AGENDA

Garfield County Public Library District Board of Trustees Meeting Date: Thursday, September 12, 2024, 2:00 PM

Zoom Access:

Register in advance for this meeting:

https://us02web.zoom.us/meeting/register/tZEucu6orj8uHdOhe37I7jVtNQPV9znHhxV1

After registering, you will receive a confirmation email containing information about joining the meeting.

Place: Carbondale Branch Library 320 Sopris Avenue, Carbondale CO 81623

Board Mission Statement: The GCPLD Board supports the GCPLD mission, vision, and values through the following actions: Ensuring financial stability, investing in staff development, providing service advocacy, and promoting District library innovation.

I. CALL TO ORDER

- A. Roll Call
- B. Public participation responses from August 1 meeting
 - i. Letter from Lepkowski
 - 1. Cindy Hohl, director of policy analysis and operational support at Kansas City (Mo.) Public Library, was inaugurated ALA President for 2024-2025 on Tuesday, July 2, at the ALA Annual Conference in San Diego. Emily Drabinsky is now past president, having completed her one-year term.
- C. Public Participation: 3 minutes per person
- D. Approval of the agenda

II. CONSENT AGENDA FOR APPROVAL

- A. Minutes of Library Board meeting August 1, 2024 (pp. 1-4)
- B. Claims for Board Approval: General Fund July 16 through August 15, 2024 (pp. 5-6); Alpine Bank Credit Card Statement July (pp. 7-8)

III. ACTION ITEMS

- A. Social media policy second reading (pp. 9-10)
- B. External sponsorship policy second reading (pp. 11-12)
- C. Vendor selection for Automated Material Handling installation prep at 3 locations

IV. DISCUSSION ITEMS

- A. Presentation by Morgan Hill on behalf of Clean Energy Economy for the Region (CLEER)
- B. Management Report, Jamie LaRue (pp. 13-15)
- C. Compensation Market Study Presentation by Cindy Hamilton with Employee Council

- D. Budget Committee Update, Kevin Hettler
- E. Finance Report, Kevin Hettler (pp. 16-24)
- F. Carbondale Branch Library report Tracy Kallassy
- G. Discuss Pledge of Allegiance
- H. Discuss Trustee reports and comments from the previous board meeting, Adrian Rippy-Sheehy
- I. Trustee reports and comments, All Trustees

V. EXECUTIVE SESSION

A. Determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators pursuant to Section 24-6-402(4)(e)(I), C.R.S.

VI. ACTION ITEM

A. Action taken after Executive Session, Adrian Rippy-Sheehy

Next Board Meetings:

Regular Meeting: October 3, 2024, 2pm, Location: Rifle Branch Library 207 East Avenue, Rifle, CO 81650

Adjourn meeting.

This agenda is subject to change, including adding items up to 24 hours in advance or deleting items at any time. All times are approximate. If special accommodation is necessary per ADA, please call 970-625-4270 before the meeting.

Prepared by: Jamie LaRue, Executive Director

GARFIELD COUNTY PUBLIC LIBRARY DISTRICT RECORD OF PROCEEDINGS: BOARD OF TRUSTEES MEETING

Place: Parachute Branch Library
August 1, 2024

Board Mission Statement: The GCPLD Board supports the GCPLD mission, vision, and values through the following actions: Ensuring financial stability, investing in staff development, providing service advocacy, and promoting District library innovation.

I. CALL TO ORDER - Adrian gave Zoom attendees instructions on how to indicate they would like to make a public comment. Kim Owens conducted the roll call.

Board Members Present:

Jocelyn Durrance Michelle Foster John Mallonee Susan Use Myrna Fletchall Adrian Rippy-Sheehy

Board Member on Zoom:

Crystal Mariscal

Public Present:

Trish O'Grady John Lepkowski John Smith

Zoom Attendees:

Staff:

Darla Baumli Laura West Toni Carsten Emily Hisel

Public:

Tela Forehand

Staff Members Present:

Eileen Cummings James Larson Lizz Tillotson Melissa Terry Kevin Hettler Jamie LaRue Jon Medrano James Aguilar Kim Owens Ana Gaytan Kim Benson Jackie Skala Jenn Cook Abraham Korah Amv Tonozzi Tracy Kallassy Nancy Barnes Rob Zimmermann Sara Friend Natalie Smith

- A. Public Participation: 3 minutes per person
 - i. Trish O'Grady Presented more signatures on her petition. Read a newspaper clipping from the Denver Post, 2023, that quoted the Garfield County Commissioners saying not to put pornographic materials in the library.
 - ii. John Lepkowski Read a letter to Jamie LaRue in response to Jamie's response to John's book challenge.
- B. Approval of the amended agenda.
 - i. Susan moved to approve the agenda and Crystal seconded. Motion passed.

II. CONSENT AGENDA FOR APPROVAL

- A. Minutes of Library Board meeting July 11, 2024 (pp. 1-4)
- B. Claims for Board Approval: General Fund June 16 through July 15, 2024 (pp. (5-6).
- C. Alpine Bank Credit Card Statement June (pp. 7-8)
 - i. Jocelyn moved to approve the consent agenda and Myrna seconded. Motion passed.

III. ACTION ITEMS

- A. Request for Reconsideration policy and form (2nd reading), Jamie LaRue (pp. 9-11)
 - i. Adding the freedom to view documents into the policy.
 - ii. Jocelyn moved to accept the new request for reconsideration policy and Michelle seconded. Motion passed.
- B. Re-adoption of Library Bill of Rights to include Article VII, Jamie LaRue, (pp. 12)
 - i. Read Article VII of the Library Bill of Rights surrounding patron privacy use. Jamie pointed out that the new changes to Colorado Law do affect this. If a patron is asking for a book reconsideration, their privacy on that form is not protected.
 - ii. The last version of the Library Bill of Rights was approved by the Library Board in 2016.
 - iii. John moved to readopt the Library Bill of Rights and Myrna seconded. Motion passed.
- C. Vender Update and Vendor Management Policy, Kevin Hettler (pp. 13-14)
 - i. 2nd reading to adopt. The document is now in the form used by our accounting department.
 - ii. This is a new written policy that was recommended we put together by our auditors.
 - iii. Susan moved to accept the new Vendor Management Policy and Jocelyn seconded. Motion passed.
- D. Revisit budget appointments.
 - i. If we have 3 Board members, it becomes an official public meeting.
 - ii. Michelle has delegated to sit John on the committee in place of herself.
 - iii. Staff/Board member on the budget committee: Myrna, John (delegated by Michelle), Kevin, and Jamie
 - iv. Adrian moved to accept Board appointments to the budget committee and Susan seconded. Motion passed.

IV. DISCUSSION ITEMS

- A. Management Report, Jamie LaRue (pp. 15-18)
 - i. Susan asked for verification on credit card fees if there will be a minimum purchase, and if the library will lose money due to paying more in fees than money taken in.
 - ii. Gave an update on Ari, who is working as an archivist in partnership with the Glenwood Historical Society.
 - iii. Introduced James Aguilar, our new interim Facilities Technician.
- B. Addition to board bylaws (pp. 19-26)
 - i. If anyone on the Board wants changes to the bylaws, they need to send them to Jamie.
 - ii. Will work through the bylaws at the meeting/training on August 10th.
- C. Social media policy (first reading) (pp. 27-28) James Larson
 - i. This helps to protect against hate speech.
 - ii. Good to adopt this type of policy for best practice.
 - iii. Kim Seter has the policy to review to make sure everything matches all new legal changes.

- iv. Myrna is concerned about who will be the moderator and how they will determine what is classified as hate speech.
- D. External sponsorship policy (first reading) (29-30) James Larson
 - i. Policy looks at the external events the library participates in and that the cause or event reflects the library's goals and values.
 - ii. John and Myrna would like the Board to know who or what the library is donating money to.
- E. Finance Report, Kevin Hettler (pp. 31-36)
 - i. Sales tax has gone down two months in a row compared to this time last year, but the budget is still solid.
 - ii. BTU at 2.1. Looks close to what we were in 2022.
 - iii. Mill levy sunsets in 2027. Library mortgages will also be paid off at that time. Looking at the differential we would lose if the mill levy were not renewed when it expires.
- F. Compensation study update, Kim Owens
 - i. Pay data is up to date with 2024 data.
 - ii. Some job grades may change based on data and anticipate staff staying in the same step within the new pay grade.
 - iii. Will need to do a 3% COLA increase regardless to stay up with the market.
- G. Parachute Branch Library report, Amaranda Fregoso Via Kim Benson
 - i. Summer reading programs have been well attended. Praised Jennifer and Nicole for their outreach.
 - ii. Have been doing programs that include working with local businesses.
 - iii. Recently put up a little free library in town.
- H. Discuss Trustee reports and comments from the previous board meeting, Adrian Rippy-Sheehy
 - i. Reminded the Board that have training with Colorado Libraries on August 10 in Rifle.
- I. Trustee reports and comments, All Trustees
 - i. Myrna Met with Kim, Jocelyn, and Jamie and met with a consultant with philosophy. Hard to get employees in the valley. The biggest challenge is location. Had a meeting with the Directors of staff. She thanked Jamie and was happy to see the 2-3-year strategic plan. Wants to thank the Board members that have had the time to meet with her or have a phone call. Asked how to get the Pledge of Allegiance on the agenda. Addressed the concern about how saying the Pledge might offend someone. Refusing to say the Allegiance offends her personally. Her husband and son have both served in the military. She noted she is a Hispanic woman of color. Not saying the Pledge is a disregard to all immigrants who suffered to be here. If you are a respectful person, you won't stop others from showing their patriotism. Asked the Board privately and individually if they would give the Faithless book to any child. The majority said no. Asked why we are permitting other patron's kids to access it. Wants this to be put as an action item on the next agenda so we can come up with a creative solution. She noted that before Jamie had stated that it was a matter of minutes to make a restricted library card. She said yes, it is a parent's responsibility, but society has restrictions on alcohol, cigarettes, etc. What about the kids that don't have parents? What about households that work long hours to support families? It takes a village. We are a village to protect kids. Can we work together and compromise? Not to ban books, but to compromise.
 - ii. Crystal Sorry not here in person. Due to health conditions am at home.

V. EXECUTIVE SESSION

- A. Determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators pursuant to Section 24-6-402(4)(e)(I),
 - i. Adrian moved to enter the Executive Session, and Jocelyn seconded. Motion passed.
 - ii. All board members were present during the Executive Session, Crystal remotely.
 - iii. The executive session started at 3:40 pm and ended at 4:12 p.m.

VI. ACTION ITEM

A. No action taken after Executive Session, Adrian Rippy-Sheehy

A motion to adjourn the meeting was made by Adrian Rippy-Sheehy. The meeting was adjourned at 4:13 p.m.

The Board Zoom recording will be uploaded to www.gcpld.org.

Next Board Meetings:

Special Meeting: August 10, 2024, 9 am, Location: Rifle Branch Library, 207 East Ave, Rifle. CO

Regular Meeting: September 12, 2024, 2 pm, Location: Carbondale Branch Library 320 Sopris Ave, Carbondale, CO

This agenda is subject to change, including adding items up to 24 hours in advance or deleting items at any time. All times are approximate. If special accommodation is necessary per ADA, please call 970-625-4270 before the meeting.

Prepared by: James LaRue, Executive Director

Garfield County Public Library District Claims for Board Approval July 16 through August 15, 2024

Date	Num	Name	lame Memo	
10010 · Alpine Ba	nk- Gen(7	072)		
07/16/2024	Eft	ĆRA	Retirement plan contributions	(7,917.87)
07/16/2024	Eft	CRA	Retirement plan contributions	(5,738.47)
07/25/2024	Eft	CenturyLink	Elevator and fire alarm telephone service	(425.16)
07/25/2024	Eft	City of Glenwood Sp	GW electricity	(1,047.67)
07/25/2024	Eft	City of Rifle	RI water / sewer	(172.97)
07/25/2024	Eft	Masters Telecom LLC	Fax service	(178.37)
07/25/2024	Eft	Town of New Castle	water / sewer	(228.31)
07/25/2024	Eft	Town of Silt	water / sewer	(236.39)
07/25/2024	Eft	WEX Bank	June vehicle fuel	(743.17)
07/25/2024 07/25/2024	Eft Eft	Xcel Energy	NC PA RI SI CA electricity	(4,396.62)
07/26/2024	Eft	Alpine Bank Amazon .com	June c.c. pmt June Amazon purchases	(17,099.76) (6,448.20)
07/26/2024	Eft	ImageNet Consultin	Copier copies	(1,375.50)
07/31/2024	26720	5 Point Film Festival	CA film showing	(500.00)
07/31/2024	26721	A Clean Break, LLC	RI SI NC July cleaning	(6,700.00)
07/31/2024	26722	Always Faithful Fitne	Adult fitness class	(1,800.00)
07/31/2024	26723	AlwaysMountainTim	Vaudeville and radio ads	(1,000.00)
07/31/2024	26724	American Janitor LLC	PA cleaning	(1,096.00)
07/31/2024	26725	Aspen Maintenance	Janitorial supplies	(413.60)
07/31/2024	26726	Aspen Science Center	Kids summer events	(5,480.00)
07/31/2024	26727	Barnes, Nancy	Mileage reimb	(138.02)
07/31/2024	26728	Cardiff Cleaning Ser	CA GW janitorial service	(4,617.00)
07/31/2024	26729	Citadel Security Gro	RI GW security service	(6,293.59)
07/31/2024	26730	Demco	Processing supplies	(181.11)
07/31/2024	26731	Duchscher, Stacy	ARSL airfare reimb(2 EE's)	(1,022.08)
07/31/2024	26732	ECOS Environment	PA bio hazard remediation	(451.15)
07/31/2024	26733	Garcia-Bernal, Aleja	Mileage reimb	(218.42)
07/31/2024	26734	Ingram Library Servi	Library materials	(4,692.76)
07/31/2024	26735	Karrel, Thomas	Event facilitation - lost art of random conversations	(600.00)
07/31/2024	26736	Lectorum Publicatio	Library materials	(5,200.00)
07/31/2024 07/31/2024	26737 26738	Leone, Joseph Mathias, Deborah	History of music program Mileage reimb	(3,600.00) (229.14)
07/31/2024	26739	Midwest Tape	Library materials	(1,686.97)
07/31/2024	26740	OverDrive	Library eMaterials	(8,954.59)
07/31/2024	26741	Philadelphia Insuran	Volunteer insurance policy	(300.00)
07/31/2024	26742	Pinyon Mesa Autom	GW interior door repair	(694.14)
07/31/2024	26743	Playaway Products	Library materials	(2,628.54)
07/31/2024	26744	Pye Barker Fire & S	GW annual fire extinguisher inspection	(150.00)
07/31/2024	26745	Roaring Fork Valley	Raising a Reader summer events	(8,950.00)
07/31/2024	26746	Rogers, Lester	Stone kitchen music staff picnic	(400.00)
07/31/2024	26747	S.T.E.A.M. Junction	Kids summer events	(1,755.00)
07/31/2024	26748	Scholastic Library P	Bookflix & teachables subscription	(5,820.00)
07/31/2024	26749	Sopris Sun	Print ad	(170.00)
07/31/2024	26750	Sowards, Adam Troy	Dungeons and dragons lessons	(1,125.00)
07/31/2024	26751	Trane US Inc.	3rd quarter hvac maintenance	(3,186.50)
07/31/2024	26752	Walezka Rivers	Staff summer picnic music	(325.00)
07/31/2024 07/31/2024	26753 26754	Wiening Deines, Dor Willis Towers/CEBT	Staff summer picnic	(200.00) (47,506.71)
07/31/2024	2675 4 26755	Louisiana State Univ	August health insurance Education assistance MLS	(47,506.71)
07/31/2024	26756	Millberry, Tahrea	Mileage reimb	(1,003.00)
07/31/2024	26757	Terry, Melissa	Education assistance	(492.13)
07/31/2024	Eft	Black Hills Energy	GW and CA gas	(126.47)
07/31/2024	26758	Korah, Abraham	Manual payroll	(570.45)
07/31/2024	Eft	CRA	Retirement plan contributions	(8,990.80)
07/31/2024	Eft	CRA	Retirement plan contributions	(5,742.77)
08/01/2024	Eft	ImageNet Consultin	Copier lease	(1,161.66)
08/01/2024	Eft	Town of Carbondale	water / sewer	(147.70)
08/01/2024	Eft	Waste Management	RI CA NC trash / recycling	(425.71)
08/01/2024	Eft	Windcave	Merchant fees	(30.00)
08/01/2024	Eft	Alpine Bank- CC	Aug merchant fees	(229.30)
08/08/2024	Eft	Verizon Wireless	Cell phones, hotspots, filtering service, One Talk	(8,162.92)
08/08/2024	Eft	Xcel Energy	CA electricity	(1,205.35)
08/14/2024	Eft	Tiger, Inc.	Gas delivery	(368.09)
08/15/2024	26759	625-Water(9283)	SI RI staff water	(161.78)
08/15/2024	26760 26761	All Around Property Aspen Maintenance	PA CA landscape maintenance	(1,794.28)
08/15/2024 08/15/2024	26762	Blythe Group + co	Janitorial supplies Design development PA NC	(759.25) (8,279.79)
00/13/2024	20102	Digitie Gloup + 60	Design development FA NO	(0,219.19)

Garfield County Public Library District Claims for Board Approval July 16 through August 15, 2024

Date Nu	m Name	Memo	Amount
08/15/2024 2676	3 Cedar Networks	August broadband	(1,194.00)
08/15/2024 2676	4 Citadel Security Gro	RI GW security service	(5,880.03)
08/15/2024 2676	5 CodeCombat Inc.	Teen code programming subscription	(6,000.00)
08/15/2024 2676	6 Colorado Nonprofit	CA narcan training	(150.00)
08/15/2024 2676		Mileage reimb	(73.70)
08/15/2024 2676		Training and development and goal planning	(3,920.00)
08/15/2024 2676	,	Violin class for beginners	(1,200.00)
08/15/2024 2677		CA compost service	(70.00)
08/15/2024 2677	1 Fire Sprinkler Servic	Annual sprinkler inspections	(2,220.00)
08/15/2024 2677	•	Mileage reimb	(103.18)
08/15/2024 2677		Mileage reimb	(160.80)
08/15/2024 2677	· ,	Landfill fees	(45.75)
08/15/2024 2677		Mileage reimb	(75.04)
08/15/2024 2677	- J ,	Sound immersion event	(300.00)
08/15/2024 2677		Library materials	(11,829.35)
08/15/2024 2677	,	Annual maintenance for self check software	(6,276.00)
08/15/2024 2677	0	Mileage reimb	(239.86)
08/15/2024 2678	- , , ,	Mileage reimb	(34.84)
08/15/2024 2678	· , ,	Library materials	(64.38)
08/15/2024 2678		Community engagement software	(9,210.00)
08/15/2024 2678	,	15 patron computer replacements	(15,019.26)
08/15/2024 2678	,	Library materials and hoopla	(10,893.76)
08/15/2024 2679		July spraying	(252.00)
08/15/2024 2679		Maintenance tech w/e 08/04/2024	(323.51)
08/15/2024 2678		Library eMaterials	(680.13)
08/15/2024 2678		Library materials	(179.97)
08/15/2024 2678		Hispanic heritage art exhibit	(1,600.00)
08/15/2024 2678	,	Mileage reimb	(17.42)
08/15/2024 2678	- ,	August disability insurance	(934.87)
08/15/2024 2679		Legal services	(4,702.00)
08/15/2024 2679	•	Mileage reimb	(146.06)
08/15/2024 2679	3 /	water / sewer / trash	(737.58)
08/15/2024 2679		Background checks	(157.65)
08/15/2024 2679	-	Annual magazine renewals	(16,664.13)
08/15/2024 2679		Childcare financial ed program	(50.00)
al 10010 · Alpine Bank	- Gen(7072)		(315,936.92)
-			(315,936.92)

Garfield County Public Library District Reconciliation Detail

20510 · Alpine Bank Purchase Card, Period Ending 07/31/2024

Care Care	Туре	Date	Num	Memo	Clr	Amount	Balance	
Credit Card Charge	Beginning Balance						17,099.76	
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Garfield County Public Library District Reconciliation Detail

20510 · Alpine Bank Purchase Card, Period Ending 07/31/2024

Credit Card Charge 07/25/2024 APACityMkt Staff morale X (9.98) (1.7.64)	Туре	Date	Num	Memo	Clr	Amount	Balance
Credit Card Charge 07/25/2024 APACityMkt Staff morale X (9.98) (1.7.64)	Credit Card Charge	07/25/2024	PADivMoon	Gift cards and staff morale	X	(58.96)	(14.113.72)
Credit Card Charge 07/26/2024 SSAmButton Button making supplies X (76.69) (11.7)		07/25/2024	GWCityMkt	Refreshments for adult programs			(14,131.36)
Credit Card Charge 07/28/2024 SCGFOA CGFOA annual dues X (65.00) (14.10 Credit Card Charge 07/28/2024 SITarget T-shirts for Tuesday art X (49.00) (14.10 Credit Card Charge 07/28/2024 RIWhisPig Staff morale X (41.52) (14.10 Credit Card Charge 07/28/2024 RIWhisPig Staff morale X (41.52) (14.10 Credit Card Charge 07/28/2024 RIWalmart A/V converter for anime club X (15.97) (14.10 Credit Card Charge 07/28/2024 CACliyMkt Refreshments for teen events X (12.99) (14.10 Credit Card Charge 07/28/2024 RIVAINING Refreshments for home buying class X (68.32) (14.10 Credit Card Charge 07/29/2024 SSGWCaverns SRC grand prizes X (2.808.00) (15.10 Credit Card Charge 07/29/2024 SSUSPS Monthly ill postage X (152.17) (17.10 Credit Card Charge 07/29/2024 MWalleyLum Supplies for bike rack X (43.02) (17.10 Credit Card Charge 07/39/2024 SIWalmart Baggles for craft supplies X (63.32) (17.10 Credit Card Charge 07/30/2024 SSUSPS Mail artwork back to artist X (21.25) (17.10 Credit Card Charge 07/30/2024 RIWalmart SRC refreshments and staff morale X (20.72) (17.10 Credit Card Charge 07/31/2024 STkyoTreat Tokyo treat 6 mo subscription X (27.60.0) (17.798.31) (17.	Credit Card Charge	07/25/2024	PACityMkt	Staff morale	Χ	(9.98)	(14,141.34)
Credit Card Charge 07/28/2024 Starget T-shirts for Tuesday art X (49.00) (14.5)	Credit Card Charge	07/26/2024	SSAmButton	Button making supplies	Χ	(76.69)	(14,218.03)
Credit Card Charge 07/26/2024 RIWhisPig Staff morale X (41.52) (1.6 Credit Card Charge 07/26/2024 RIWalmart A/V converter for anime club X (15.97) (1.6 Credit Card Charge 07/26/2024 CACItyMkt Refreshments for teen events X (12.99) (1.6 Credit Card Charge 07/27/2024 RICityMkt Refreshments for home buying class X (68.32) (1.6 Credit Card Charge 07/29/2024 SSGWCaverns SRC grand prizes X (2.808.00) (1.7 Credit Card Charge 07/29/2024 SSUSPS Monthly ill postage X (15.2.17) (1.7 Credit Card Charge 07/29/2024 SSUSPS Monthly ill postage X (15.2.17) (1.7 Credit Card Charge 07/29/2024 SWJSPS Monthly ill postage X (43.02) (1.7 Credit Card Charge 07/29/2024 SWJSPS Monthly ill postage X (43.02) (1.7 Credit Card Charge 07/29/2024 SWJSPS Mail artwork back to artist X (21.25) (1.7 Credit Card Charge 07/30/2024 SWJSPS Mail artwork back to artist X (21.25) (1.7 Credit Card Charge 07/30/2024 STKyoTreat Tokyo treat 6 mo subscription X (27.600) (1.7 Credit Card Charge 07/31/2024 SSTkyoTreat Tokyo treat 6 mo subscription X (27.600) (1.7 Credit Card Credit 07/02/2024 NCCalcon CALCON membership discount X 12.00 Credit Card Credit 07/11/2024 SSAmButton Circle cutter return X 11.96 Credit Card Credit 07/11/2024 SSAmButton Circle cutter return X 17.099.76 1.7 Credit Card Credit 07/26/2024 SIWalmart Tuesday fun t-shirt return X 44.90 1.7 Credit Card Credit 07/26/2024 SIWalmart Tuesday fun t-shirt return X 44.5.59 1.7 Credit Card Credits - 1 item Check 08/26/2024 Eft July c.c. pmt 17.545.35 1.7 Credit New Transactions Calcol	Credit Card Charge	07/26/2024	SSCGFOA	CGFOA annual dues	Χ	(65.00)	(14,283.03)
Credit Card Charge	Credit Card Charge	07/26/2024	SITarget	T-shirts for Tuesday art	Χ	(49.00)	(14,332.03)
Credit Card Charge	Credit Card Charge	07/26/2024	RIWhisPig	Staff morale	Χ	(41.52)	(14,373.55)
Credit Card Charge	Credit Card Charge	07/26/2024	RIWalmart	A/V converter for anime club	Χ	(15.97)	(14,389.52)
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Credit Card Credit 07/26/2024 SIWalmart Tuesday fun t-shirt return X 44.90 17 Total Cleared Transactions (445.59) (445.59) 17 Cleared Balance 445.59 17 Register Balance as of 07/31/2024 445.59 17 New Transactions				Circle cutter return			208.06
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Register Balance as of 07/31/2024 445.59 17 New Transactions Payments and Credits - 1 item Check 08/26/2024 Eft July c.c. pmt 17,545.35 17 Total New Transactions 17,545.35 17	Total Cleared	Fransactions				(445.59)	(445.59)
New Transactions	Cleared Balance					445.59	17,545.35
Payments and Credits - 1 item Check 08/26/2024 Eft July c.c. pmt 17,545.35 17 Total New Transactions 17,545.35 17	Register Balance as	of 07/31/2024				445.59	17,545.35
Check 08/26/2024 Eft July c.c. pmt 17,545.35 17 Total New Transactions 17,545.35 17			item				
				July c.c. pmt		17,545.35	17,545.35
	Total New Trar	nsactions				17,545.35	17,545.35
Ending Balance (17,099.76)	Ending Balance					(17,099.76)	0.00

Social Media Policy

Policy	The social media outlets (Facebook, Instagram, YouTube, and LinkedIn) supported by the Garfield County Public Library District (GCPLD) are intended to assist in fulfilling our mission of connecting people with materials and information. GCPLD social media is broadly defined as any web application, site, or account created and maintained by GCPLD which allows users to share or obtain information. GCPLD social media provides a limited (or designated) public forum to facilitate the sharing of ideas, opinions, and information about library-related subjects and issues. GCPLD social media is intended to create a welcoming and inviting online space where library users will
	find useful and entertaining information and can interact with library staff and other library users.
Effective Date	September 12, 2024
Responsibility	Communications and Marketing Director
Procedures	The content of our social media will be created by GCPLD staff. Much of the content will relate to libraries, books and other library-related materials, as well as to library programs, events, photos and/or images, or special topics that the library is discussing or promoting. Positive interaction with community members will be promoted on our social media to foster an atmosphere of education and learning.
	Comments and postings from the public are allowed but will be reviewed by GCPLD staff for content appropriateness. GCPLD reserves the right to delete comments that it deems, in its sole discretion, are inappropriate. Upon approval from authorized personnel, staff may block the person who consistently posts inappropriate comments or other material from posting any further information to the GCPLD's social media sites. GCPLD is not responsible for the content posted by others on its social media platforms, and expressly disclaims any liability for external comments and posts. User content is the opinion of the specific author and does not represent the opinions of the GCPLD
	GCPLD encourages participation on all its social media platforms; however, users must keep postings and comments appropriate for all audiences. Examples of inappropriate content subject to removal include but are not limited to:
	 Hate speech, including racism, homophobia, sexism, or any other form of hate speech. Harassing comments or postings or personal attacks against library staff or other social media users. Libelous statements.
	4. Plagiarizing or posting copyrighted material or other intellectual property without permission or authority from the intellectual property holder.
	 Private, personally identifiable information of another person without appropriate consent or authority. Any personal information, photos or other media posted about persons under the age of 18 will be removed from our social media platforms. An exception is made for photos of library events posted by library staff where parental permission was given.
	7. Comments, postings, and/or hyperlinks not related to the content created by the library staff or that are disruptive.

8. Comments that share personally identifiable information, including addresses, phone numbers, social security numbers, etc. 9. Spam, solicitations, advertisements, and commercial content. 10. Off topic comments and posts should be related to the issue or topic discussed. 11. Obscene or offensive posts or defamatory language. 12. Endorsements of illegal behavior or activity. 13. Specific or implied threats. 14. Photos, videos or other images that fall in any of the above categories. When operating GCPLD social media accounts, personnel shall: 1. Conduct themselves at all times as representatives of GCPLD and, accordingly, adhere to all associated standards of conduct. 2. Identify her/himself/themself as a member of GCPLD staff unless posting as the library itself. 3. Make no statements about patrons, or post, transmit, or otherwise disseminate confidential information in violation of the Library's Privacy Policy. 4. Not represent postings as official GCPLD policy, unless this has been clearly directed by the Library Director. 5. Not conduct political activities or private business. 6. Observe and abide by all copyright, trademark, and service mark restrictions in posting materials to electronic media. 7. Communicate with patrons, vendors and presenters primarily via email using official library email accounts. GCPLD does not collect, maintain or otherwise use the personal information stored on any thirdparty site in any way other than to communicate with users on that site, unless permission is granted by users. Users should be aware that third-party websites have their own privacy policies and should proceed accordingly. Content posted to GCPLD social media is subject to public disclosure and the Colorado Open Records Act. Thank you for your comments and for your help in creating a safe and engaging environment for our online community. Supporting Documentation Reviewed by & Approved Date: August ___, 2024 approved by / Date

Garfield County Public Library District Sponsorship of External Events Policy

Policy	This policy establishes guidelines for the Garfield County Public Library District (GCPLD) regarding the sponsorship of external events. The goal is to ensure that sponsorships align with the library's mission, values, and strategic objectives, while fostering positive community relationships and enhancing the visibility of the library within the community. This policy applies to all external event sponsorships considered by GCPLD, including monetary contributions, in-kind donations, and the provision of library resources or services.
Effective Date	August 2024
Responsibility	Communications and Marketing Director
Procedures	GCPLD may sponsor external events that support the Library's mission to provide access to information, promote literacy, and enrich the community. Sponsorship decisions will be made based on the potential benefit to the community, alignment with the library's strategic goals, and available resources.
	GCPLD will enter sponsorships and collaborative partnerships determined to be in the Library's best interest. Sponsorships and collaborative partnerships will be subject to the approval of the Executive Director or their designee.
	Library sponsorship of a program does not constitute an endorsement of the content of the program or the views expressed by participants.
	 Criteria for Sponsorship When considering sponsorship of an external event, the following criteria will be evaluated: Alignment with Mission and Goals: The event must support GCPLD's mission and strategic objectives. Community Benefit: The event should offer significant benefits to the community, such as educational, cultural, or social enrichment. Visibility and Recognition: The event should provide opportunities for GCPLD to be visibly recognized and acknowledged as a sponsor. Equity and Inclusion: The event should promote inclusivity and be accessible to all members of the community. Resource Availability: GCPLD must have the necessary financial, staffing, and material resources available to support the sponsorship. Sponsorship for one budget year does not obligate the library to provide sponsorship in subsequent years. Reputation and Values: The event and its organizers must have a positive reputation and uphold values that are consistent with those of GCPLD.
	Sponsorship Types
	GCPLD may provide different types of sponsorship, including but not limited to:

- 1. Financial Sponsorship: Direct monetary contributions to support an event.
- 2. In-Kind Sponsorship: Donation of goods, services, or resources (e.g., providing meeting space, library materials, staff expertise).
- 3. Promotional Support: Use of library communication channels to promote the event (e.g., newsletters, social media, website).

Approval Process

Application Submission: Event organizers must submit a sponsorship request form to GCPLD, providing details about the event, its objectives, target audience, and specific sponsorship needs.

Review and Evaluation: The Library Director or designated staff will review the request against the established criteria and consult with relevant stakeholders as necessary.

Decision Making: The final decision on sponsorship will be made by the Library Director or a designated committee, based on the evaluation and available resources.

Notification: Event organizers will be notified of the decision in a timely manner.

Conditions of Sponsorship

Recognition: GCPLD must be acknowledged as a sponsor in event materials and promotions. External organizations or individuals partnering with the Library must coordinate marketing efforts with the Library.

Compliance: Sponsored events must comply with all relevant laws, regulations, and library policies.

Limitations

GCPLD reserves the right to decline sponsorship requests that do not align with its mission, values, or strategic objectives. Additionally, GCPLD may withdraw sponsorship if the event or its organizers engage in activities that could negatively impact the library's reputation or contradict its values.

Review and Revision

This policy will be reviewed periodically by the Library Board of Trustees to ensure it remains relevant and effective. Revisions may be made as necessary to address changing circumstances and community needs.

Supporting Documentation

- {policies}
- {form or guidelines}

Reviewed by & Approved by / Date

Approved

Date: August 1, 2024

Management Report - August 2024

Jamie LaRue, Executive Director

Book banning studies

First, Utah. https://bookriot.com/utah-book-ban/

This <u>article</u> from researchers at Carnegie Mellon University states, "In the United States, amid increasing political polarization, book banning has grown in prevalence. A new study using a large-scale data set of U.S. library book circulations evaluated the impact of book bans on demand for banned books. The study found that circulations of books rose after being banned, banning a book in one state leads to increases in circulation of that book in states that did not ban the book, and bans that are transformed into political issues boost donations to Republican candidates." In other words, many books banning challenges are purely political; they do not reduce the influence or message of the targeted item.

Second, https://www.cpr.org/2024/08/21/elizabeth-school-district-book-bans/

"Last week the board of the Elizabeth School District in Elbert County, bordering Douglas County, voted to remove 19 books from school library shelves after a curriculum committee reviewed the books for things like graphic violence, racism/discrimination, ideations of self-harm or mental illness, and sexual content." This, despite the fact that "The Knight Foundation poll found that two-thirds of Americans oppose book restrictions in public schools, with strong opposition outnumbering strong support nearly 3 to 1. Confidence in public schools' selection of appropriate books is high at nearly 80 percent." Also: https://www.denverpost.com/2024/08/15/elizabeth-school-district-book-banning-colorado/. "The Elizabeth School District in Elbert County is pulling 19 books from their school library shelves for parental review that officials deemed too controversial, including a book entitled "It's Your World — If You Don't Like It, Change It: Activism for Teenagers.""

Third, https://www.cpr.org/2024/07/03/cu-study-on-book-bans-political-tactic-targeting-women-of-color/

A CU Boulder study of 2,532 books removed in the 2021-22 schools year states, "Authors who are women of color are disproportionately targeted by book bans and bans appear to be about galvanizing voters in shrinking conservative counties, according to two findings in a new CU Boulder study.

"Researchers said the study is one of the first comprehensive analyses of book bans in the U.S. It analyzed the 2,532 books removed in the 2021-22 school year when more books were banned in U.S. school districts than in any previous year. The vast majority of the bans followed larger debates about how history should be taught and the inclusion of LGBTQ+ perspectives in school curricula."

Fourth, here's a summary of book bans in other states: https://www.nytimes.com/2024/07/29/books/book-banning-south-carolina-tennesse-idaho-utah.html

Conclusion: the culture wars continue.

Advocacy plan for trustees

I wanted to record some of the decisions board members made during our August 24, 2024 training workshop. After discussion, the board identified three core messages as part of an advocacy plan through 2027, predicated on the likelihood of having to seek at least a partial extension of the 1.0 mill levy due to expire in 2027:

- 1. The library offers something for everyone. Moreover, we face a fiscal cliff next year, with the loss of some \$3 million in oil and gas revenue. The time frame for communicating this message is from 2024-2025.
- 2. Libraries are a smart investment. The focus here is on the value proposition for libraries, or return on investment. For instance, one local businessman pays \$68 a year in library taxes. But he also uses the library's subscription to the Wall Street Journal daily, at an annual value of about \$500. The mom who brings her children to storytimes checks out 10 books a week. A children's book might cost \$12. Multiply that by 52 weeks to get \$6,240 of value. The time frame to focus on this message is 2025-2026.
- 3. The library keeps its promises. In 2019, our 6A ballot issue made various promises: libraries will open seven days a week, provide expanded programming for various groups, and seek to better retain and develop staff. We have kept those promises. We deeply appreciate the support we received and hope we can count on it again. The time frame: 2026-2027.

What does that plan mean for board members? Ideally, each board member would commit to at least three activities per year.

- Present to an organization the board member has some connection or interest in. This could be done with another board member.
- Speak during the public comment session of the town or city the board member represents.
- Write a letter to the editor.

Staff would provide statistics and talking points for such presentations. We can start immediately. I would appreciate a week's notice before such talks so we can assemble all the information trustees might welcome.

If carried out by the board, this would result in 21 public communications by trustees per year. Perhaps we could add this as a standing agenda item?

CAL

This is being written before CALCON 2024. I hope we can debrief on our experiences at our board meeting.

Director vacation and upcoming speaking engagements

I will be on vacation from September 16-20.

Through October, I will be providing the following talks:

- Sept 5 CAL presentation with Nancy on community interviews
- Sept 12 Regis University talk on Intellectual Freedom
- Sept 25 College Hill Library (Westminster) On Censorship
- Sept 27 Bud Werner Staff Day talk on Intellectual Freedom
- October 10 author talk at Sherbino Theater in Ridgeway

Please note that while I don't charge for any talks I give in Colorado, sometimes I'm offered lodging for the night. It has been my experience that these presentations often help us recruit staff, as well as promoting library values.

See attachments:

- Social Media policy second reading.
- External Sponsors policy second reading.

Financial / Treasurer Report, Aug 2024

By Kevin Hettler, Chief Financial Officer

The following charts depict all revenues received and expenditures made from 1/1/24 through 7/31/24 and are relative to their respective annual budgets (Unaudited).

Total revenues received as of 7/31/24 are \$13,239,839.

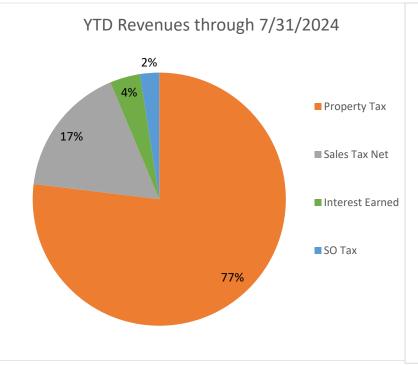
Total expenditures made as of 7/31/24 are \$5,031,868.

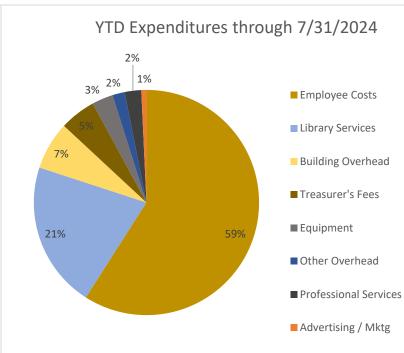
58.3% of the year has elapsed as of 7/31/24.

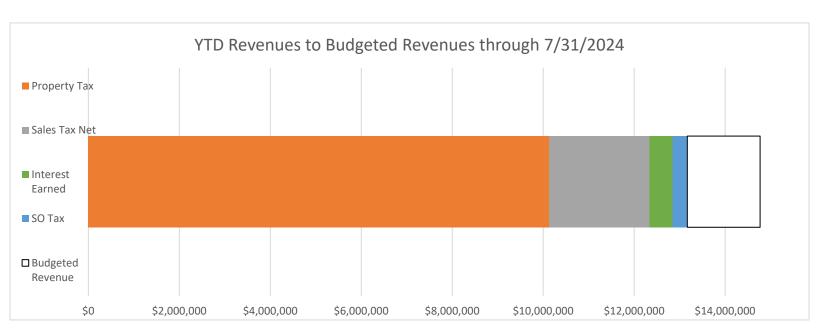
89% of budgeted revenue (\$14,839,872) has been received.

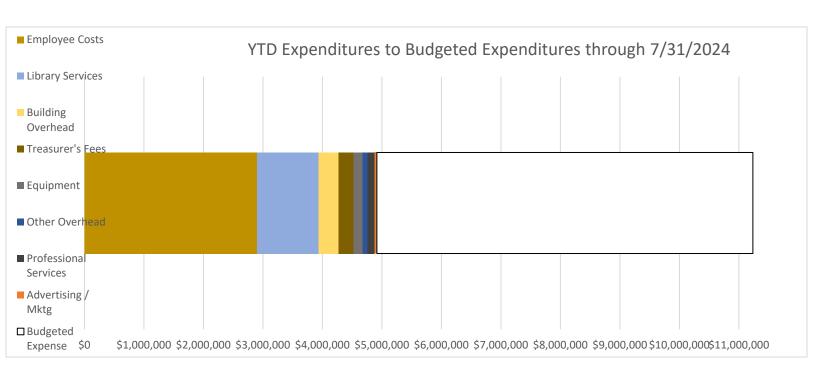
44% of budgeted expenditure (\$3,016,695) has been made.

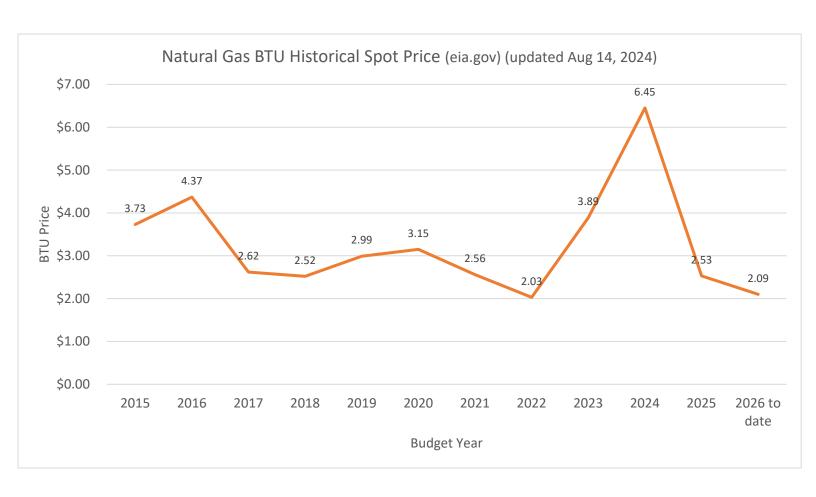
All cash and investment accounts have been reconciled by month end.

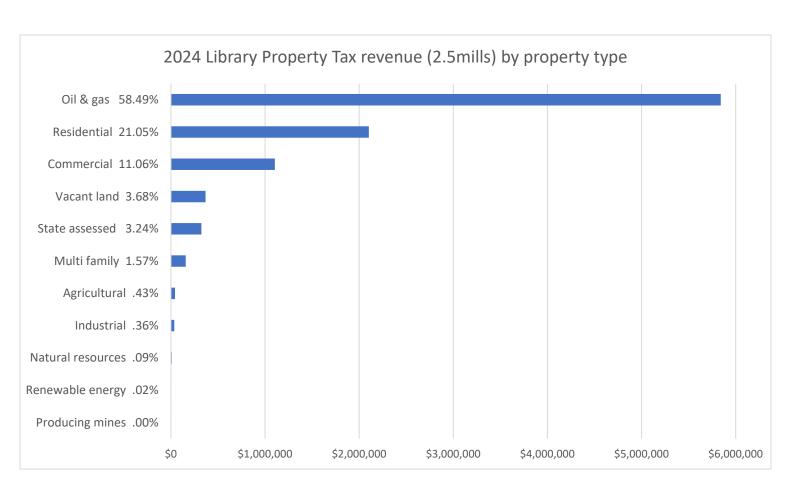














APPENDIX B

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SHALL GARFIELD COUNTY PUBLIC LIBRARY DISTRICT TAXES BE INCREASED \$2,500,000 ANNUALLY (FOR COLLECTION IN CALENDAR YEAR 2008) AND BY SUCH ADDITIONAL AMOUNTS RAISED ANNUALLY THEREAFTER FROM AN AD VALOREM PROPERTY TAX MILL LEVY IMPOSED AT A RATE OF ONE MILL FOR A LIMITED TWENTY-YEAR PERIOD (WITH CALENDAR YEAR 2027 BEING THE LAST COLLECTION YEAR FOR THE TAX INCREASE) FOR THE PURPOSE OF FUNDING LIBRARY CAPITAL IMPROVEMENTS, INCLUDING:

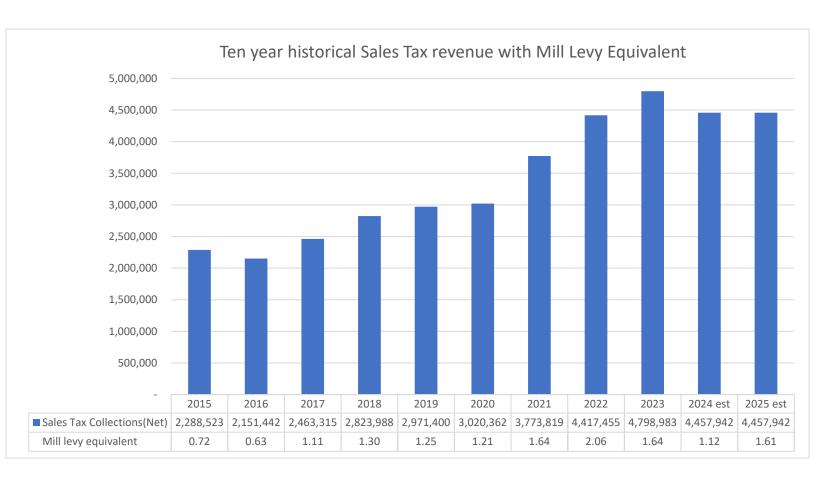
- RELOCATING AND EXPANDING THE SIZE OF THE GLENWOOD SPRINGS LIBRARY;
- EXPANSION OF THE CARBONDALE LIBRARY;
- EXPANSION OF THE RIFLE LIBRARY;
- IMPROVING AND EXPANDING THE NEW CASTLE LIBRARY;
- EXPANSION OF THE SILT LIBRARY;
- EVENTUAL EXPANSION OF THE PARACHUTE/BATTLEMENT MESA LIBRARY;
 AND

THE FURNISHING, OPERATING AND MAINTAINING OF SUCH FACILITIES; AND SHALL THE REVENUE FROM SUCH TAXES AND THE INTEREST INCOME THEREON (REGARDLESS OF AMOUNT) CONSTITUTE A VOTER-APPROVED REVENUE CHANGE OF THE DISTRICT WITHIN THE MEANING OF ARTICLE X, SECTION 20 OF THE COLORADO CONSTITUTION AND AN EXCEPTION TO THE LIMITATIONS SET FORTH IN SECTION 29-1-301 OF THE COLORADO REVISED STATUTES?

The Library's 2006 ballot measure as shown above will sunset(terminate) after the 2027 property tax collection year. This ballot measure set a 1.0 mill levy for the purpose of funding library capital projects including expansion and improvements to all six library facilities, furnishing, operating, and maintaining such facilities. Mortgage(Certificates of Participation) debt was taken out at the time to fund the facility improvements and expansions. The mortgage debt will be paid off in 2027. The need for facility operations and maintenance is ongoing. The chart below shows the mill levy allocation across the mortgage debt and facility operations and maintenance.

For the 2026 property tax collection year(2025 tax year) the average Garfield County residential property taxpayer will pay \$36 for the 1.0 mill. The 10-year average mill levy attributable to the Facility and Maintenance mill levy is .36, which equates to \$13.19 to this same taxpayer.





Garfield County Public Library District Profit & Loss Budget vs. Actual (unaudited) Jan-July 2024

•	Jan -July 2024 Actual	Annual Budget	% of Annual Budget	Footnotes	Jan - July 2023 Actual	\$ Increase / (Decrease) in Actual '23 to '24
Income						
40100 · Sales Tax Revenue	2,228,971.19	4,000,000.00	55.72%		2,284,291.21	(55,320.02)
40102 · Sales Tax Refunds	(19,336.56)	(80,000.00)	24.17%		(27,845.97)	8,509.41
40200 · Property Tax Revenue	10,127,660.24	9,866,513.00	102.65%	1.	7,272,275.69	2,855,384.55
40300 · Specific Ownership Tax Revenue	321,938.80	450,000.00	71.54%		277,828.64	44,110.16
40900 · Interest Earned on Investments	508,828.85	500,000.00	101.77%	2.	423,355.83	85,473.02
41000 · Grants	22,874.17	18,314.00	124.9%	3.	29,712.81	(6,838.64)
41200 · Other Revenue	15,387.34	48,045.00	32.03%		47,053.29	(31,665.95)
41300 · Solar Rebates	3,440.96	8,000.00	43.01%		3,824.50	(383.54)
42000 · Branch Revenues	30,074.95	29,000.00	103.71%		29,325.09	749.86
Total Income	13,239,839.94	14,839,872.00	89.22%		10,339,821.09	2,900,018.85
Expense						
50001 · TREASURER'S FEES	254,270.26	284,730.00	89.3%		196,500.33	57,769.93
50005 · DEBT SERVICE	0.00	1,659,799.00	0.0%		0.00	0.00
51000 · EMPLOYEE COSTS	2,901,836.83	5,424,039.00	53.5%		2,522,626.01	379,210.82
52000 · LIBRARY SERVICES	1,031,194.40	1,541,681.00	66.89%		873,450.88	157,743.52
53000 · PROFESSIONAL SERVICES	116,665.95	204,144.00	57.15%		71,119.41	45,546.54
54000 · BUILDING OVERHEAD	338,851.80	888,633.00	38.13%		390,074.32	(51,222.52)
54500 · BUILDING REFRESH, FURNITURE,IMI	54,262.50	850,000.00	6.38%		68,338.76	(14,076.26)
55000 · EQUIPMENT	148,936.36	178,141.00	83.61%		108,946.03	39,990.33
56000 · OTHER OVERHEAD	86,872.92	92,548.00	93.87%	4.	83,639.97	3,232.95
57000 · ADVERTISING & MARKETING	36,083.92	140,500.00	25.68%		39,072.29	(2,988.37)
58000 · VEHICLES	8,673.43	18,400.00	47.14%		6,108.04	2,565.39
59000 PARTNERSHIPS	54,220.30	69,238.00	78.31%	5.	37,360.28	16,860.02
Total Expense	5,031,868.67	11,351,853.00	44.33%		4,397,236.32	634,632.35
Net Income	8,207,971.27	3,488,019.00			5,942,584.77	2,265,386.50

Footnotes:

- 1. Includes \$248,815 in Colo SB 22-238 backfill contribution.
- 2. The 30 day yield on the ColoTrust account for July was 5.4226%. Up from 5.2873% in July 2023.
- 3. \$18314 Colorado State library materials grant has been received in full. \$3260 Safety grant received, was not budgeted.
- 4. Annual property and liability insurance paid in January
- 5. Includes 3/4 assessment on Cooper Commons(GWS); Annual partnership with CLEER

Garfield County Public Library District Balance Sheet (unaudited) As of July 31, 2024

ASSETS Current Assets Checking/Savings 1.452.534.79 1.452.534.79 1.0050 - Colo Trust - General 24.605.304.43 1.0050 - Calof Trust - General 24.605.305 1.172.76 1.0070 - Alpine Bank - PlexI., 0583) 6.415.48 1.0070 - Alpine Bank - FlexI., 0583) 6.415.49 1.0070 - Alpine Bank - FlexI., 0583) 6.415.49 1.0070 - Alpine Bank - FlexI., 0583, 061.27, 484.54 1.0070 - Alpine Bank - FlexI., 0583, 061.27 1.0070 - Alpine Bank - PlexI., 061.27 1.0070 - Alpine Bank - PlexI., 061.27 1.0070 - PlexII., 061.27		Jul 31, 24
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TOTAL LIABILITIES & EQUITY 26,540,379.26	Total Equity	25,975,477.99
	TOTAL LIABILITIES & EQUITY	26,540,379.26

GARFIELD COUNTY PUBLIC LIBRARY DISTRICT SALES TAX COMPARISON REPORT BEFORE REFUND

January	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	

TOTAL 3,151,203.50

2020		2021	% Incr(Decr) from prior yr	2022	% Incr(Decr) from prior yr	2023	% Incr(Decr) from prior yr	2024	% Incr(Decr) from prior yr
219,964.19	-5.33%	244,593.97	11.20%	287,373.78	17.49%	342,694.36	19.25%	355,636.19	3.78%
211,661.48	5.11%	248,671.50	17.49%	313,756.46	26.17%	334,035.62	6.46%	335,657.74	0.49%
205,882.59	-12.48%	306,107.18	48.68%	363,315.73	18.69%	397,314.64	9.36%	362,063.64	-8.87%
207,819.08	-6.39%	315,594.36	51.86%	356,926.25	13.10%	371,576.74	4.10%	360,011.76	-3.11%
252,114.14	0.09%	365,531.99	44.99%	369,020.81	0.95%	412,129.29	11.68%	389,978.93	-5.37%
275,818.52	1.46%	360,421.57	30.67%	416,313.77	15.51%	436,062.94	4.74%		-100.00%
296,171.04	4.55%	358,053.80	20.89%	415,689.44	16.10%	438,635.60	5.52%		-100.00%
282,100.20	-0.58%	325,543.47	15.40%	437,595.12	34.42%	447,381.84	2.24%		-100.00%
308,802.67	12.74%	359,893.69	16.54%	408,790.73	13.59%	432,815.05	5.88%		-100.00%
298,225.56	10.87%	333,716.60	11.90%	392,680.20	17.67%	411,451.01	4.78%		-100.00%
270,897.91	8.96%	312,286.84	15.28%	378,346.49	21.15%	383,779.59	1.44%		-100.00%
321,746.12	12.48%	375,907.52	16.83%	426,540.57	13.47%	425,622.94	-0.22%		-100.00%

16.90% 4,833,499.62

5.85% 1,803,348.26

-62.69%

3.01% 3,906,322.49

AFTER REFUND

23.96% 4,566,349.35

January
February
March
April
May
June
July
August
September
October
November
December

	2020		2021	% Incr(Decr) from prior yr	2022	% Incr(Decr) from prior yr	2023	% Incr(Decr) from prior yr	2024	% Incr(Decr) from prior yr
	219,154.90	4.57%	237,651.31	8.44%	282,424.27	18.84%	335,755.71	18.88%	354,405.73	5.55%
	208,449.22	4.84%	225,592.83	8.22%	313,056.99	38.77%	321,339.27	2.65%	333,667.13	3.84%
	199,473.40	-14.63%	302,292.48	51.55%	293,864.24	-2.79%	395,859.72	34.71%	359,244.54	-9.25%
	194,556.04	-12.11%	312,333.74	60.54%	356,615.85	14.18%	369,805.64	3.70%	355,805.99	-3.79%
	245,037.26	3.55%	363,341.37	48.28%	357,069.28	-1.73%	411,190.92	15.16%	383,795.26	-6.66%
	270,598.88	-0.08%	354,079.99	30.85%	414,125.44	16.96%	434,620.76	4.95%		-100.00%
	254,330.79	-9.69%	355,006.45	39.58%	414,876.04	16.86%	437,099.52	5.36%		-100.00%
	280,187.96	-1.01%	317,495.97	13.32%	434,258.56	36.78%	446,230.27	2.76%		-100.00%
r	306,570.32	12.13%	358,127.16	16.82%	408,238.24	13.99%	431,588.03	5.72%		-100.00%
	295,679.43	10.76%	332,468.17	12.44%	390,686.93	17.51%	409,219.69	4.74%		-100.00%
	262,364.84	6.30%	310,702.80	18.42%	375,740.34	20.93%	381,767.36	1.60%		-100.00%
	311,675.86	12.42%	375,476.64	20.47%	425,100.13	13.22%	424,728.21	-0.09%		-100.00%
								•		

TOTAL 3,048,078.90 1.60% 3,844,568.91 26.13% 4,466,056.31 16.17% 4,799,205.10 7.46% 1,786,918.65 -62.77%

Human Resources Report, August 2024

By Kim Owens, HR Director

I was grateful to my supportive team for covering for me while I took a much-needed vacation at the beginning of August. I came back happy to see my colleagues and excited about my work. I'm glad to work at a place where my supervisor and team understand the need for time away. Our Youth Service Interns have finished their internships. We received positive feedback from Youth Services Coordinators and Branch Managers that the extra help allowed them to expand their summer offerings and manage their workloads.

Kevin, Jamie, and I have been working with the Employers Council to finalize the compensation market study for 2025.

Staff Education and Development update:

We're pleased to send nine staff and five board members to CALCON from 9/4 - 9/6 in Breckenridge. This is a rewarding professional development opportunity for staff from varying positions and branches. We're proud to have six staff presenting at CALCON.

The District Leadership Council (DLC) participated in a Reflective Listening training. We strengthened our skills to help us better listen to understand others.

This summer we distributed Education Assistance funds that fully funded MLIS classes for two Library Specialists, we had another Library Specialist get accepted into an MLIS program and started classes in August. We'll be funding their classes this fall as well. We also provided funding for three staff pursuing bachelor's degrees and a graduate program.

Recruiting and Staffing update:

We hired a Facilities Technician through a temp agency. James Aguilar is contributing to the Facilities department and District in a big way and helping us get back on track with many of the maintenance tasks and projects that are needed.

We're excited to promote Natasha Wolburg from Library Specialist to Assistant Branch Manager at Silt. Natasha has a strong commitment to excellence and service; she leads with empathy and has strong job knowledge. She is an asset to the Silt branch and the District. The Youth Services Coordinator at Parachute resigned effective September 4 and we're conducting interviews to fill this important position. After three failed attempts, we've put the search for a Youth Services Coordinator at Carbondale on hold until the beginning of the year. We hired a Storytime Sub at Carbondale to provide this service until a Youth Services Coordinator is hired.

Staffing Report - Since 7/19/2024:

New Hires: 2

- Carbondale Library Page 10hrs/week 7/25/2024
- Carbondale Library Page 10hrs/week 7/30/2024

Promotions/Transfers: 2

- Silt FT Library Specialist promoted to Assistant Branch Manager 40hrs/week.
- New Castle Library Page transferred to Substitute.

Vacancies: 5

- Youth Services Coordinator Carbondale, 40hrs/week
- Youth Services Coordinator Parachute, 40hrs/week
- Library Specialist Silt, 40hrs/week
- Library Page New Castle, 10hrs/week
- Library Page Silt, 10hrs/week

Departures: 2

- Youth Services Coordinator Parachute, 40hrs/week 09/04/2024
- Library Page Silt, 10hrs/week 8/15/2024

Additional Staffing Information:

Headcount as of 9/4/2024 (includes staff who are on extended leave):

- 76 total staff members (does not include subs)
- 42 benefit-eligible staff (32 40 hours per week); 35 staff with less than 32 hours per week
- 59.21 FTE

Active Staff Stats by Location – 9/4/2024										
<u>Location</u>	<u>FTE</u>	_	Staff Hours per Week (total of	Benefit Fligible	Count of Staff not eligible for Benefits (under 32 hours)					
Carbondale	7.81	13	312.5	4	9					
Glenwood	8.15	11	326	5	6					
New Castle	6.80	9	272	3	6					
Silt	5.65	7	226	4	3					
Rifle	8.35	11	334	5	6					
Parachute	5.05	7	202	3	4					
Support Services	17.40	18	696	17	1					
Grand Total	59.21	76	2368.5	41	35					

Branch Libraries Report, September 2024

By Nancy Barnes, Branch Libraries Director

Branch Projects

The Roaring Fork Valley Journal, from June 1975 to December 1982, has been digitized and loaded into the Colorado Historic Newspaper Collection (CHNC). Tracy Kallassy led the effort to begin the digitization partnership with CHNC. The goal is to eventually get the entire Valley Journal digitized. Search the newspaper here.

Branch Updates

Carbondale Library:

In September, the library is expanding story time to offer four story times a week (Spanish, Baby, Toddler, and Preschool), plus a biweekly bilingual story time on Saturday mornings, and is continuing the weekly Get the Wiggles Out program. For older kids, the library is introducing a Creative Writing Club, and bringing back Spark, Coding Club, Paws to Read, and STEM Exploration Hour with Aspen Science Center, now in both Spanish and English. Despite still not having a Youth Services Coordinator, the library is able to do all of this through a combination of our two wonderful interim Youth Services Specialists, permanent staff who have stepped up to help, and through valuable community partnerships.

Glenwood Springs Library:

Youth Services Coordinator Red Millberry has been visiting area schools for orientations and to meet with teachers and school library staff. Outreach has or will be occurring at Sopris Elementary, Two Rivers Community School, Riverview School, and Glenwood Springs High School.

The library has partnered with community member Burt Oglesby to provide Tai Chi instruction twice a week, on Wednesday evenings and Saturday mornings. Interest from the community has increased, averaging 10 attendees per class. Although beginners are always welcome, Burt sets aside the first Saturday of every month to focus on orienting new participants to Tai Chi.

Glenwood staff have welcomed staff from other branches and have spent time at other branches as part of the staff swap program in the district. Glenwood staff members have visited Carbondale, New Castle, and Parachute and have spent time orienting staff from those branches as well as Silt who have spent the day in the Glenwood branch.

New Castle Library:

Marcy, Stephanie, and Stacy attended the Adult Services Regional workshop in Grand Junction. Topics covered included aging in Colorado, overdose prevention and harm reduction, homelessness, and adult literacy. Youth programs took a hiatus in August but resumed in September. A patron came in to tell the staff how proud she was that the New Castle community reached its summer reading goal. She thanked the library for keeping the habit and skill of reading alive.

Silt Library:

Silt staff participated in the Silt Hey Days this year. The day was packed with outreach with staff participating in the parade and helping at the Silt Historical Park quilt show.

The library recently installed a new tiered book display which has been a big hit. Staff are continually refilling the empty easels as the latest books on this display fly out the door.

The library purchased additional large print books, and the feedback has been positive. Many checked out the day we placed them on display and commented they'd return to check out the other titles. This was one example of the unique communication and frontline staff responding to the community's needs.

Rifle Library:

The Rifle library had a highly successful Summer Reading Challenge. They registered 831 participants, who collectively read an impressive 378,844 minutes. Nearly 200 of these participants completed all levels of the program, which shows strong engagement from our community. The team's outreach efforts, especially to the RE2 summer boost camp as well as the Meal Monkey food services in the local parks played a significant role in driving these numbers. The success of our bilingual programming was also a factor, as it helped us reach a more diverse audience and increase overall participation.

Upcoming new fall programs include Crochet Corner, Homeschool Parent Advisory Group, and English Classes with CMC. Crochet Corner is in partnership with a local club and will be held every other Sunday and is already generating interest among our patrons. "Curious Minds Club," is a new education group for homeschooling families. There will be weekly educational activities, including STEM, art, health, and nutrition, aimed at enriching the homeschool experience. The library resumed its partnership with CMC to offer English classes at the library. The convenient location of the library, combined with the availability of childcare, has made these classes accessible and successful for our community members.

In partnership with Discovery Cafe, the library hosted an inaugural backpack and school supply giveaway event. Over 500 people attended, and 267 backpacks filled with school supplies were distributed to kids in need. This event was a great success, and we plan to continue it next year, learning from this experience to ensure we have even more backpacks available.

Parachute Library:

The library's outreach efforts are going strong. The staff recently took part in the Grand Valley Days parade and hosted a booth. The staff connected with hundreds of people, engaging in conversations, and assisting with the kids' activities throughout the day.

The library also recently hosted a member of the community for a special story time. He brought in his restored fire truck and read to the kids.

Staffing

The Carbondale Library has hired two new excellent pages this month, which gives us a fully staffed page team for the first time in many months. They are excited to have Scooter and Caroline on board.



New Castle summer reading youth prize winner.



Silt staff participating in the Silt Hey Days.



Parachute staff participating in the Grand Valley Days parade.



Red Millberry provides school outreach to Glenwood schools.



Glenwood teens enjoying new teen furniture courtesy of a Ross Stores grant.

Circulation and Collections Report, August 2024

By Jenn Cook, Technical Services Director

Automated Book Sorter Installation

We are looking forward to the installation of our new automated materials handling equipment, which was approved by the Board in the spring, beginning September 23. The project is scheduled to be completed by October 25. Glenwood and Rifle will both be receiving 5-bin systems that will allow the configuration of 5 different sorting criteria enabling faster and more efficient processing of returned items. These are upgraded from older 3-bin models that are no longer functional. Carbondale is receiving a smaller 4-bin system, which is completely new for this location

Computer replacement cycle

Working with Marmot to maintain a standard business replacement cycle for computers is 3-5 year, our computer replacement for 2024 are wrapping up within budget. This cycle distributes the costs more evenly across several years making the expense easier to predict and proactive upgrades helps prevent cybersecurity, productivity, and repair issues that are more likely to plague older machines. With this plan, we are striving to maintain a replacement schedule of approximately 50 computers across the district per year.

New eLearning Resources

A few new databases will be added to our website shortly. The Proquest Inform Collection provides international coverage that gives researchers a complete picture of companies and business trends around the world, featuring key business and economics periodicals such as *The Economist* and *Sloan Management Review*. The Proquest Entrepreneurship Database provides access to tools and resources to help entrepreneurs navigate the complex world of small business. It contains a diverse collection of resources including industry reports, video clips, "how to" books, templated forms, business plan samples, and more. Both of these resources are contributed to the District's long term goal to support economic development in our communities.

Facilities August Report

Jon Medrano, Facilities Manager

The Facilities Department worked to complete various building repairs and continued major district projects. Here are some projects from last month that are worthy of mention.

Library Reconfiguration for Parachute & New Castle Branches - UPDATE

The next step for this large district project is a meeting with all parties with a Construction Document meeting in mid-September. Design and development took place these past few weeks between the architect and the general contractor.

The following is the schedule the team has been moving forward on.

• Design Development: July – mid-August.

• Construction Documents: mid-August – September

• Bidding: October

• Construction Administration: November – January

Facilities Technician

GCPLD is happy to welcome our new hire James Aguilar, as he fills the Facilities Technician. He began in the early part of August and has taken time to get acquainted with staff, building equipment, and procedures. He has been doing a phenomenal job undertaking a variety of facilities jobs and repairs. He has shown himself to be a great member of the team.

Roof Drains

The Facilities Department took time to clear all rooftop drains at all library branches. This preventative maintenance is important in the Spring and Fall of each year to ensure that water flows off the roof toward the street water drains. Special thanks to the Facilities Technician for making this a smoother process.

Large Library Road Sign Repainting

The Parachute Branch Library is on schedule to receive a new paint job. Over the course of time the color has lost its luster, and the appearance has faded. It's time to bring that back and so a local contractor will be completing this within the next few weeks.

Backflow Inspections in Carbondale Library

The annual backflow inspections for the Carbondale Branch Library will be completed within the next few weeks. These pieces of safety equipment are located at each branch and are required to be inspected annually.

District Library Vehicle Replacement Update

The library administration has taken time to consider the replacement of the 2010 Ford Escape (Bookmobile). It has been decided that there will be no replacement purchase. Instead, the GCPLD Internal Courier will be moving to use the 2018 Ford Escape (Silver Bullet), permanently. Currently, it seems best to use the library funds towards other services and projects. When the need arises for a new library vehicle the topic will be reviewed again.

Install Makerspace Storage Closet

The Facilities Department installed a high-quality Maker Space closet in the Rifle Branch Library. This organizational piece of furniture will house essential tech equipment for staff. It was a very anticipated project for the Rifle staff and the Facilities Department is happy with the outcome.

Energizing Climate Solutions: Rural, Resort & Energy Transition Communities – Recap and action steps

The Facilities Manager attended the Energizing Climate Solutions Conference, in Aspen, Colorado. The presenters offered great insight on past, current and future plans that focused on climate solutions. The need is great to protect air, water, and the earth and its resources, it will take every organization and community member to do so. One immediate item that the Facilities Department will take is to undergo a district facilities energy audit. The district is already doing its part by maintaining a Building Automated HVAC System and operating the use of LED light builds in every fixture throughout all branches. The Facilities Manager will partner with CLEER for this project.

Marketing report, August 2024

By James Larson, Communications and Marketing Director

August Recap

Outreach – a small group of us marched in the Silt Heyday's parade with warm reception from the community. GCPLD also helped the Glenwood Springs Frontier Historical Museum by translating their information brochure into Spanish. We also helped establish a little school room library for a local classroom. some help with providing resources for a teacher who was just starting her own library for her students



In other news, our Spanish Services Team has chosen a winner for the first annual Lisa Detweiler memorial award which will be awarded at our Hispanic Heritage Festival on Sept. 29th.

Lastly, we'd like to introduce to you our new GCPLD mascot, Garfield (the dog, not cat).



Social media analytics

Followers: Facebook – 4,100 Instagram – 1,600 Email Newsletter – 16,274

Facebook Reach* 33,900 (up 136%)

Instagram reach: 620

* Reach = The number of people who saw any content from your Page or about your Page, including posts, stories, ads, social information from people who interact with your Page and more.

Top 5 Facebook posts

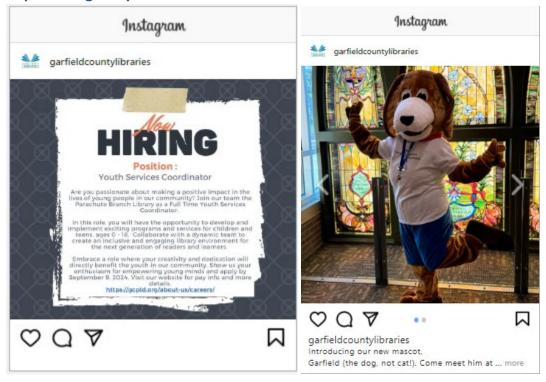




Kid



Top 5 Instagram posts











garfieldcountylibraries Congratulations to Terry, our Summer Reading Challenge adult grand prize w... more In the News – links to full articles.

https://coloradosun.com/2024/08/18/colorado-libraries-expanding-services-book-challenges/

 $\underline{\text{https://www.postindependent.com/news/summer-reading-challenge-becomes-the-cup-that-runneth-over/}$

https://www.postindependent.com/opinion/garfield-county-libraries-larue-first-amendment/



School-Based Family Resource Center







Little Library

On July 17, 2024, the School-Based Family Resource Center (SBFRC) received a new "Little Library!" The Little Library is located outside the front doors of the SBFRC and filled with books available for the community to take, for free! The public is welcome to visit the Little Library any time, any day, to take books or leave books.

According to Garfield County Public Library District Director Jamie LaRue: "This is an attempt to put as many books into as many hands as possible. This is a free opportunity for anybody in the community to take one, leave one. If you find one that you love, keep it. We just care that you are reading, and that you are reading to your children. We are delighted to be partnering with the school district."

The Parachute Branch Library will be stocking the Little Library on a monthly basis from donations the Library receives. The Little Library at the SBFRC is not the only location in the Parachute/Battlement Mesa community. According to Amaranda Fregoso, Parachute Branch Library Branch

Manager, in order to achieve their goal of "getting as many books into people's hands as we can," there will also be Little Libraries located at Clark's Market and the RV Park in Battlement Mesa. The three Little Libraries in Parachute/Battlement Mesa were made possible by the Love's Grant

The SBFRC is excited for this new feature and the benefits it will provide to SBFRC families. According to SBFRC Coordinator, Claudia Flores Cruz, "The benefit is exposing our families to literature and the ability to access free books. I think that there's still people that think there is a charge for library cards, so they don't go to the library, but they know that the resource center has free resources and services, so it will be a nice way for people to access free books."

The Garfield County Public Library District does not charge for library cards. Anyone can go to the library, present any form of identification (i.e. driver's license, Colorado ID cards, matriculas, passports, essentially anything with your name and photo) and get a free library card to access all the books, activities and services the library provides. According to Fregoso, anyone can access the library, "No questions asked. We don't care if you're undocumented, unemployed, or if you live elsewhere." For more information about Garfield County Libraries, visit https://gcpld.org/ call the Parachute Branch Library at 970-285-9870.

Events July/August 2024

Alex Garcia-Bernal, Education & Events Manager

The GCPLD libraries started their Summer Reading Challenge for our communities on July 1st, and the program continues through the end of July. In the Challenge, participants aim to read 1,000 minutes as individuals and 1,000,000 minutes as a community.

This year's Summer Reading Challenge was our largest and most successful since Covid, and we are certain it will continue to increase for the next few years. Our final numbers, for the District were:

3081 Registrations 1891 Active Participants 947 Completions Community Reading Minutes: 1,657, 428

The Summer Reading Presentations for kids in July were:

All branches held an Ice Cream Social party to celebrate the half mark of Summer Reading during the week of 4th of July.

All our branches hosted Ann Lincoln for a Foam Party event from July 9-11. This was our most attended event with a couple of hundred at least at each of our branches.

All our branches hosted a musical presentation by Steve Weeks from July 16-19.

All our branches hosted a poetry and rap presentation for Teens featuring Myles Bullen from July 16-19.

All our branches hosted a hip-hop workshop with Mr. Kneel from July 23-25.

A Summer Reading Hiking Club will be hosted through the summer for adults.

Rifle Arch: May 11, had about 4 participants.

Lorax Trail: July 8th, had about 5 participants

Storm King Memorial Trail: July 13th

Thomas Lakes Trail: August 3rd with 5 participants.

Most regular kids' events are on break for July to focus on the end of Summer Reading, and through the month of August to focus on back to school and Fall planning.

Special Events:

The Rifle library hosted a return of Ready for the Unexpected, a live streamed event which features community resources to be prepared for end of life. These resources include presentations from death doulas, the coroner's office, the county health dept, Grand River, grief and counseling services, financial planners, and others. The programs saw over 600 views in our social media pages.

The New Castle and Rifle libraries hosted a concert with Japanese guitarist Hiroya Tsukamoto on July 17th and 18th.

All branches hosted a special concert with Joey Leone featuring the history of Rock and Roll from July 22nd to the 25th.

Partnered Children Events:

The Rifle library hosted their parenting group with Great Expectations weekly on Tuesdays in July.

Library Children Events:

All the libraries hosted their weekly school's out program, Spark, in July. The libraries also hosted their stay and play weekly programs. Rifle hosted their Pre School-Playgroup each Wednesday, the Glenwood Springs and New Castle libraries hosted their Get Your WigglesOut programs each Thursday in July. The Silt library hosted their Shake Your Sillies program each Friday in July. The Rifle library hosted their Sensory Playgroup on Mondays and their Bilingual Sensory Storytime on Tuesdays.

Teen/Tween Events:

The Rifle library hosted their Anime Club each Friday in July and August. The Glenwood Springs library hosted their Magic the Gathering program on Saturday July 13th and August 10th, and their Dungeons and Dragons program on Saturday July 20th and August 17th.

Family Events:

The Silt library hosted their Loteria family game night on July 11th and August 8th.

Book Clubs:

The Rifle library hosted their monthly Walking Book Club each Friday in July and August. The Parachute library hosted their monthly Western Colorado Book Club on the 2nd Tuesday in July and August. The Carbondale library hosted their Third Thursday Book Club on July 18th and August 15th.

Partnered Adult Events:

The Glenwood Springs library hosted their memoir writing club, Your Story Your Life on the first and third Friday in July and August. The Carbondale library continues to host their partnership with English in Action for programs on Wednesdays in July and August.

The Rifle and Glenwood libraries are working with the County Mental Health Department to host monthly mental health conversations which will be streamed through our social media. The presentations have had over 300 views on our Facebook page.

Adults Arts and Crafts:

The Carbondale library hosted there, In Stitches, knitting club each Monday in July and August.

Adult Education Events:

The Rifle library hosted their weekly Computer Basics class each Tuesday in July and August, and their English/Spanish Conversation Circle each Wednesday in July and August. The New Castle library hosted their weekly English Exposure Class each Monday in July and August. The Rifle library reopened their ESL classes for the fall season, with CMC in the last week of August. It will continue each Tuesday and Wednesday.

Events for Seniors:

The Glenwood Springs library hosted their Tai Chi for seniors each Wednesday and Saturday in July and August, and their monthly Wonderful Wednesday's program on the second Wednesday in July and August. The Silt library hosted their Tai Chi for seniors each Wednesday in July and August.

Upcoming:

The libraries are now planning for their Hispanic Heritage Festival at the Rifle branch on September 29th. They are also planning for the Fall holiday programs such as pumpkin carving in October, and Day of the Dead celebrations in the final week of October and first week in November.