## Administrative Council Meeting PACKET **10:00am**

## Wednesday, October 17, 2012 VLC HQ or Via Conference Call

## Items Attached:

| A. | Agenda, p.2  |
|----|--|
| B. | Administrative Council Minutes, August 15, 2012, p.3 – 4 |
| C. | Executive Director's Report, p.5                         |
| D. | FY 2012/13 Financial Reports, p.6 – 13                   |
| E. | Strategic Plan Dashboard, p.14                           |
| F. | Meeting Schedule (Administrative Council & Board), p.15  |
| G. | Board Agenda, October 17, 2012, p.16                     |
| H. | Board Minutes, August 15, 2012, p.17                     |
| l. | Software and Enhancement Pricing, p.18                   |
| J. | Proposed Executive Director Evaluation Tool, p.19 – 21   |

Administrative Council Meeting

#### 10:00am

Wednesday, October 17, 2012 VLC HQ or Via Conference Call

## **AGENDA**

## Additions to the Agenda:

Financial Statement Review: Mike Hanisko, Weinlander Fitzhugh

## **Consent Agenda:**

- 1. Approval of the minutes from the August 15, 2012 meeting (p.3 4)
- 2. Executive Director's Report (p.5)
- 3. Financial Reports (p.6 13)

## **New Business:**

- 1. SirsiDynix eResource Central Demo Roslyn Dean, Manager Sales Support (SP 1.2)
- 2. BookPsychic.com Kay Dunker (SP 1.2)
- 3. VLC Executive Director Review Tool Recommendation (p.19 21)
- 4. Building Maintenance Lighting Ballasts & Carpeting
- 5. Item Counts/Deletes Reminder

#### **Old Business:**

1. Horizon 7.5.2 – SirsiDynix Text Messaging Pricing (SP 1.2.1) (p.18)

## **Strategic Plan -- Measuring Success:**

1. Review Strategic Plan Dashboard (p.15)

## **Tech Sharing:**

### **Announcements:**

News or Events from Member Libraries

Next Scheduled Meeting: November 21, 2012

## **Minutes of the Administrative Council**

August 15, 2012 10:00 a.m.

<u>Council Members Present</u>: Colleen Montalbano-Bay City Schools; Tom Birch-Bay County; Jack Wood-Delta; Melissa Barnard-Grace A. Dow; Stephanie Mallak Olson-Iosco; Melissa Malcolm-Lapeer; Alice Parsons-Northwood; Jeanette Bach-Pigeon; Trish Burns-PLOS; Erin Schmandt-River Rapids; Bryon Sitler-White Pine. <u>Council Members Attending Remotely</u>: Kay Hurd-Almont; Marcia Dievendorf-Caro; Desta Ureel-Dryden; Nannette Pretzer-St. Charles; Emily Clark-West Branch.

<u>Council Members Not Present</u>: Rosemary Rice-Gutierrez-Bridgeport; Bruce Guy-Gladwin; Sheila Bissonnette-Harrison; Jessica Moore-Marlette; Cory Goethe-MCC; Kelli Lovasz-North Branch; Tracy Harnish-Ruth Hughes. Others Attending: Lee Martin-VLC; Kay Dunker-VLC.

Chair E. Schmandt called the meeting to order at 10:01 a.m.

E. Schmandt asked if there were any additions to the agenda. L. Martin added a report on the Strategic Plan Review Meeting to Old Business.

#### **Consent Agenda**

J. Bach moved to approve the Consent Agenda. T. Birch seconded. Motion carried.

#### **Old Business**

1. Strategic Plan Review Meeting

The Strategic Plan Review meeting is planned for Sept. 19 from 10:00 until 12:00. Terry Oliver will be present to facilitate. Members are welcome to bring others from their organization and remote access can be provided.

## **New Business**

1. Horizon 7.5.2 Text Messaging Capabilities

The software to do text messaging is included in the upgrade, but there is a charge for sending the texts. L. Martin has a requested a quote from SirsiDynix. Once that quote is received, he will get quotes from other providers. Texting is setup per location and patrons can individually opt in.

## Strategic Plan – Measuring Success

There was no discussion.

#### **Tech Sharing**

M. Barnard said Grace A. Dow is piloting program in which they are purchasing an iPad for use in the library that will have subscriptions to the Wall Street Journal, USA Today, and the New York Times.

A. Parsons said Northwood may be eliminated their subscriptions to the paper copy of the Wall Street Journal in favor of an electronic subscriptions. Their IT dept. is working on creating a "front page" of the current day's article on Blackboard. This could save them up to \$150,000. They are also looking at including approximately 12,000 bib records for electronic resources in the Horizon catalog.

- L. Martin stated that SirsiDynix is developing a new web interface to replace HIP that facilitates the downloading of electronic resources. He has scheduled a demonstration of eResource Central for October.
- M. Malcolm announced that thanks to the effort of their employee Yvonne Brown, the Lapeer District Library's website is being used as an exemplar of an excellent Plinket site.
- T. Burns said that PLOS is trying a pilot project of one on one IT classes. IT staff will spend four hours a week in one on one instruction with patrons.
- L. Martin stated that Apple is rumored to be introducing a new iPhone and a new mini-iPad at their upcoming meeting this fall.

#### **Announcements**

Lapeer successfully passed their millage.

Pigeon has two townships pass a local millage.

Chesaning will be hosting the annual wine tasting event "Reading between the Vines" on Sept. 15.

The White Pine Annual Meeting will be on Oct. 10. B. Sitler extended an invitation to attend to all VLC members.

The next meeting will be the Strategic Plan Review Meeting on Sept. 19 from 10:00 to 12:00.

Meeting was adjourned as adjourned at 10:32 a.m.

Minutes prepared by Kay Dunker.

## **Executive Director's Report, October 17, 2012**

## LibraryThing for Libraries and LibraryAnywhere - Update

Jon Enge will be contacting each member's designated LibraryThing for Libraries contact the week of October 8 to invite them to a ReadyTalk training session covering the basics of:

- Customizing LibraryThing for Libraries catalog enhancements and the Library Anywhere app
- Moderating reviews submitted by patrons
- Marketing and promoting these new Web 2.0 features

If you are a library using LibraryThing for Libraries and you want to be involved in this training please let Jon know.

## Social Library (Facebook App) - Update

Beta testing of Horizon 7.5.2 has been completed. The version was released as scheduled. Horizon 7.5.2 allows for text messaging of notices and has updates in the MARC for RDA. At this point we're not sure it makes sense to update to this version unless we decide to implement SMS Text messaging. We will be discussing the cost of this new functionality in more detail during the meeting.

## **Web Reporter Server - Update**

Kay provided an Advanced Web Reporter training session in September. Those who attended learned techniques on manipulating reports. The class had low attendance. If need be, Kay will be offering this class remotely. If you or someone from your staff is interested in attending a remote training session on this topic please let me or Kay know.

## Strategic Plan Review Meeting

For those that attended the strategic plan review meeting last month I wanted to thank you for your enthusiastic contribution. You continue to impress me with your dedication to the well-being of the consortium. This meeting was an important milestone in implementing our strategic vision and without your participation it would be meaningless. That being said, we had less than 50% participation from the member libraries. As I've always stated, this is your consortium not mine. I'm simply the caretaker. Those that participated came up with what I consider two very important breakthrough objectives for the 2012–15 plan: increase active participation by member libraries by 2Q14 and implement a cost effective bibliographic utility by 2Q14. Additionally, this year we will begin the process of implementing our next generation ILS. It is going to be a busy 1 ½ years and we're going to need everyone's participation to make the Strategic Plan a success.

## **VLC Mortgage**

I have received a few questions concerning the mortgage on the VLC building and I thought I would share those details with the group. The principal remaining on the loan as of 10/09/2012 was \$35,434.22. The interest rate on the loan is 5.5%. The loan matures in 16 months on 02/18/2014. Karl Steiner had been paying \$43 extra toward the principal of the loan and I have continued that practice. I estimate that I will actually pay this loan off on 12/18/2013. Commercial mortgages and interest rates are very different than home mortgages. Rates are around 5% right now and with our loan maturing in 14 months it doesn't make much sense to refinance the loan. The transaction costs for the refinance would equalize any potential savings in interest savings we would save by the refinance.

## Budget vs. Actual - Expenses

Through September 2012

|       |  | Jul '12 - Jun 13 | Budget       | \$ Over Budget | % of Budget |
|-------|--|------------------|--------------|----------------|-------------|
| E     | xpense                                 |                  |              |                |             |
|       | 5105 · Salaries and wages              | 61,480.28        | 212,339.00   | (150,858.72)   | 28.95%      |
|       | 5300 · Benefits                        | 18,290.45        | 66,292.00    | (48,001.55)    | 27.59%      |
|       | 5449 · Merit Fees                      | 0.00             | 7,300.00     | (7,300.00)     | 0.0%        |
|       | 5450 · MLC charges                     | 373.36           | 2,400.00     | (2,026.64)     | 15.56%      |
|       | 5464 · Employee - Training             | 3,082.50         | 10,000.00    | (6,917.50)     | 30.83%      |
|       | 5465 · Employee Travel                 | 0.00             | 2,500.00     | (2,500.00)     | 0.0%        |
|       | 5470 · Telephone Service               | 1,717.50         | 4,680.00     | (2,962.50)     | 36.7%       |
|       | 5474 · Postage                         | 189.00           | 500.00       | (311.00)       | 37.8%       |
|       | 5499 · Misc. Supplies                  | 639.14           | 4,700.00     | (4,060.86)     | 13.6%       |
|       | 5615 · Insurance - Other               | 5,998.33         | 7,300.00     | (1,301.67)     | 82.17%      |
|       | 5661 · Maintenance - System            | 0.00             | 61,000.00    | (61,000.00)    | 0.0%        |
|       | 5662 · Maintenance - Other             | 1,120.50         | 5,250.00     | (4,129.50)     | 21.34%      |
|       | 5664 · Membership Dues                 | 125.00           | 275.00       | (150.00)       | 45.46%      |
|       | 5666 · Professional Fees               | 2,175.00         | 4,000.00     | (1,825.00)     | 54.38%      |
|       | 5670 · Interest Expense - Mortgage Pmt | 9,980.12         | 30,000.00    | (20,019.88)    | 33.27%      |
|       | 5679 · Utilities                       | 7,949.41         | 20,000.00    | (12,050.59)    | 39.75%      |
|       | 5701 · Equipment                       | 39.99            | 3,000.00     | (2,960.01)     | 1.33%       |
|       | 5740 · Building Maint VLC              | 7,430.05         | 14,000.00    | (6,569.95)     | 53.07%      |
|       | 9999 · Miscellaneous                   | 219.70           | 5,000.00     | (4,780.30)     | 4.39%       |
| To    | otal Expense                           | 120,810.33       | 460,536.00   | (339,725.67)   | 26.23%      |
| Incor | mo                                     | (120,810.33)     | (460,536.00) | 339,725.67     | 26.23%      |

## VALLEY LIBRARY CONSORTIUM **Fund Balances** As of September 30, 2012 Sep 30, 12 Aug 31, 12 **ASSETS Current Assets** Checking/Savings 1005 · Operating Funds 145,212.75 152,044.33 1105 · Capital Funds 113,165.10 117,130.26 1205 · I/R Funds 512,476.42 512,339.17 1301 · Building Maint. - Wildfire 31,724.27 31,715.17 813,228.93 Total Checking/Savings 802,578.54 Accounts Receivable 1500 · Accounts Recievable 91,103.80 9,118.18 Total Accounts Receivable 91,103.80 9,118.18 **Total Current Assets** 893,682.34 822,347.11 TOTAL ASSETS 893,682.34 822,347.11

## Operating Funds Activity As of September 30, 2012

|  | Type            | Date       | Num   | Name                               | Memo                         | Amount    |
|--|-----------------|------------|-------|------------------------------------|------------------------------|-----------|
| 1005 · Operating Funds   |                 |            |       |                                    |                              |           |
| Total 1001 - Cash - Oper MM - 22152  |                 |            |       |                                    |                              | (6,831.37 |
| 1000 · Cash - Operating BC -6569   |                 |            |       |                                    |                              |           |
| and the same of th | Liability Check | 09/13/2012 | EFTPS | 1st State Bank                     | Federal Payroll Taxes        | (2,071.27 |
|  | Liability Check | 09/13/2012 | 7211  | State Of Michigan - withholding    | State Payroll Taxes          | (898.6    |
|  | Check           | 09/13/2012 | 7212  | TIAA-CREF                          | Staff Retirement             | (838.7    |
|  | Check           | 09/13/2012 | 7213  | Randall L Martin                   | Office Supplies              | (63.3     |
|  | Check           | 09/13/2012 | 7214  | Strzynski Lawn Care                | Lawn Service                 | (160.0    |
|  | Check           | 09/13/2012 | 7215  | Chase Card Services                | VLC Credit Card              | (274.9    |
|  | Check           | 09/13/2012 | 7216  | Blue Cross Blue Shield of Michigan | Staff Health Insurance       | (1,406.4  |
|  | Check           | 09/13/2012 | 7217  | Cavalier Telephone                 | Local/Long Distance Service  | (312.7    |
|  | Check           | 09/13/2012 | 7218  | OCLC, Inc.                         | Bibliographic Services       | (181.9    |
|  | Check           | 09/13/2012 | 7219  | Weinlander Fitzhugh                | Financial Statements         | (2,175.0  |
|  | Check           | 09/13/2012 | 7220  | Treasurer, City of Saginaw         | Water/Sewer Bill             | (307.2    |
|  | Check           | 09/13/2012 | 7221  | Verizon Wireless                   | Wireless Services            | (236.8    |
|  | Check           | 09/13/2012 | 7222  | J.E. Johnson Contracting, Inc.     | Air Conditioning Maintenance | (295.0    |
|  | Check           | 09/13/2012 | 7223  | Consumers Energy                   | Gas/Electric Bill            | (1,377.6  |
|  | Check           | 09/13/2012 | 7224  | 1st State Bank                     | Mortgage Payment             | (2,495.0  |
|  | Check           | 09/13/2012 | 7225  | American Maintenance & Cleaning    | Cleaning Service             | (555.0    |
|  | Transfer        | 09/13/2012 |       |                                    | Funds Transfer               | 19,918.3  |
|  | Direct Deposit  | 09/14/2012 | DD    | 1st State Bank                     | Staff Salaries               | (6,268.3  |
|  | Liability Check | 09/26/2012 | EFTPS | 1st State Bank                     | Federal Payroll Taxes        | (2,071.2  |
|  | Check           | 09/26/2012 | 7226  | TIAA-CREF                          | Staff Retirement             | (838.7    |
|  | Check           | 09/26/2012 | 7227  | GRA Benefits Group                 | Staff Life Insurance         | (296.2    |
|  | Check           | 09/26/2012 | 7228  | Blue Cross Blue Shield of Michigan | Staff Health Insurance       | (1,406.4  |
|  | Check           | 09/26/2012 | 7229  | ReadyTalk                          | Remote Meeting Service       | (57.6     |
|  | Transfer        | 09/26/2012 |       |                                    | Funds Transfer               | 10,938.4  |
|  | Direct Deposit  | 09/28/2012 | DD    | 1st State Bank                     | Staff Salaries               | (6,268.3  |
| Total 1000 · Cash - Operating BC -6569   |                 |            |       |                                    |                              | (6,268.5  |
| Total 1005 · Operating Funds   |                 |            |       |                                    |                              | (13,099.9 |

|                                     |          | V          |      | LIBRARY CON<br>tal Account A |                 |                               |            |           |
|-------------------------------------|----------|------------|------|------------------------------|-----------------|-------------------------------|------------|-----------|
|                                     |          |            |      | of September 30,             |                 |                               |            |           |
|                                     | Туре     | Date       | Num  | Name                         | Memo            | Split                         | Amount     | Balance   |
| 1105 · Capital Funds                |          |            |      |                              |                 |                               |            | 117,130.2 |
| 1100 · Cash-Capital - MM 6577       |          |            |      |                              |                 |                               |            | 117,130.2 |
|                                     | Transfer | 09/13/2012 |      |                              | Funds Transfer  | 1101 · Cash - Capital BC 6585 | (871.68)   | 116,258.5 |
|                                     | Transfer | 09/26/2012 |      |                              | Funds Transfer  | 1101 · Cash - Capital BC 6585 | (3,099.72) | 113,158.8 |
|                                     | Deposit  | 09/30/2012 |      |                              | Interest        | 4400 · Interest Income        | 6.25       | 113,165.0 |
| Total 1100 · Cash-Capital · MM 6577 |          |            |      |                              |                 |                               | (3,965.15) | 113,165.  |
| 1101 · Cash - Capital BC 6585       |          |            |      |                              |                 |                               |            | 0.        |
|                                     | Check    | 09/13/2012 | 5347 | Paetec                       | Member Circuits | 6700 · Capital Expenses       | (871.68)   | (871.     |
|                                     | Transfer | 09/13/2012 |      |                              | Funds Transfer  | 1100 · Cash-Capital - MM 6577 | 871.68     | 0.0       |
|                                     | Check    | 09/26/2012 | 5348 | Trivalent Group              | Member Circuits | 6700 · Capital Expenses       | (2,215.00) | (2,214.9  |
|                                     | Check    | 09/26/2012 | 5349 | Paetec                       | Member Circuits | 6700 · Capital Expenses       | (884.76)   | (3,099.7  |
|                                     | Transfer | 09/26/2012 |      |                              | Funds Transfer  | 1100 · Cash-Capital - MM 6577 | 3,099.72   | 0.0       |
|                                     | Deposit  | 09/30/2012 |      |                              | Interest        | 4400 · Interest Income        | 0.03       | 0.0       |
| Total 1101 · Cash - Capital BC 6585 |          |            |      |                              |                 |                               | (0.01)     | 0.0       |
| Total 1105 · Capital Funds          |          |            |      |                              |                 |                               | (3,965.16) | 113,165.  |

|                                      | V       | ALLEY LIBF | RARYC   | ONSOR    | TIUM       |                        |        |           |
|--------------------------------------|---------|------------|---------|----------|------------|------------------------|--------|-----------|
|                                      | Buildi  | ng Mainter | nance   | Accou    | nt Activit | ty                     |        |           |
|                                      |         | As of Se   | ptember | 30, 2012 |            |                        |        |           |
|                                      | Type    | Date       | Num     | Name     | Memo       | Split                  | Amount | Balance   |
| 1301 · Building Maint Wildfire       |         |            |         |          |            |                        |        | 31,715.17 |
|                                      | Deposit | 09/30/2012 |         |          | Interest   | 4400 · Interest Income | 9.10   | 31,724.27 |
| Total 1301 · Building Maint Wildfire |         |            |         |          |            |                        | 9.10   | 31,724.27 |

## VALLEY LIBRARY CONSORTIUM Operating Funds Activity As of August 31, 2012

|  | Туре             | Date          | Num          | Name                               | Memo                              | Amoun     |
|--|------------------|---------------|--------------|------------------------------------|-----------------------------------|-----------|
| 05 · Operating Funds                   |                  |               |              |                                    |                                   |           |
| 1001 - Cash - Oper MM - 22152          |                  |               |              |                                    |                                   |           |
|  | Transfer         | 08/02/2012    |              |                                    | Funds Transfer                    | (14,217.3 |
| Total 1001 - Cash - Oper MM - 22152    |                  |               |              |                                    |                                   | (33,106.  |
| 1000 Cook Operating BC 6560            |                  |               |              |                                    |                                   |           |
| 1000 · Cash - Operating BC -6569       | Liability Charle | 09/02/2012    | FETDS        | 1at Ctata Dank                     | Foderal Dayrell Tayes             | (4.070    |
|  | Liability Check  | 08/02/2012    | EFTPS        | 1st State Bank                     | Federal Payroll Taxes             | (1,879.   |
|  | Liability Check  | 08/02/2012    | 7176         | 1st State Bank                     | Kay Dunker - HSA Payment          | (500.     |
|  | Check            |               | 7177<br>7178 | Bette Jo Abbenante                 | Coffee<br>Stoff Potiroment        | (4.       |
|  | Check            | 08/02/2012    | 7178         | TIAA-CREF                          | Staff Retirement                  | (838.     |
|  | Check            | 08/02/2012    | 7179         | GRA Benefits Group                 | Staff Insurance                   | (291.     |
|  | Check            | 08/02/2012    |              | Quill Corporation                  | Misc. Office Supplies             | (165.     |
|  | Check            | 08/02/2012    | 7181         | Hamilton Electric Company          | Air Conditioning Trouble Shooting | (500.     |
|  | Check            | 08/02/2012    | 7182         | Blue Cross Blue Shield of Michigan | Staff Health Insurance            | (1,406.   |
|  | Check            | 08/02/2012    | 7183         | Strzynski Lawn Care                | Lawn Service                      | (40.      |
|  | Check            | 08/02/2012    | 7184         | 1st State Bank                     | Mortgage Payment                  | (2,495.   |
|  | Check            | 08/02/2012    | 7185         | Chase Card Services                | VLC Credit Card                   | (189.     |
|  | Transfer         | 08/02/2012    |              |                                    | Funds Transfer                    | 14,217.   |
|  | Direct Deposit   | 08/03/2012    | DD           | 1st State Bank                     | Staff Salaries                    | (5,947.   |
|  | Liability Check  | 08/16/2012    | EFTPS        | 1st State Bank                     | Federal Payroll Taxes             | (1,879.   |
|  | Liability Check  | 08/16/2012    | 7186         | State Of Michigan - withholding    | State Payroll Taxes               | (838.     |
|  | Liability Check  | 08/16/2012    | 7187         | 1st State Bank                     | Kay Dunker - HSA Payment          | (500.     |
|  | Check            | 08/16/2012    | 7188         | TIAA-CREF                          | Staff Retirement                  | (838.     |
|  | Check            | 08/16/2012    | 7189         | Consumers Energy                   | Gas/Electric Bill                 | (1,818.   |
|  | Check            | 08/16/2012    | 7190         | American Maintenance & Cleaning    | Cleaning Service                  | (555.     |
|  | Check            | 08/16/2012    | 7191         | SVSU                               | Yellow Bands                      | (122.     |
|  | Check            | 08/16/2012    | 7192         | ReadyTalk                          | Remote Conferencing Service       | (79.      |
|  | Check            | 08/16/2012    | 7193         | Cavalier Telephone                 | Local/Long Distance Service       | (312.     |
|  | Check            | 08/16/2012    | 7194         | J.E. Johnson Contracting, Inc.     | Air Conditioning Maintenance      | (576.     |
|  | Check            | 08/16/2012    | 7195         | Verizon Wireless                   | Wireless Service                  | (238.     |
|  | Check            | 08/16/2012    | 7196         | GRA Benefits Group                 | Staff Health Insurance            | (296.     |
|  | Check            | 08/16/2012    | 7197         | OCLC, Inc.                         | Bibliographic Services            | (191.     |
|  | Check            | 08/16/2012    | 7198         | Unemployment Insurance Agency      | Fee                               | (35.      |
|  | Check            | 08/16/2012    | 7199         | Treasurer, City of Saginaw         | Water/Sewer Bill                  | (308.     |
|  | Transfer         | 08/16/2012    |              |                                    | Funds Transfer                    | 14,537.   |
|  | Direct Deposit   | 08/17/2012    | DD           | 1st State Bank                     | Staff Salaries                    | (5,947.   |
|  | Liability Check  | 08/27/2012    | EFTPS        | 1st State Bank                     | Federal Payroll Taxes             | (1,879.   |
|  | Liability Check  | 08/27/2012    | 7202         | 1st State Bank                     | Kay Dunker - HSA Payment          | (500.     |
|  | Check            | 08/27/2012    | 7203         | TIAA-CREF                          | Staff Retirement                  | (838.     |
|  | Check            | 08/27/2012    | 7204         | New Horizons                       | Staff Training Classes            | (2,997.   |
|  | Check            | 08/27/2012    | 7205         | RHUB Communication                 | Turbomeeting Annual Maintenance   | (199.     |
|  | Check            | 08/27/2012    | 7206         | Van Herweg Electric, Inc.          | Service Call - AC                 | (152.     |
|  | Check            | 08/27/2012    | 7207         | J.E. Johnson Contracting, Inc.     | Replaced Generator                | (3,126.   |
|  | Check            | 08/27/2012    | 7208         | Unemployment Insurance Agency      | Fee                               | (35.      |
|  | Check            | 08/27/2012    | 7209         | Kay M Dunker                       | Database Meeting Snacks           | (11.      |
|  | Check            | 08/27/2012    | 7210         | Bette Jo Abbenante                 | Meeting Snacks & Coffee           | (18.      |
|  | Transfer         | 08/27/2012    | -            |                                    | Funds Transfer                    | 15,706.   |
|  | Direct Deposit   | 08/31/2012    | DD           | 1st State Bank                     | Staff Salaries                    | (5,947.   |
|  | Deposit          | 08/31/2012    |              |                                    | Interest                          | 0.        |
| Total 1000 · Cash - Operating BC -6569 | 3 opcon          | 20,0 ,, 20 12 |              |                                    |                                   | (17,881.  |
|  |                  |               |              |                                    |                                   | (17,001.  |

# VALLEY LIBRARY CONSORTIUM Capital Account Activity As of August 31, 2012

|                                     |          |            |      | As of August 31, | 2012                   |                               |            |           |
|-------------------------------------|----------|------------|------|------------------|------------------------|-------------------------------|------------|-----------|
|                                     | Type     | Date       | Num  | Name             | Memo                   | Split                         | Amount     | Balance   |
| 1105 · Capital Funds                |          |            |      |                  |                        |                               |            | 105,983.4 |
| 1100 · Cash-Capital - MM 6577       |          |            |      |                  |                        |                               |            | 105,983.4 |
|                                     | Transfer | 08/02/2012 |      |                  | Funds Transfer         | 1101 · Cash - Capital BC 6585 | (3,336.67) | 102,646.7 |
|                                     | Deposit  | 08/22/2012 |      |                  | Deposit                | 4838 · Universal Service      | 16,692.00  | 119,338.7 |
|                                     | Transfer | 08/27/2012 |      |                  | Funds Transfer         | 1101 · Cash - Capital BC 6585 | (2,214.98) | 117,123.8 |
|                                     | Deposit  | 08/31/2012 |      |                  | Interest               | 4400 · Interest Income        | 6.41       | 117,130.2 |
| Total 1100 · Cash-Capital - MM 6577 |          |            |      |                  |                        |                               | 11,146.76  | 117,130.2 |
| 1101 · Cash - Capital BC 6585       |          |            |      |                  |                        |                               |            | 0.0       |
|                                     | Check    | 08/02/2012 | 5342 | Paetec           | Member Circuits        | 6700 · Capital Expenses       | (871.68)   | (871.     |
|                                     | Check    | 08/02/2012 | 5343 | Trivalent Group  | Member Circuits        | 6700 · Capital Expenses       | (2,215.00) | (3,086.   |
|                                     | Check    | 08/02/2012 | 5344 | SirsiDynix       | VOID: Invoice #: 20854 | 6700 · Capital Expenses       | 0.00       | (3,086.   |
|                                     | Check    | 08/02/2012 | 5345 | SirsiDynix       | Social Library Eval    | 6700 · Capital Expenses       | (250.00)   | (3,336.   |
|                                     | Transfer | 08/02/2012 |      |                  | Funds Transfer         | 1100 · Cash-Capital - MM 6577 | 3,336.67   | 0.        |
|                                     | Check    | 08/27/2012 | 5346 | Trivalent Group  | Member Circuits        | 6700 · Capital Expenses       | (2,215.00) | (2,214.   |
|                                     | Transfer | 08/27/2012 |      |                  | Funds Transfer         | 1100 · Cash-Capital - MM 6577 | 2,214.98   | 0.        |
|                                     | Deposit  | 08/31/2012 |      |                  | Interest               | 4400 · Interest Income        | 0.04       | 0.        |
| Total 1101 · Cash - Capital BC 6585 |          |            |      |                  |                        |                               | 0.01       | 0.        |
| Total 1105 · Capital Funds          |          |            |      |                  |                        |                               | 11,146.77  | 117,130.  |

|                                      | V       | ALLEY LIBF | RARYC    | ONSOR   | TIUM       |                        |        |           |
|--------------------------------------|---------|------------|----------|---------|------------|------------------------|--------|-----------|
|                                      | Buildi  | ng Mainter | nance    | Accou   | nt Activit | ty                     |        |           |
|                                      |         | As of A    | August 3 | 1, 2012 |            |                        |        |           |
|                                      | Type    | Date       | Num      | Name    | Memo       | Split                  | Amount | Balance   |
| 1301 · Building Maint Wildfire       |         |            |          |         |            |                        |        | 31,705.77 |
|                                      | Deposit | 08/31/2012 |          |         | Interest   | 4400 · Interest Income | 9.40   | 31,715.17 |
| Total 1301 · Building Maint Wildfire |         |            |          |         |            |                        | 9.40   | 31,715.17 |

## VLC 2012 - 13 Projected Income

|                             |  |  |   |   |   |  |                           | Updated: 8/7/12         |
|-----------------------------|--|--|---|---|---|--|---------------------------|-------------------------|
| Quaterly<br>Telecom<br>Fees | Quartely<br>Seat Fees  | Quartely<br>Record Fees  | Total<br>Quarterly<br>Payment   | Annual<br>Membership<br>Fee   | Total<br>Projected<br>Revenue   | Total<br>Operating<br>YTD Paid   | Total<br>Operating<br>Due | Library Name            |
| \$0                         | \$266  | \$1,281  | \$1,547   | \$2,000   | \$8,187   | \$0  | \$8,187                   | Almont                  |
| \$2,018                     | \$3,135  | \$17,497   | \$22,650  | \$2,000   | \$92,602  | \$24,650   | \$67,952                  | Bay County LS           |
| \$0                         | \$425  | \$1,472  | \$1,897   | \$2,000   | \$9,589   | \$3,897  | \$5,692                   | <b>Bay City Schools</b> |
| \$305                       | \$159  | \$1,380  | \$1,845   | \$2,000   | \$9,378   | \$3,845  | \$5,533                   | Bridgeport              |
| \$0                         | \$531  | \$2,510  | \$3,042   | \$2,000   | \$14,166  | \$5,042  | \$9,124                   | Caro                    |
| \$780                       | \$213  | \$870  | \$1,862   | \$2,000   | \$9,448   | \$3,862  | \$5,586                   | Chesaning               |
| \$0                         | \$691  | \$2,601  | \$3,292   | \$2,000   | \$15,167  | \$5,292  | \$9,875                   | Community Dist.         |
| \$0                         | \$691  | \$1,296  | \$1,987   | \$2,000   | \$9,947   | \$3,987  | \$5,960                   | Delta                   |
| \$0                         | \$266  | \$812  | \$1,077   | \$2,000   | \$6,310   | \$3,077  | \$3,233                   | Dryden                  |
| \$0                         | \$425  | \$3,062  | \$3,487   | \$2,000   | \$15,949  | \$0  | \$15,949                  | Gladwin County          |
| \$0                         | \$159  | \$958  | \$1,117   | \$2,000   | \$6,470   | \$3,117  | \$3,353                   | Harrison                |
| \$0                         | \$372  | \$2,205  | \$2,577   | \$2,000   | \$12,307  | \$4,577  | \$7,730                   | Imlay City              |
| \$0                         | \$956  | \$3,549  | \$4,505   | \$2,000   | \$20,022  | \$6,505  | \$13,517                  | losco                   |
| \$0                         | \$1,382  | \$4,633  | \$6,014   | \$2,000   | \$26,057  | \$8,015  | \$18,042                  | Lapeer                  |
| \$0                         | \$106  | \$648  | \$755   | \$2,000   | \$5,019   | \$2,755  | \$2,264                   | Marlette                |
| \$0                         | \$159  | \$378  | \$537   | \$2,000   | \$4,149   | \$4,150  | -\$1                      | MMCC                    |
| \$0                         | \$53   | \$63   | \$116   | \$2,000   | \$2,465   | \$0  | \$2,465                   | ММІ                     |
| \$0                         | \$2,019  | \$15,212   | \$17,231  | \$2,000   | \$70,925  | \$19,231   | \$51,694                  | Midland                 |
| \$0                         | \$213  | \$1,671  | \$1,884   | \$2,000   | \$9,535   | \$3,884  | \$5,651                   | North Branch            |
| \$0                         | \$319  | \$837  | \$1,156   | \$2,000   | \$6,624   | \$3,156  | \$3,468                   | Northwood               |
| \$0                         | \$266  | \$1,172  | \$1,437   | \$2,000   | \$7,749   | \$3,438  | \$4,311                   | Pigeon                  |
| \$496                       | \$213  | \$1,137  | \$1,846   | \$2,000   | \$9,384   | \$3,846  | \$5,538                   | St. Charles             |
| \$0                         | \$3,985  | \$13,237   | \$17,222  | \$2,000   | \$70,890  | \$19,222   | \$51,668                  | Saginaw Public          |
| \$0                         | \$213  | \$1,262  | \$1,475   | \$2,000   | \$7,900   | \$3,475  | \$4,425                   | West Branch             |
| \$0                         | \$53   | \$0  | \$53  | \$2,000   | \$2,213   | \$0  | \$2,213                   | White Pine              |
|                             |  |  |   |   | \$452,451   |  | \$313,428                 |                         |
|                             |  |  |   |   |   | \$139,023  |                           |                         |
|                             | Telecom Fees  \$0 \$2,018 \$2,018 \$305 \$0 \$3305 \$0 \$780 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 | Telecom Fees         Quartery Seat Fees           \$0         \$266           \$2,018         \$3,135           \$0         \$425           \$305         \$159           \$0         \$531           \$780         \$213           \$0         \$691           \$0         \$691           \$0         \$266           \$0         \$159           \$0         \$372           \$0         \$372           \$0         \$138           \$0         \$106           \$0         \$159           \$0         \$159           \$0         \$23           \$0         \$23           \$0         \$23           \$0         \$213           \$0         \$245           \$0         \$319           \$0         \$245           \$0         \$266           \$496         \$213           \$0         \$3,985           \$0         \$213 | Telecom Fees         Quartery Seat Fees         Quartery Record Fees           \$0         \$266         \$1,281           \$2,018         \$3,135         \$17,497           \$0         \$425         \$1,472           \$305         \$159         \$1,380           \$0         \$531         \$2,510           \$780         \$213         \$870           \$0         \$691         \$2,601           \$0         \$691         \$1,296           \$0         \$691         \$1,296           \$0         \$425         \$3,062           \$0         \$425         \$3,062           \$0         \$159         \$958           \$0         \$372         \$2,205           \$0         \$372         \$2,205           \$0         \$1,382         \$4,633           \$0         \$1,382         \$4,633           \$0         \$159         \$378           \$0         \$53         \$63           \$0         \$2,019         \$15,212           \$0         \$2,019         \$15,212           \$0         \$213         \$1,172           \$496         \$213         \$1,137           \$0         < | Telecom Fees         Quarterly Record Fees         Quarterly Payment           \$0         \$266         \$1,281         \$1,547           \$2,018         \$3,135         \$17,497         \$22,650           \$0         \$425         \$1,472         \$1,897           \$305         \$159         \$1,380         \$1,845           \$0         \$531         \$2,510         \$3,042           \$780         \$213         \$870         \$1,862           \$0         \$691         \$2,601         \$3,292           \$0         \$691         \$2,601         \$3,292           \$0         \$691         \$1,296         \$1,987           \$0         \$266         \$812         \$1,077           \$0         \$266         \$812         \$1,077           \$0         \$425         \$3,062         \$3,487           \$0         \$372         \$2,205         \$2,577           \$0         \$956         \$3,549         \$4,505           \$0         \$1382         \$4,633         \$6,014           \$0         \$159         \$378         \$537           \$0         \$159         \$378         \$537           \$0         \$2,019         \$15, | Telecom<br>Fees         Quarterly<br>Record Fees         Quarterly<br>Payment         Membership<br>Fee           \$0         \$266         \$1,281         \$1,547         \$2,000           \$2,018         \$3,135         \$17,497         \$22,650         \$2,000           \$0         \$425         \$1,472         \$1,897         \$2,000           \$305         \$159         \$1,380         \$1,845         \$2,000           \$0         \$531         \$2,510         \$3,042         \$2,000           \$780         \$213         \$870         \$1,862         \$2,000           \$0         \$691         \$2,601         \$3,292         \$2,000           \$0         \$691         \$2,601         \$3,292         \$2,000           \$0         \$691         \$1,296         \$1,987         \$2,000           \$0         \$691         \$1,296         \$1,987         \$2,000           \$0         \$425         \$3,062         \$3,487         \$2,000           \$0         \$425         \$3,062         \$3,487         \$2,000           \$0         \$372         \$2,205         \$2,577         \$2,000           \$0         \$1,382         \$4,633         \$6,014         \$2,000 | Telecom Fees         Quarterly Record Fees         Quarterly Payment         Membership Fee         Projected Revenue           \$0         \$266         \$1,281         \$1,547         \$2,000         \$8,187           \$2,018         \$3,135         \$17,497         \$22,650         \$2,000         \$92,602           \$0         \$425         \$1,472         \$1,897         \$2,000         \$9,589           \$305         \$159         \$1,380         \$1,845         \$2,000         \$9,378           \$0         \$531         \$2,510         \$3,042         \$2,000         \$9,378           \$0         \$531         \$2,510         \$3,042         \$2,000         \$9,378           \$0         \$691         \$2,601         \$3,042         \$2,000         \$9,448           \$0         \$691         \$2,601         \$3,292         \$2,000         \$9,448           \$0         \$691         \$1,296         \$1,987         \$2,000         \$9,947           \$0         \$266         \$812         \$1,077         \$2,000         \$6,310           \$0         \$425         \$3,062         \$3,487         \$2,000         \$6,470           \$0         \$159         \$958         \$1,117         \$2,000 <td>  Telecom Fees</td> <td>  Telecom Fees</td> | Telecom Fees              | Telecom Fees            |

## **VLC Equipment I/R FUND**

| Library Name    | I/R Contribution | I/R YTD Paid | I/R YTD<br>Due | Library Name    |
|-----------------|------------------|--------------|----------------|-----------------|
| Almont          | \$0              | \$0          | \$0            | Almont          |
| Bay County      | \$0              | \$0          | \$0            | Bay County      |
| Bay Schools     | \$0              | \$0          | \$0            | Bay Schools     |
| Bridgeport      | \$0              | \$0          | \$0            | Bridgeport      |
| Caro            | \$0              | \$0          | \$0            | Caro            |
| Chesaning       | \$0              | \$0          | \$0            | Chesaning       |
| Community Dist. | \$0              | \$0          | \$0            | Community Dist. |
| Delta           | \$0              | \$0          | \$0            | Delta           |
| Dryden          | \$0              | \$0          | \$0            | Dryden          |
| Gladwin Co.     | \$0              | \$0          | \$0            | Gladwin Co.     |
| Harrison        | \$0              | \$0          | \$0            | Harrison        |
| Imlay City      | \$0              | \$0          | \$0            | Imlay City      |
| losco-Arenac    | \$0              | \$0          | \$0            | Iosco-Arenac    |
| Lapeer          | \$0              | \$0          | \$0            | Lapeer          |
| Marlette        | \$0              | \$0          | \$0            | Marlette        |
| MMCC            | \$0              | \$0          | \$0            | MMCC            |
| MMI             | \$0              | \$0          | \$0            | MMI             |
| Midland         | \$0              | \$0          | \$0            | Midland         |
| North Branch    | \$0              | \$0          | \$0            | North Branch    |
| Northwood       | \$0              | \$0          | \$0            | Northwood       |
|                 | \$0              | \$0          | \$0            |                 |
| Pigeon          | \$0              | \$0          | \$0            | Pigeon          |
| St. Charles     | \$0              | \$0          | \$0            | St. Charles     |
| Saginaw         | \$0              | \$0          | \$0            | Saginaw         |
| West Branch     | \$0              | \$0          | \$0            | West Branch     |
| White Pine      | \$0              | \$0          | \$0            | White Pine      |

\$0.00

| ILS   | Operating  |
|---|--|
| 1.1. VLC will have a next generation ILS system for members by 2Q14. Jack   | 2.1 Increase active participation by member libraries by 2Q14. Alice & Stephanie (Breakthrough objective)                          |
| 1.1.1 Committee designs and conducts membership survey on current system and future needs/wants/features post vendor demos by 1Q13.               | 2.1.1 Explore and implement new meeting structure (including frequency) for administrative council, board, and committees by 2Q13. |
| 1.1.2 Organize results of survey by 2Q13.   | <ol> <li>2.1.2 Set minimum standards for attendance and participation by e<br/>of 1Q13.</li> </ol>                                 |
| 1.1.3 Identify existing ILS system and discovery layer by 4Q13.   | 2.1.3 Get approval for incentive ideas for participation by 1Q13.  |
|   | 2.1.4 Develop new member/new director orientation to define member roles by 1Q13.  |
| 1.2 Be on cutting edge of evolving interactive technology for ILS for 4Q14. Lee   |  |
| 1.2.1 VLC will provide the option to handle all centralized electronic patron notifications (i.e. text messages) by 2Q13.                         | 2.1 Each member library will be visited by VLC staff to understand how each library operates by YE15. Lee                          |
| 1.2.2 In our search for next ILS system, re-examine mobile apps for patrons and staff use by 2Q14.  | 2.1.1 A representative of VLC staff will visit 21 library locations by 4Q12.   |
| 1.2.3 Work with vendors who will be soon offering direct catalog integration for eBooks to do what we can on our end to make that happen by 4Q14. |  |
| 1.3 Have cost effective bibliographic utility by 2Q14. Erin (breakthrough objective)  |  |
| 1.3.1 Determine models and potential vendors by 2Q13.   |  |
| 1.3.2 Implement new model/vendor(s) by 2Q14.  |  |
| Legend  |  |
| Not started, but should be completed by the planned end date.   |  |
| Milestone should be completed by the planned end date.  |  |
| Some risk of the milestone not completing by the planned end date.  |  |
| Serious risk of the milestone not completing by the planned end date.   |  |
| Task Completed  |  |
|   |  |
|   |  |

## VALLEY LIBRARY CONSORTIUM Administrative Council and Board Meetings

# Meeting Schedule $\frac{2012/13}{}$

| July         | No Meeting        | No Meeting      |
|--------------|-------------------|-----------------|
| August 15    | 10:00am (regular) | 11:00am (Board) |
| September 19 | 10:00am (regular) | 11:00am (Board) |
| October 17   | 10:00am (regular) | 11:00am (Board) |
| November 21  | 10:00am (regular) | 11:00am (Board) |
| December 19  | 10:00am (regular) | 11:00am (Board) |
| January 16   | 10:00am (regular) | 11:00am (Board) |
| February 20  | 10:00am (regular) | 11:00am (Board) |
| March 20     | 10:00am (regular) | 11:00am (Board) |
| April 17     | 10:00am (regular) | 11:00am (Board) |
| May 15       | 10:00am (regular) | 11:00am (Board) |
| June 19      | 10:00am (regular) | 11:00am (Board) |

## BOARD Meeting 11:00 am

Wednesday, October 17, 2012 VLC HQ/Via Conference Call

## **AGENDA**

| <b>Additions</b> | to the | Agenda |
|------------------|--------|--------|
|------------------|--------|--------|

## **Old Business:**

1. Approval of the Minutes from August 15, 2012(p.20)

**New Business:** 

**Announcements:** 

## Valley Library Consortium Minutes of the Board of Trustees Meeting

August 15, 2012

**Members Present:** Tom Birch (Bay County Library System); Jack Wood (Delta College Library); Melissa Barnard (Grace A. Dow Memorial Library); Stephanie Mallak Olson (Iosco-Arenac District Library); Melissa Malcolm (Lapeer District Library); Trish Burns (Public Libraries of Saginaw)

**Members Not Present:** Nanette Pretzer (St. Charles District Library)

**Others Attending:** Lee Martin (Valley Library Consortium); Kay Dunker (Valley Library Consortium)

President T. Birch called the meeting to order at 10:37 a.m.

T. Birch asked if there were any additions to the agenda. There were none.

## **Old Business:**

1. M. Barnard moved to approve the minutes from June 20, 2012 meeting S. Olson seconded. Motion passed.

## **New Business:**

There was no new business.

#### Announcements

Meeting adjourned at 10:39 a.m.

Next scheduled meeting is October 17, 2012.

## SirsiDynix SMS Text Messaging Pricing

SMS text messaging is a subscription, and the pricing is based on the number of messages we would anticipate sending per year. There is a one-time installation/training fee of \$750, and then the subscription pricing would be as follows:

- 10,000 Messages per year \$1,000/yr
- 25,000 Messages per year \$1,500/yr
- 50,000 Messages per year \$2,000/yr
- 100,000 Messages per year \$3,000/yr
- 250,000 Messages per year \$5,000/yr
- 500,000 Messages per year \$8,000/yr

So, for example, if you wanted to do the 10,000 message package, the initial price would be \$1750 (\$1000 subscription + \$750 set-up), then \$1000/yr thereafter. We can also upgrade to a higher package later if needed.

## **BookPyschic.com Pricing**

Pricing is based on population served. For estimate purposes I used the total population severed of the member libraries using LibraryThing for Libraries and the Library Anywhere App to calculate our pricing.

For the first 75,000 pop served:

$$75,000 \text{ x } .015 = \$1,125$$

$$550,000 - 75,000 = 475,000 \times 0.005 = $2,375$$

$$1,125 + 2,375 = 3,500$$

$$$3,500 - 20\%$$
 Discount =  $$2,800$ 

## EVALUATION OF EXECUTIVE DIRECTOR Valley Library Consortium 2011-2012

| Name of Evaluator:  | Date:  |
|---|--|
| All information prov  | ided will be kept confidential.  |
|   | : Rate the employee by using the numerical values 1 to 5, in any increment, s to support the rating directly below.  |
|   | PERFORMANCE LEVEL DEFINITIONS  |
| Performance Rating<br>Performance Rating<br>Performance Rating                    | <ol> <li>Unacceptable performance</li> <li>Minimum level of acceptability, improvement plan required</li> <li>Meets expectations, performance is steady, reliable and competent</li> <li>Exceeds expectations, performs complex tasks, takes on extra challenges</li> <li>Excels in performance, accomplishments far exceed job requirements</li> </ol>                                      |
| A. Relationship wit things as:  | h Administrative Council and Board of Directors – please consider such   |
| Consortium.  Offers profess appropriate reference in Establishes and Supports and | Iministrative Council and Board informed on issues, needs and operations of the sional advice to the Administrative Council and Board on items requiring action, with ecommendations based on thorough study and analysis. encourages member participation in Consortium. Indicate properties with and among member libraries. If executes policies. eccepts constructive criticism of work. |
| Performance Rating:<br>Comments   |  |
|   |  |
| <ul><li>Provides lead</li><li>Coordinates a</li><li>Delegates au</li></ul>        | please consider such things as:  dership in strategic planning to accomplish the mission/vision of the Consortium.  activities towards the outcomes of the strategic plan.  Ithority to staff members appropriate to the positions each holds.  Idministrative Council and Board updated on implementation of the strategic plan.  |
| Performance Rating:<br>Comments   |  |
|   |  |

## C. Quality of Work – please consider such things as:

- Meets deadlines.
- Provides adequate documentation where expected.
- Performs an acceptable volume of work.
- Written communications are clear, concise, and accurate.
- Expresses ideas effectively and quickly when speaking.
- Effective in recognizing, analyzing, evaluating and solving problems.

| Performance Rating: Comments   |
|--|
|  |
|  |
| D. Professional Relationships/Development – please consider such things as:  |
| <ul> <li>Promotes awareness, understanding or advocacy about the Consortium's resources and services.</li> <li>Keeps abreast of local, state and national issues that affect the Consortium.</li> <li>Represents the Consortium at relevant organizations and meetings.</li> <li>Works with vendors related to Consortium services and equipment.</li> <li>Engages in professional development activities that benefit the Consortium.</li> <li>Keeps current on developments and trends.</li> </ul> |
| Performance Rating: Comments   |
|  |
| E. Personnel Relationships – please consider such things as:   |
| <ul> <li>Develops and executes sound personnel procedures and practices.</li> <li>Recruits, hires and assigns the best available personnel in terms of their competencies.</li> <li>Develops good staff morale and loyalty to the organization.</li> <li>Evaluates performance of staff members, giving commendation for good work as well as constructive suggestions for improvement.</li> <li>Encourages staff professional development.</li> <li>Resolves grievances and conflicts.</li> </ul>   |
| Performance Rating: Comments   |
|  |

## F. Business and Finance – please consider such things as:

- Prepares and presents annual budgets.
- Controls costs reducing or eliminating unnecessary expenditures.
- Arranges for annual audits.
- Recommends investment strategies.
- Determines that funds are wisely spent and within budget limitations.
  Identifies sources of outside funding and preparing grant applications as appropriate.

| Performance Rating: Comments  |
|---|
|   |
| G. Facilities Management – please consider such things as:  |
| <ul> <li>Promptly addresses building issues.</li> <li>Negotiates contracts with renters.</li> <li>Maintains a safe environment for staff, renters, members and visitors.</li> <li>Schedules general maintenance of building to ensure cleanliness and a good appearance.</li> <li>Maintains equipment.</li> </ul>   |
| Performance Rating: Comments  |
|   |
| <ul> <li>H. Personal Qualities – please consider such things as:</li> <li>Maintains high standards of ethics, honesty and integrity in all professional matters.</li> <li>Demonstrates initiative through quest for new ideas, proposals for new projects, etc.</li> <li>Responsive to changing responsibilities and priorities.</li> <li>Exhibits good judgment in decision-making.</li> <li>Presents a professional appearance.</li> </ul> Performance Rating: Comments |
|   |