ($\pm 6,700 \text{ sf}$) with drainage upgrades, retaining wall rehabilitation, general site grading, and site restoration.

Project Completion Date: September 1st, 2023

Contract Documents, including Advertisement For Bids, Information For Bidders, Labor and Employment, Additional Instructions, Bid Documents, Agreement, General Conditions, General Requirements, Specifications, Contract Drawings and any Addenda, may be examined at no expense on-line at the following website: DE.BIDDYHQ.com under 'public projects.', or at the office of Delaware Engineering, D.P.C., 55 South Main Street, Oneonta, NY, 13820, or at the Western Sullivan Public Library Jeffersonville Branch, 19 Center St, Jeffersonville, NY 12748 starting January 13th, 2023.

Digital copies of the Contract Documents may be obtained online from the website: DE.BIDDYHQ.com as a download for a non-refundable fee of One-Hundred Dollars (\$100.00) for each combined set of documents. Plan deposit is refundable in accordance with the terms in the Instructions to Bidders to all submitting bids. Any bidder requiring documents to be shipped shall make arrangements with the printer and pay for all packaging and shipping costs. Complete hardcopy sets of bidding documents may be obtained from may be obtained from REVplans, 28 Church Street, Unit 7, Warwick, NY 10990 Tel: 1-877-272-0216, upon depositing the sum of One Hundred Dollars (\$100.00) for each combined set of documents. Checks or money orders shall be made payable to Delaware Engineering, D.P.C. Cash deposits will not be accepted. Any Bidder requiring documents to be shipped shall make arrangements with REVplans and pay for all packaging and shipping costs.

Please note REVplans (revplans.biddyhq.com and de.biddyhq.com) are the designated location and means for distributing and obtaining all bid package information. Only those Contract Documents obtained in this manner will enable a prospective bidder to be identified as an official plan holder of record. The Provider takes no responsibility for the completeness of Contract

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Western Sullivan Public Library LIBRARY PAVEMENT PROJECT Contract #WSPL-G-2022 General

Documents obtained from other sources. Contract Documents obtained from other sources may not be accurate or may not contain addenda that may have been issued

All bid addenda will be transmitted to registered plan holders via email and will be available at revplans.biddyhq.com and de.biddyhq.com. Plan holders who have paid for hard copies of the bid documents will need to make the determination if hard copies of the addenda are required for their use, and coordinate directly with the printer for hard copies of addenda to be issued. There will be no charge for registered plan holders to obtain hard copies of the bid addenda.

Addenda, if any, will be issued to only those persons whose name and address are on record with the Owner as having obtained the Contract Documents.

At the bid opening the Contractor must supply a BID GUARANTEE of not less than five percent (5%) of the TOTAL AMOUNT of the bid submitted. See Item 6 in Instructions to Bidders.

Attention is called to the fact that not less than the minimum salaries and wages set forth in the Contract Documents (see Exhibits) must be paid on this project; that the Contractor must insure that employees and applicants for employment are not discriminated against because of their race, creed, color, religion, sex or national origin. The Contractor must also be aware that he must comply with the State wage rates under New York State Department of Labor PRC# 2022004329 (www.labor.state.ny.us), as well as Labor Law 220, section 220-h, which requires that on all public work projects of at least \$250,000.00, all laborers, workers and mechanics on the site be certified as having successfully completed the OSHA 10-hour construction safety and health course.

The Contractor must also be aware that in conformance with Workers' Compensation Law §57, contractor must provide either form CE-200 (Certificate of Attestation of Exemption from NYS Workers' Compensation and/or Disability Benefits Coverage), or form C-105.2 (Certificate of Workers' Compensation Insurance), or form SI-12 (Certificate of Workers' Compensation Self-Insurance) http://www.wcb.state.ny.us/content/main/Employers/IM.pdf before Notice to Proceed can be issued.

Bidders are responsible for the timely delivery of their Bid proposal to the proper department as indicated in this "Invitation to Bid".

Bid proposals received after the date and time specified in the Invitation shall be considered unresponsive and will be returned to the Bidder unopened. Bids will not be accepted via FAX.

Bidders are advised not to rely on the Postal Service or any other mail delivery service for the timely and proper delivery of their bid proposals. In the event of a tie bid, the project will be rebid.

The Owner reserves the right to reject any and all Bids or waive any informality in the Bidding.

Bids may be held by the Owner for a period not to exceed forty-five (45) days from the date of the openings of Bids for the purpose of reviewing the Bids and investigate the qualifications of the Bidders, prior to awarding the Contract.

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Western Sullivan Public Library LIBRARY PAVEMENT PROJECT Contract #WSPL-G-2022 General

This Contract is subject to New York State wage rate schedules.

Questions regarding this Invitation to Bid should be directed to William Brown, P.E., Delaware Engineering D.P.C., at 607-432-8073.

Date: January 13th, 2023

Audra Everett, Library Director, Western Sullivan Public Library Jeffersonville, New York

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