

McHenry Public Library District

809 Front Street McHenry, Illinois 60050 Phone: 815.385.0036 www.mchenrylibrary.org

McHenry Public Library District
Board of Library Trustees Regular Meeting
Tuesday, February 21, 2023, 7:00 p.m.
Meeting Rooms #135 & #136

AGENDA

- I. CALL TO ORDER President Charles Reilly
- II. ROLL CALL Monica Leccese, Secretary
- III. PLEDGE OF ALLEGIANCE
- IV. CORRECTIONS OR ADDITIONS TO THE AGENDA
- V. PUBLIC COMMENT AND RECOGNITION OF VISITORS
- VI. SECRETARY'S REPORT Monica Leccese, Secretary
 - **A.** Approval of Minutes of the January 17, 2023, Regular Meeting.
- VII. TREASURER'S REPORT Delphine Grala, Treasurer
 - **A.** Approval of Monthly Financial Statements, Interim Check Report and Bill Reports for January/February 2023, Additional Bills and Petty Cash and Credit Card Reports

VIII. COMMUNICATIONS

- **A.** Alexi Giannoulias, Illinois Secretary of State, Library Enhancements Transition Report
- **B.** Letter of Appreciation from Jennifer Einoris

IX. LIBRARIAN'S REPORT

- **A.** Librarian's Report
- **B.** Updates on Projects

X. OLD BUSINESS

- A. Decennial Committee on Local Government Efficiency Act (Public Act 102-1088)
- **B.** Developer Fees
- **C.** Board of Trustees Bylaws Review and Revisions

XI. NEW BUSINESS

- **A.** Landscaping Contract for 2023
- **B.** Multi-factor Authentication Policy- New
- C. Equal Employment Opportunity Policy- Revised
- **D.** Illinois Legislative Meet-up with Senator Wilcox
- **E.** Financial Auditors Request for Proposal

XII. EXECUTIVE SESSION

To discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body in compliance with the Open Meetings Act 5 ILCS 120/2 section 2(c)(1).

- XIII. ACTION TAKEN AS A RESULT OF EXECUTIVE SESSION
- XIV. ANY AND ALL OTHER BUSINESS THAT MAY PROPERLY COME BEFORE THE BOARD
- XV. ADJOURNMENT

FINAL VOTE OR ACTION MAY BE TAKEN AT THE MEETING ON ANY AGENDA ITEM SUBJECT MATTER LISTED ABOVE, UNLESS THE AGENDA LINE ITEM SPECIFICALLY STATES OTHERWISE.

The MPLD will make all board meetings accessible to people with physical disabilities under the current ADA requirements. Any person with a physical disability may contact the MPLD (815-385-0036) within 4 hours of any meeting date to request special access to any board meeting.

McHenry Public Library District



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MINUTES McHenry Public Library District Board of Library Trustees Regular Meeting

Date: January 17, 2023

Time: 7:00 P.M.

Location: Library Meeting Rooms # 135 & 136

I. CALL TO ORDER –President Charles Reilly

President Reilly called the regular meeting to order at 7:01 p.m.

II. ROLL CALL – Monica Leccese, Secretary

Roll was called.

Members Present: Bud Alexander, Delphine Grala, Monica Leccese, Susan Murphy,

Charles Reilly, Jill Stone, Terry Weingart

Members Absent: None

Also Present: Amy Hodgson, Administrative Assistant

Tom Coughlin, Governmental Accounting

Lesley Jakacki, Executive Director

Jennifer May, HR Generalist

Kathy Milfajt, Technical Services Manager Zach Terrill, Adult Services Manager

III. PLEDGE OF ALLEGIANCE

IV. CORRECTIONS OR ADDITIONS TO THE AGENDA

No corrections or additions.

V. PUBLIC COMMENT AND RECOGNITION OF VISITORS

No public comments.

VI. SECRETARY'S REPORT – Monica Leccese, Secretary

A. Approval of Minutes of the November 15, 2022, Regular Board Meeting

Secretary Leccese informed the Board that she found no corrections needed for the November 15, 2022, minutes. She reported that no Board Meeting was held in December.

Stone moved, and Murphy seconded a motion to approve the Minutes of the November 15, 2022, Regular Board Meeting.

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None Abstain: None Absent: None **Motion Passed**

VII. TREASURER'S REPORT – Delphine Grala, Treasurer

A. Tom Coughlin, Governmental Accounting Inc., quarterly review of library finances

Tom Coughlin, Governmental Accounting, Inc. provided a quarterly report of the Library's financials. Treasurer Grala inquired about the surplus of operations at 878% and if that is unusual or not unusual to have such a high percentage when looking at the percent to the budget? She also inquired about the high percentages for the fund balances. Mr. Coughlin reported that the Library has received all of its Property Taxes revenue for the fiscal year which is driving that surplus and that it will be used up in the next six months by expenditures. He reported that the Library is half-way through the budget year and that Library expenses are only 35% of the budget.

Treasurer Grala inquired why the Cobra insurance income was almost \$3,300 in December and much higher than it had been in previous months? Director Jakacki reported that the Library's benefits year renews on December 1 and that many of the Library's retirees paid their insurance premiums for the entire year at that time.

Treasurer Grala reported that the gas charge was almost \$2,000 in December compared to an average of \$160 per month in July, August and September. Director Jakacki reported that gas pricing has increased and that the temperature has been much lower. She reported during the summer months the Library's gas charges are really low. Vice President Stone inquired if the budget plan would help the Library? Director Jakacki reported that the budget plan is not available to the Library because it is a commercial business.

Treasurer Grala inquired about the Building Operations/Maintenance expense account which was over \$3,000 in December. She reported that previous months were about \$1,200 and \$1,800 but September was almost \$3,000 and inquired if it was quarterly expenses? Director Jakacki reported that it was due to the Library having some repairs (e.g. elevator, several HVAC issues) in the past few months and that the monthly total will fluctuate based on when the Library needs repairs.

B. Approval of Monthly Financial Statements, Interim Check Report and Bill Reports for November/December 2022, Additional Bills and Petty Cash and Credit Card Reports

Director Jakacki reported changes to our Amazon Business Account Billing. In December, Amazon notified the Library that they were no longer offering the credit card option through Synchrony Bank. The Library had to open up a line of credit through Amazon directly and now Amazon invoices the Library individually for each purchase. Going forward, Amazon will be part of the monthly bills breakdown and there will no longer be a seperate Amazon report.

C. Approval of Monthly Financial Statements, Interim Check Report and Bill Reports for December 2022/January 2023, Additional Bills and Petty Cash and Credit Card Reports

Treasurer Grala reviewed the December 2022/January 2023 financial statements.

Trustee Alexander inquired about the USPS check for \$2,500? Director Jakacki reported that it is the bulk postage to mail the Library's newsletter which is paid five times per year. Director Jakacki reported that with all the apartments and development in Wonder Lake that fee will likely increase plus the post office is increasing rates in the next few months.

Treasurer Grala inquired about the mk Solutions expense? Director Jakacki reported that it is the annual service agreement for the automatic materials handler.

Treasurer Grala inquired of Mr. Coughlin, his perspective on how the Library is doing financially? Mr. Coughlin reported that what stands out to him is the fact that the Library's expenses are only 35% of budget at this point in the fiscal year. He reported that since personnel expenses have been down, the Library is trending nicely. Director Jakacki reported that personnel expenses are related to not being fully staffed but they will be going up as the Library has hired five new staff members within the past few months.

Murphy moved, and Leccese seconded a motion to approve the Monthly Financial Statements, Interim Check Report, and Bill Reports for November/December 2022 and December 2022/January 2023, Additional Bills (Distributed night of the meeting), and Petty Cash and Credit Card Reports (Distributed on the night of the meeting).

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None Abstain: None Absent: None **Motion Passed**

VIII. COMMUNICATIONS

A. Letter to Johanna White in recognition of donation

Director Jakacki reported that the Library received a \$500 donation from Johanna White in honor of Library staff and noted that Johanna also gave a donation in the previous year. Last year the Library used her donation for a National Library Workers Day luncheon and other staff initiatives. This was a letter acknowledging Johanna's donation in December 2022 and how the Library plans to use her donation this year. Vice President Stone suggested the Board also write Johanna a thank you note and volunteered to do that.

B. Letter to Financial Education Foundation in recognition of donation

Director Jakacki reported that the Library received a \$1,500 donation from the Financial Education Foundation for books related to financial education for children and young adults and that this was a letter acknowledging their donation. The Library is researching options for using this donation such as books teaching children the basics of money,

guides for financial aid for teens going to college and science stem kits to teach math and money handling skills,

C. Illinois State Library: FY 2023 Per Capita and Equalization Aid Grant

Director Jakacki reported on the Per Capita Grant that the Library submitted to the State Library for our annual Per Capita application and included information on what the Library did with last year's Per Capita money.

IX. LIBRARIAN'S REPORT

A. Librarian's Report

Director Jakacki reported that the Librarian's Report was a combination of items from November and December.

She highlighted the following items:

- Different types of reference questions received, particularly by Adult Services.
- Variety of staff outreach with photos including staff playing the reindeer ring toss game at the Holiday Walk.
- New staff hired in November (Circulation Manager Brent Michalski and Building Service Manager Michael Schnaebele), December (Circulation Clerk Keegan Smith) and January (Circulation Clerks Jennifer Lowrey and Grant Vallone).
- Pam Strain, Director of Public Services, retired in December after almost 10 years
 of service. Director Jakacki reported that Pam had planned to retire earlier in the
 year but was very gracious and stayed a few extra months due to changeovers
 in Circulation.

Vice President Stone noted the 296% increase in the Library's in-house wifi usage in December as reported in the Librarian's Report.

- **B.** Serving Our Public 4.0 Chapters 9-13
- **C.** Updates on Projects

Director Jakacki reported on development projects going on in the City of McHenry:

- Utilities are starting to be marked for the IDOT project.
- The building on the corner of Route 31 & Oak Avenue is being rezoned for a tavern with video gaming.
- A 54-unit apartment complex (Taylor Place Apartments) is going on Mill Street.
 Vice President Stone reported that behind that they are putting a frisbee golf course.
- Justen Funeral Home will possibly be removed and replaced with a right-of-way connecting Elm Street to Green Street. Retail space will be added along there.
- District 15 is planning to move their district offices to the old HR Green building that has been vacant.

X. OLD BUSINESS

A. Decennial Committee on Local Government Efficiency Act (Public Act 102-1088)

Director Jakacki reported that the Library is still waiting for guidance from the County and the State. She reported that the Library will not miss any timelines as other libraries

are waiting for information too.

B. Developer Fees

Director Jakacki reported there have been no changes with looking into it.

C. Board of Trustees Bylaws Review and Revisions

Director Jakacki reported that these documents were also on the November 2022 Board Meeting agenda which the Board tabled until President Reilly was in attendance. Director Jakacki reported that items in blue are possible places where the Board could add to or update the bylaws based on either changes to the State Statutes or expanding wording. Director Jakacki reported this was just the first few pages of the Bylaws and that the Board had discussed forming a committee to review them.

President Reilly reported that he thought he saw something already in the Bylaws regarding Board attendance. Director Jakacki reported that she did not think there was a qualifier. A discussion ensued on other library Boards attendance policies, how the McHenry Library Board might want to handle any attendance issues in the future and qualifications for being a McHenry Library Board trustee.

The Board also discussed term lengths for McHenry Library Board trustees which is currently six-years. Director Jakacki reported that other libraries have moved to four-year terms as a recruitment method to attract new Board members.

For current Board Members at the end of their term who chose not to run for re-election, after the April election, the Library will:

- Declare vacancies for those positions since no one has chosen to run for them.
- Appoint someone to the positions.

Director Jakacki reported that due to a change in the law this year, the Library will have 90 days to fill a vacancy. If the Library is not able to fill the vacancy within 90 days, then the Secretary of State or State Librarian could appoint someone to the vacancy.

XI. NEW BUSINESS

A. Materials and Display Reconsideration Policy

Director Jakacki reported that this is Library's Materials Reconsideration Policy and noted that the Library's current policy did not match some procedures the Library had implemented and was incomplete. The Collection Development Committee reviewed the policy and added some additional information outlining the steps and how to appeal the Library Director's decision with the Board.

Secretary Leccese reported that she disagrees with people coming to the Library Board and feels the Library Board should not be addressing these types of issues. She reported they should be addressed by the Library Director and that the Library Board hired the Executive Director to make these types of decisions. Director Jakacki reported this a standard procedure passing an appeal to the Board as the higher authority over the Library Director.

President Reilly reported that he thinks the Board more accurately reflects the values of the community as opposed to putting that decision in the hands of the Director. President Reilly reported that the Board could decide as a group whether or not they want a certain piece of literature in the Library and that it would be more representative of the public norm in our community. Trustee Alexander reported that since the Library Director is not an elected position, people should have the opportunity to go to elected people for an appeal.

Trustee Weingart reported that she liked the first paragraph in the proposed policy. Treasurer Grala suggested that the last sentence of the first paragraph ("The Library does not endorse the opinions expressed in its materials.") be its own paragraph so it does not get lost in the first paragraph. A brief discussion ensued on changing "No reconsideration request on the same title..." from 24 months to 12 months to which the Board agreed.

President Reilly clarified that it would come to the Board only upon appeal which Director Jakacki confirmed. He requested that the Board be informed of the Library Director's decisions so the Board is monitoring them.

Weingart moved, and Grala seconded a motion to approve the Materials and Display Reconsideration Policy with the changes noted.

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None Abstain: None Absent: None **Motion Passed**

B. 2023 Consolidation Elections and Trustees

Director Jakacki reported on the Library's candidates and promoting via word-of-mouth that the Library Board has positions open. President Reilly read the resignation letter he received from Treasurer Grala. Director Jakacki reported that April 2023 will be the last Board Meeting for both Vice President Stone and Treasurer Grala. The election is on April 4, 2023. At the April Board Meeting the Library will declare vacancies in the two open positions. New and/or re-elected Board Members will be sworn in at the May Board Meeting.

XII. EXECUTIVE SESSION

Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06.5 ILCS 120/(c)(1).

An executive session was held.

Murphy moved, and Grala seconded a motion to enter Executive Session at 8:06 pm.

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None Abstain: None Absent: None **Motion Passed**

Grala moved, and Murphy seconded a motion to exit Executive Session at 8:22 pm.

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None Abstain: None Absent: None **Motion Passed**

XIII. ACTION TAKEN AS A RESULT OF EXECUTIVE SESSION

Murphy moved, and Alexander seconded a motion to release the minutes of the May 17, 2022, Closed Session meeting and to approve and release the minutes of the following Closed Session meetings: June 21, 2022; July 19, 2022.

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None Abstain: None Absent: None **Motion Passed**

XIV. ANY AND ALL OTHER BUSINESS THAT MAY PROPERLY COME BEFORE THE BOARD

President Reilly inquired if there was any other business to come before the Board. Director Jakacki reported on several documents that were left out during the Librarian's Report.

- She shared a heat map which takes an average of people coming into the Library throughout the calendar year and calculates an average per hour by day of the week. The various colors on the heat map indicate when the Library is busiest or least busy. Director Jakacki reported she thought this would be beneficial for strategic planning when reviewing Library hours. She reported that other area libraries have adjusted their hours based on this type of information.
- The other document compares where libraries are within comparison to other local libraries in areas like tax rate per \$100 of equalized assed value, expenditures per person, registered borrowers per population and what percent of expenditures are for Library materials.

XV. ADJOURNMENT

Murphy moved, and Weingart seconded a motion to adjourn the meeting at 8:31 p.m.

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None Abstain: None Absent: None **Motion Passed**

APPROVED by the Board of Trustees	this day of,	2023.
AYES:		
NAYES:		
ABSTAIN:		
ABSENT:		
	Respectfully Submitted,	
	Monica Leccese, Secretary	ard of Trustage
	McHenry Public Library District Bo	idid of Hostees

Financial Report

For the 7 Month(s) Ended January 31, 2023 FISCAL YEAR 2023



McHenry Public Library District
Actual vs Budget Summary
For the 7 Month(s) Ended January 31, 2023

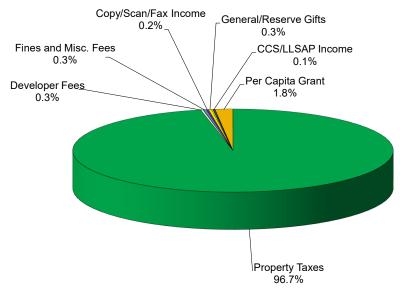
58% of Fiscal Year

Account Description	Total Actual	Total Budget	% of Budget	Last Year	Inc/(Dec) from Last Year
REVENUE					
Property Taxes	3,350,275	3,354,407	99.9%	3,271,483	2%
Developer Fees	8,900	175,000	5.1%	1,246	614%
Interest & Dividends- All Funds	1,086	2,375	45.7%	897	21%
Fines and Misc. Fees	9,732	22,250	43.7%	9,641	1%
Copy/Scan/Fax Income	7,831	15,000	52.2%	5,281	48%
General/Reserve Gifts	10,672	80,000	13.3%	63,362	-83%
Annexation & Impact Fees	51	25,000	0.2%	-	0%
Retiree/Cobra Insurance Payment	4,591	15,000	30.6%	1,283	258%
Misc. Sales & Income	262	95,500	0.3%	256	2%
Lost & Damaged Materials	1,735	5,500	31.5%	2,256	-23%
CCS/LLSAP Income	3,824	10,500	36.4%	3,621	6%
Solar Credits	1,686	5,250	32.1%	3,600	-53%
Per Capita Grant	61,732	70,000	88.2%	61,984	0%
Over/Short	10	500	2.1%	-	0%
Miscellaneous Grants	500	40,000	1.3%	10,869	-95%
Actual Revenues	3,468,677	3,928,687	88.3%	3,435,779	1%
Budgeted Revenues	3,615,729				
% Diff	96%				
					Inc/(Dec) from
Account Description	Total Actual	Total Budget	% of Budget	Last Year	Last Year
OPERATING EXPENDITURES					
Personnel	965,375	2,222,750	43.4%	1,054,168	-8%
Material and Supplies	182,630	609,250	30.0%	222,613	-18%
Contracted Services	58,963	129,250	45.6%	48,950	20%
Consortium & IT/Network Services	74,368	147,500	50.4%	107,633	-31%
Professional Services	48,431	143,250	33.8%	35,232	37%
Printing, Publications & Postage	29,132	67,750	43.0%	27,245	7%
Utilities	13,956	41,500	33.6%	14,957	-7%
Miscellaneous Operating Expenses	110,168	188,500	58.4%	107,952	2%
Grant & Gift Fund Expenses	13,598	130,000	10.5%	13,065	4%
Actual Expenditures	1,496,620	3,679,750	40.7%	1,631,815	-8%
Budgeted Expenditures	3,490,050				
% Diff	43%				
SURPLUS / (DEFICIT) FROM OPERATIONS	1,972,056	248,937	792.2%	1,803,964	9%
CAPITAL EXPENDITURES & DEBT SERVICE					
Capital Expenses	3,576	112,000	3.2%	3,552	-100%
Debt Services	18,592	250,000	7.4%	-	0%
Transfer to Reserve Fund	-	49,900	0.0%	-	0%
Actual Expenditures	22,168	411,900	5.4%	3,552	-100%
Budgeted Expenditures	389,000				
% Diff	6%				
TOTAL SURPLUS / (DEFICIT)	1,949,889	(162,963)		1,800,412	
BEGINNING FUND BALANCE	2,307,175				
ENDING FUND BALANCE	4,257,064				

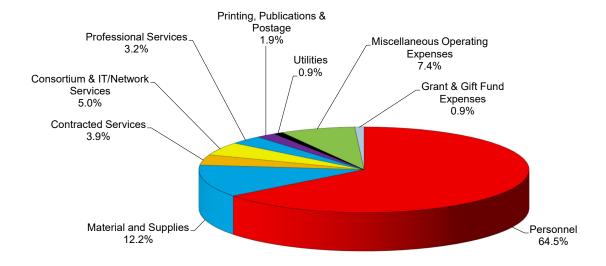
McHenry Public Library District

Actual vs Budget Summary
For the 7 Month(s) Ended January 31, 2023

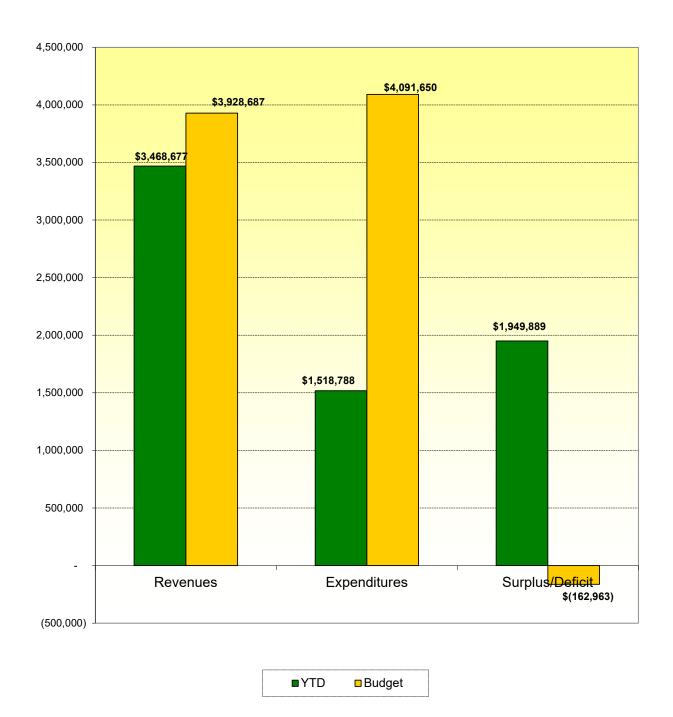
Revenue Distribution



Operational Expenditure Distribution



McHenry Public Library District
Actual vs Budget Summary
For the 7 Month(s) Ended January 31, 2023



McHenry Public Library District
Actual vs Budget Summary
For the 7 Month(s) Ended January 31, 2023

58% of Fiscal Year

58% of Fiscal Year						
			Grant/Gift			% of
Account Description	General	Spec Reserve	Fund	Total Actual	Total Budget	Budget
REVENUE						4000
Property Taxes	3,350,275	-	-	3,350,275	3,354,407	100%
Developer Fees	-	8,900	-	8,900	175,000	5%
Interest and Dividends	869	74	143	1,086	2,375	46%
Fines and Misc Fees	9,732	-	-	9,732	22,250	44%
Copy/Scan/Fax Income	7,831	-	-	7,831	15,000	52%
General/Reserve Gifts	1 51	-	10,672	10,672	80,000	13%
Annexation & Impact Fees	4,591	-	-	51 4,591	25,000 15,000	0% 31%
Retiree/Cobra Insurance Payment Misc. Sales & Income	262	-	-	262		
Lost & Damaged Materials	1,735	-	-	1,735	95,500 5,500	0% 32%
CCS/LLSAP Income	3,824	-	-	3,824	10,500	36%
Solar Credits	1,686	-	-	1,686	5,250	32%
	1,000	-	61 722	61,732		
Per Capita Grant Over/Short	10	-	61,732	10	70,000 500	88% 2%
Miscellaneous Grants	10	-	500	500	40,000	1%
Actual Revenues	3,386,657	8,974	73,046	3,468,677	3,928,687	88%
Budgeted Revenues	3,373,729	56,500	185,500	3,615,729	3,920,001	00%
Budgeted Revenues _ % Diff	100%		39%	96%		
/6 DIII	100 /6	10 70	3970	90 /0		
OPERATING EXPENDITURES						
Personnel	965,375	_	-	965,375	2,222,750	43%
Material and Supplies	168,366	_	14,264	182,630	609,250	30%
Contracted Services	58,963	_	-	58,963	129,250	46%
Consortium & IT/Network Services	74,368	_	-	74,368	147,500	50%
Professional Services	48,431	_	-	48,431	143,250	34%
Printing, Publications & Postage	29,132	_	-	29,132	67,750	43%
Utilities	13,956	_	-	13,956	41,500	34%
Miscellaneous Operating Expenses	110,168	_	-	110,168	188,500	58%
Grant & Gift Fund Expenses	-	-	13,598	13,598	130,000	10%
Actual Expenditures	1,468,759	-	27,862	1,496,620	3,679,750	41%
Budgeted Expenditures	3,230,550		259,500	3,490,050		
% Diff	45%	0%	11%	43%		
SURPLUS / (DEFICIT) FROM OPERATIONS	1,917,898	8,974	45,184	1,972,056	248,937	792%
·						
CAPITAL EXPENDITURES & DEBT SERVICE						
Capital Expenses	3,576	-	-	3,576	112,000	3%
Debt Services	-	18,592	-	18,592	250,000	7%
Transfer to Reserve Fund	-	-	-	-	49,900	0%
Actual Expenditures _	3,576	18,592	-	22,168	411,900	5%
Budgeted Expenditures _	139,000	250,000	-	389,000		
% Diff	3%	7%	0%	6%		
			Grant/Gift			
Account Description	General	Spec Reserve	Fund	Total Actual	Total Budget	
TOTAL SURPLUS / (DEFICIT)	1,914,323	(9,618)	45,184	1,949,889	(162,963)	
BEGINNING FUND BALANCE	1,491,499	323,189	492,487	2,307,175		
ENDING FUND BALANCE	3,405,822	313,571	537,671	4,257,064		
Fund Balance as % of Total Expenditures	231%		1930%	280%		

McHenry Public Library District Financial Report Detail by Fund For the 7 Month(s) Ended January 31, 2023

	Monthly Total	Monthly Budget	General	Spec Reserve	Grant/Gift Fund	YTD Total	YTD Budget	\$ Over Budget	% of Budget
Davisarios									
Revenues	0.00	279,533.88	2 250 274 65	0.00	0.00	3,350,274.65	2 254 400 50	4 404 04	00.00/
6010100 · Property Taxes		· ·	3,350,274.65				3,354,406.56	-4,131.91	99.9%
6015100 · Revenue Recapture Property Tax	0.00	1,033.77	5,790.80	0.00	0.00	5,790.80	12,405.27	-6,614.47	46.7%
6020200 · Developer Fees	0.00	14,583.33	0.00	8,900.00	0.00	8,900.00	175,000.00	-166,100.00	5.1%
6030100 · Interest Income - General	101.45	47.92	741.07	0.00	0.00	741.07	575.00	166.07	128.9%
6030200 · Special Reserve Fund Interest	10.83	83.33	0.00	73.84	0.00	73.84	1,000.00	-926.16	7.4%
6030300 · Grant/Gifts Fund Interest	23.60	41.67	0.00	0.00	142.81	142.81	500.00	-357.19	28.6%
6035100 · Dividends	64.00	25.00	128.00	0.00	0.00	128.00	300.00	-172.00	42.7%
6040100 · Nonresident/Enhanced Fee Cards	45.00	62.50	636.70	0.00	0.00	636.70	750.00	-113.30	84.9%
6050100 · Fines and Fees	1,300.04	1,458.33	8,004.99	0.00	0.00	8,004.99	17,500.00	-9,495.01	45.7%
6055100 · Collection Agency Fees	20.00	41.67	140.24	0.00	0.00	140.24	500.00	-359.76	28.0%
6060100 · Copy/Scan/Fax Income	758.65	1,250.00	7,831.20	0.00	0.00	7,831.20	15,000.00	-7,168.80	52.2%
6070200 · Reserve Fund Gifts	0.00	416.67	0.00	0.00	0.00	0.00	5,000.00	-5,000.00	0.0%
6070300 ⋅ General Fund Gifts	2,025.26	6,250.00	0.62	0.00	10,671.67	10,672.29	75,000.00	-64,327.71	14.2%
6090100 · Annexation & Impact Fees	0.00	2,083.33	50.75	0.00	0.00	50.75	25,000.00	-24,949.25	0.2%
6105100 · Retiree/Cobra Insurance Payment	730.60	1,250.00	4,590.61	0.00	0.00	4,590.61	15,000.00	-10,409.39	30.6%
6110100 · Program Fees/Misc. Fees	0.00	166.67	0.00	0.00	0.00	0.00	2,000.00	-2,000.00	0.0%
6120100 · Meeting Room Fees	390.00	125.00	950.00	0.00	0.00	950.00	1,500.00	-550.00	63.3%
6130100 · Misc.	52.23	7,916.67	261.73	0.00	0.00	261.73	95,000.00	-94,738.27	0.3%
6130200 · Misc. Income SR	0.00	41.67	0.00	0.00	0.00	0.00	500.00	-500.00	0.0%
6150100 · Lost & Damaged Materials	214.90	458.33	1,734.69	0.00	0.00	1,734.69	5,500.00	-3,765.31	31.5%
6157100 · CCS/LLSAP Income	0.00	875.00	3,824.24	0.00	0.00	3,824.24	10,500.00	-6,675.76	36.4%
6160100 · Solar Credits	0.00	437.50	1,686.00	0.00	0.00	1,686.00	5,250.00	-3,564.00	32.1%
6170300 · Per Capita Grant	0.00	5,833.33	0.00	0.00	61,731.70	61,731.70	70,000.00	-8,268.30	88.2%
6200100 · Over/Short	-67.59	41.67	10.41	0.00	0.00	10.41	500.00	-489.59	2.1%
6210300 · Miscellaneous Grants	0.00	3,333.33	0.00	0.00	500.00	500.00	40,000.00	-39,500.00	1.3%
Total Revenues	5,668.97	327,390.57	3,386,656.70	8,973.84	73,046.18	3,468,676.72	3,928,686.83	-460,010.11	8.70
Total Revenues	5,668.97	327,390.57	3,386,656.70	8,973.84	73,046.18	3,468,676.72	3,928,686.83	-460,010.11	88.3%
Expenditures									
Personnel Expenses									
8910100 · Salaries	100,746.56	132,500.00	709,611.90	0.00	0.00	709,611.90	1,590,000.00	-880,388.10	44.6%
8920100 · FICA/Medicare	7,596.80	10,416.67	52,362.31	0.00	0.00	52,362.31	125,000.00	-72,637.69	41.9%
8930100 · IMRF	9,628.82	14,166.67	70,146.49	0.00	0.00	70,146.49	170,000.00	-99,853.51	41.3%
8940100 · Health & Life Insurance	15,359.17	23,750.00	125,481.65	0.00	0.00	125,481.65	285,000.00	-159,518.35	44.0%
8945100 · Recruiting/Preemployment Screen	27.95	291.67	1,053.88	0.00	0.00	1,053.88	3,500.00	-2,446.12	30.1%
8950100 · Tuition Reimbursement	1,702.00	1,250.00	2,413.00	0.00	0.00	2,413.00	15,000.00	-12,587.00	16.1%
8955100 · Telecommute Reimbursements	0.00	458.33	0.00	0.00	0.00	0.00	5,500.00	-5,500.00	0.0%
8960100 · Memberships & Dues	170.00	520.83	1,775.46	0.00	0.00	1,775.46	6,250.00	-4,474.54	28.4%
8970100 · Travel	39.43	1,250.00	864.11	0.00	0.00	864.11	15,000.00	-14,135.89	5.8%
8980100 · Continuing Education (Mtg/Conf)	0.00	625.00	1,666.58	0.00	0.00	1,666.58	7,500.00	-5,833.42	22.2%
Total Personnel	135,270.73	185,229.17	965,375.38	0.00	0.00	965,375.38	2,222,750.00	-1,257,374.62	43.4%

McHenry Public Library District Financial Report Detail by Fund For the 7 Month(s) Ended January 31, 2023

	Monthly Total	Monthly Budget	General	Spec Reserve	Grant/Gift Fund	YTD Total	YTD Budget	\$ Over Budget	% of Budget
Materials and Supplies	Worlding Total	Monthly Budget	General	Spec Reserve	Grant/Gitt i unu	TID Total	TTD Budget	\$ Over Budget	Buuget
8010100 · Adult Books	7,376.09	5,416.67	29,394.06	0.00	0.00	29,394.06	65,000.00	-35,605.94	45.2%
8020100 · Youth Books	1,334.44	4,333.33	15,545.59	0.00	0.00	15,545.59	52,000.00	-36,454.41	29.9%
8025100 · Professional Resources	0.00	291.67	0.00	0.00	0.00	0.00	3,500.00	-3,500.00	0.0%
8028100 · Administrative Resources	139.95	291.67	2,503.99	0.00	0.00	2.503.99	3,500.00	-996.01	71.5%
8030100 · Magazines & Newspapers	84.48	1,166.67	10,134.39	0.00	0.00	10,134.39	14,000.00	-3,865.61	72.4%
8040300 · Operating Fund Gifts(Donations)	0.00	12,500.00	0.00	0.00	13.207.16	13,207.16	150,000.00	-136,792.84	8.8%
8050100 · Adult AV Materials	544.77	2,583.33	9,955.48	0.00	0.00	9,955.48	31,000.00	-21,044.52	32.1%
8060100 · Youth AV Materials	18.74	1,083.33	2,847.44	0.00	745.38	3,592.82	13,000.00	-9,407.18	27.6%
8070100 · Library of Things	0.00	833.33	2,323.02	0.00	0.00	2,323.02	10,000.00	-7,676.98	23.2%
8080100 · Video Games	1,265.00	1,166.67	6,293.43	0.00	0.00	6,293.43	14,000.00	-7,706.57	45.0%
8090100 · Digital Media Services	2,758.14	7,500.00	38,268.33	0.00	0.00	38,268.33	90,000.00	-51,731.67	42.5%
8095100 · Electronic Resources	4,153.87	6,250.00	30,329.94	0.00	0.00	30,329.94	75,000.00	-44,670.06	40.4%
8120100 · Library Supplies	160.17	583.33	2,538.78	0.00	0.00	2,538.78	7,000.00	-4,461.22	36.3%
8130100 · Tech Services Supplies	377.19	2,958.33	3,334.79	0.00	0.00	3,334.79	35,500.00	-32,165.21	9.4%
8135100 · Bindery	0.00	41.67	0.00	0.00	0.00	0.00	500.00	-500.00	0.0%
8140100 · Adult Programs & Supplies	1,355.18	1,395.83	7,971.40	0.00	0.00	7,971.40	16,750.00	-8,778.60	47.6%
8142100 · Comicon	0.00	250.00	1,914.37	0.00	0.00	1,914.37	3,000.00	-1,085.63	63.8%
8145100 · Circulation Supplies	0.00	208.33	61.67	0.00	0.00	61.67	2,500.00	-2,438.33	2.5%
8147100 · Summer Reading Club	13.48	583.33	177.76	0.00	0.00	177.76	7,000.00	-6,822.24	2.5%
8150100 · Youth Programs & Supplies	1,517.75	1,333.33	4,771.69	0.00	311.16	5,082.85	16,000.00	-10,917.15	31.8%
Total Material and Supplies	21,099.25	50,770.83	168,366.13	0.00	14,263.70	182,629.83	609,250.00	-426,620.17	30.0%
Contracted Services									
8215100 · Collection Agency Fees	92.70	104.17	360.50	0.00	0.00	360.50	1,250.00	-889.50	28.8%
8245100 · IT/Comp/Copier/Equip-Outsourced	4,334.45	7,916.67	48,705.07	0.00	0.00	48,705.07	95,000.00	-46,294.93	51.3%
8247100 · AutomationStaff	10.00	2,083.33	7,402.40	0.00	0.00	7,402.40	25,000.00	-17,597.60	29.6%
8260100 · Misc. Contracted Services	0.00	333.33	500.00	0.00	0.00	500.00	4,000.00	-3,500.00	12.5%
8270100 · Library Bank/Finance/Late Fee	0.00	41.67	25.57	0.00	0.00	25.57	500.00	-474.43	5.1%
8275100 · Public Pmt Processing Fees	355.96	291.67	1,968.97	0.00	0.00	1,968.97	3,500.00	-1,531.03	56.3%
Total Contracted Services	4,793.11	10,770.83	58,962.51	0.00	0.00	58,962.51	129,250.00	-70,287.49	45.6%
Consortium & IT/Network Services									
8310100 · AutomationCirculation/Catalog	24,648.22	9,375.00	59,257.60	0.00	0.00	59,257.60	112,500.00	-53,242.40	52.7%
8320100 · VOIP Phone Service	1,596.99	2,083.33	11,142.31	0.00	0.00	11,142.31	25,000.00	-13,857.69	44.6%
8325100 · Internet Services	683.20	833.33	3,967.90	0.00	0.00	3,967.90	10,000.00	-6,032.10	39.7%
Total Consortium & IT/Network Services	26,928.41	12,291.67	74,367.81	0.00	0.00	74,367.81	147,500.00	-73,132.19	50.4%
Professional Services									
8410100 · Accounting/Payroll/Audit Service	3,304.82	5,416.67	39,120.49	0.00	0.00	39,120.49	65,000.00	-25,879.51	60.2%
8420100 · Legal Services	0.00	2,500.00	2,111.00	0.00	0.00	2,111.00	30,000.00	-27,889.00	7.0%
8430100 · Other Consulting Fees	4,550.00	3,750.00	4,550.00	0.00	0.00	4,550.00	45,000.00	-40,450.00	10.1%
8440100 · In Service/Staff Training/LMS	150.00	270.83	2,650.00	0.00	0.00	2,650.00	3,250.00	-600.00	81.5%
Total Professional Services	8,004.82	11,937.50	48,431.49	0.00	0.00	48,431.49	143,250.00	-94,818.51	33.8%
Printing, Publications & Postage									
8510100 · Printing Services Outsourced	4,008.00	3,125.00	14,718.19	0.00	0.00	14,718.19	37,500.00	-22,781.81	39.2%
8530100 · Public Notices & ADS (Legal & Job)	0.00	125.00	1,048.00	0.00	0.00	1,048.00	1,500.00	-452.00	69.9%
8540100 · Postage/Shipping	2,660.26	1,375.00	8,994.43	0.00	0.00	8,994.43	16,500.00	-7,505.57	54.5%
8545100 · Printing/Copier Supplies	0.00	354.17	250.00	0.00	0.00	250.00	4,250.00	-4,000.00	5.9%
8550100 · Public Relations/Promotions	1,049.00	666.67	4,121.58	0.00	0.00	4,121.58	8,000.00	-3,878.42	51.5%
Total Printing, Publications & Postage	7,717.26	5,645.83	29,132.20	0.00	0.00	29,132.20	67,750.00	-38,617.80	43.0%

McHenry Public Library District Financial Report Detail by Fund For the 7 Month(s) Ended January 31, 2023

									% of
	Monthly Total	Monthly Budget	General	Spec Reserve	Grant/Gift Fund	YTD Total	YTD Budget	\$ Over Budget	Budget
Utilities									
8610100 · Electricity	1,109.79	2,000.00	6,540.95	0.00	0.00	6,540.95	24,000.00	-17,459.05	27.3%
8620100 · Gas	3,071.45	1,041.67	6,628.38	0.00	0.00	6,628.38	12,500.00	-5,871.62	53.0%
8640100 · Water & Sewer	0.00	416.67	786.21	0.00	0.00	786.21	5,000.00	-4,213.79	15.7%
Total Utilities	4,181.24	3,458.33	13,955.54	0.00	0.00	13,955.54	41,500.00	-27,544.46	33.6%
Miscellaneous Operating Expenses									
8720100 · Building & Auto Insurance	0.00	3,541.67	31,797.00	0.00	0.00	31,797.00	42,500.00	-10,703.00	74.8%
8730100 · Bonding & Officers Liability	0.00	208.33	0.00	0.00	0.00	0.00	2,500.00	-2,500.00	0.0%
8740100 · Janitorial Services & Supplies	5,609.39	4,166.67	41,949.24	0.00	0.00	41,949.24	50,000.00	-8,050.76	83.9%
8745100 · Grounds Maintenance	0.00	2,500.00	21,847.28	0.00	0.00	21,847.28	30,000.00	-8,152.72	72.89
8750100 · Building Operations/Maintenance	4,842.34	4,583.33	16,769.57	0.00	0.00	16,769.57	55,000.00	-38,230.43	30.5%
8760100 · Hospitality	300.04	541.67	2,308.65	0.00	0.00	2,308.65	6,500.00	-4,191.35	35.5%
8770100 · Library Lost & Damaged Materials	0.00	83.33	118.89	0.00	0.00	118.89	1,000.00	-881.11	11.99
8795100 · Miscellaneous	0.00	83.33	-4,623.09	0.00	0.00	-4,623.09	1,000.00	-5,623.09	-462.39
Total Miscellaneous Operating Expenses	10,751.77	15,708.33	110,167.54	0.00	0.00	110,167.54	188,500.00	-78,332.46	58.4%
Grant & Gift Fund Expenses									
8800300 · 2020/21 Per Capita Grant	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
8800311 · Adult Materials - Per Capita	0.00	0.00	0.00	0.00	16.95	16.95	0.00	16.95	100.0%
8800321 · Youth Materials - Per Capita	0.00	0.00	0.00	0.00	130.24	130.24	0.00	130.24	100.09
8800331 · Staff Software - Per Capita	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
8040350 · Per Capita Grant; Current FY	0.00	5,833.33	0.00	0.00	5,546.30	5,546.30	70,000.00	-64,453.70	7.99
8040355 · Per Capita Grant; Previous FY	311.27	1,666.67	0.00	0.00	7,904.55	7,904.55	20,000.00	-12,095.45	39.59
8800332 · Public Software	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
8800333 · Computer Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
8800341 · Other Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
8800342 · Additional Expenses (Personnel)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
9030300 · Misc. Grants	0.00	3,333.33	0.00	0.00	0.00	0.00	40,000.00	-40,000.00	0.09
9200300 · Additional Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
Total Grant & Gift Fund Expenses	311.27	10,833.33	0.00	0.00	13,598.04	13,598.04	130,000.00	-116,401.96	10.5%
Capital Expenses									
9060100 · Library Furnishings	84.60	1,458.33	2.978.60	0.00	0.00	2.978.60	17.500.00	-14.521.40	17.09
9070100 · Library Equipment	0.00	791.67	359.98	0.00	0.00	359.98	9,500.00	-9,140.02	3.89
9080100 · Small Equipment under \$250	0.00	416.67	236.99	0.00	0.00	236.99	5,000.00	-4,763.01	4.79
9090100 · Adtl. Capital Projects & Equipment	0.00	6,666.67	0.00	0.00	0.00	0.00	80,000.00	-80,000.00	0.09
Total Capital Expenses	84.60	9,333.33	3,575.57	0.00	0.00	3,575.57	112,000.00	-108,424.43	3.29
Transfer to Reserve Fund									
9100100 · Transfer to Reserve Fund	0.00	4,158.33	0.00	0.00	0.00	0.00	49,900.00	-49,900.00	0.09
Total Transfer to Reserve Fund	0.00	4,158.33	0.00	0.00	0.00	0.00	49,900.00	-49,900.00	0.0%
Debt Services									
9040200 · Debt Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
9050200 · Library District Act	0.00	4,166.67	0.00	0.00	0.00	0.00	50,000.00	-50,000.00	0.09
9060200 · Special Reserve Expenditures	0.00	16,666.67	0.00	18,592.00	0.00	18,592.00	200,000.00	-181,408.00	9.39
9095100 · Debt Service - GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
9115100 · Recovery Zone Bond Principal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
9120100 · Recovery Zone Bond Interest	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
Total Debt Services	0.00	20,833.33	0.00	18,592.00	0.00	18,592.00	250,000.00	-231,408.00	7.49
	219,142.46	340,970.83	1,472,334.17	18,592.00	27,861.74	1,518,787.91	4,091,650.00	-2,572,862.09	37.19
Total Expenditures	219,142.46	340,970.83	1,472,334.17	18,592.00	27.861.74	1,518,787.91	4,091,650.00	-2,572,862.09	37.17
Net Total	-213,473.49	-13,580.26	1,914,322.53	-9,618.16	45,184.44	1,949,888.81	-162,963.17	2,112,851.98	07.170
NEL I ULAI	-213,473.49	-13,500.26	1,314,322.53	-3,010.16	40,104.44	1,343,000.81	-102,303.17	2,112,001.98	

McHenry Public Library District Financial Report Detail by Month For the 7 Month(s) Ended January 31, 2023

	July	August	September	October	November	December	January	February	March	April	May	June	YTD Total
Revenues													
6010100 · Property Taxes	1,784,607.24	58,779.01	1,428,624.02	39,638.86	38,625.52	0.00	0.00						3,350,274.65
6015100 · Revenue Recapture Property Tax	0.00	217.40	5,283.93	146.59	142.88	0.00	0.00						5,790.80
6020200 · Developer Fees	0.00	0.00	0.00	8,900.00	0.00	0.00	0.00						8,900.00
6030100 · Interest Income - General	96.72	91.25	109.58	122.89	110.74	108.44	101.45						741.07
6030200 · Special Reserve Fund Interest	10.80	10.73	9.06	11.16	10.43	10.83	10.83						73.84
6030300 · Grant/Gifts Fund Interest	16.77	16.67	17.49	22.02	22.71	23.55	23.60						142.81
6035100 · Dividends	0.00	0.00	0.00	64.00	0.00	0.00	64.00						128.00
6040100 · Nonresident/Enhanced Fee Cards	203.50	0.00	0.00	45.00	343.20	0.00	45.00						636.70
6050100 · Fines and Fees	1,604.64	825.26	1,440.63	1,031.75	859.73	942.94	1,300.04						8,004.99
6055100 · Collection Agency Fees	0.00	0.00	88.24	-62.10	82.10	12.00	20.00						140.24
6060100 · Copy/Scan/Fax Income	1,339.70	997.70	2,108.05	900.40	1,085.50	641.20	758.65						7,831.20
6070200 · Reserve Fund Gifts	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
6070300 · General Fund Gifts	9.54	3.51	10.72	21.25	8,600.51	1.50	2,025.26						10,672.29
6080200 · Bond & Debt Certificate Sale	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
6090100 · Annexation & Impact Fees	0.00	50.75	0.00	0.00	0.00	0.00	0.00						50.75
6090200 · Transfers From Other Funds (9100-100)	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
6105100 · Retiree/Cobra Insurance Payment	0.00	0.00	103.66	103.66	389.03	3,263.66	730.60						4,590.61
6110100 · Program Fees/Misc. Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
6120100 · Meeting Room Fees	25.00	340.00	75.00	60.00	20.00	40.00	390.00						950.00
6130100 · Misc.	54.00	23.50	45.00	51.00	12.00	24.00	52.23						261.73
6130200 · Misc. Income SR	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
6150100 · Lost & Damaged Materials	203.50	261.65	482.10	262.55	147.85	162.14	214.90						1,734.69
6157100 · CCS/LLSAP Income	0.00	0.00	1,912.12	0.00	1,912.12	0.00	0.00						3,824.24
6160100 · Solar Credits	6.00	0.00	1,680.00	0.00	0.00	0.00	0.00						1,686.00
6170300 · Per Capita Grant	0.00	0.00	61,731.70	0.00	0.00	0.00	0.00						61,731.70
6200100 · Over/Short	30.10 0.00	10.15 500.00	0.70	0.25 0.00	1.00 0.00	35.80 0.00	-67.59						10.41
6210300 · Miscellaneous Grants			0.00				0.00	0.00	0.00	0.00	0.00	0.00	500.00
Total Revenues	1,788,207.51	62,127.58	1,503,722.00	51,319.28	52,365.32	5,266.06	5,668.97	0.00	0.00	0.00	0.00	0.00	3,468,676.72
Expenditures													
Personnel Expenses													
8910100 · Salaries	89,273.88	90,452.15	95,690.60	143,760.79	93,722.16	95,965.76	100,746.56						709,611.90
8920100 · FICA/Medicare	6,503.58	6,618.10	6,992.12	10,512.68	7,054.77	7,084.26	7,596.80						52,362.31
8930100 · IMRF	8,855.66	8,983.17	9,482.83	13,941.26	9,685.69	9,569.06	9,628.82						70,146.49
8940100 · Health & Life Insurance	16,034.61	16,164.36	20,414.55	14,746.12	20,800.81	21,962.03	15,359.17						125,481.65
8945100 · Recruiting/Preemployment Screen	0.00	0.00	314.85	27.95	108.80	574.33	27.95						1,053.88
8950100 · Tuition Reimbursement	0.00	0.00	711.00	0.00	0.00	0.00	1,702.00						2,413.00
8955100 · Telecommute Reimbursements	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8960100 · Memberships & Dues	0.00	44.00	569.46	363.00	284.00	345.00	170.00						1,775.46
8970100 · Travel	22.11	243.08	90.29	267.33	150.53	51.34	39.43						864.11
8980100 · Continuing Education (Mtg/Conf)	129.58	0.00	779.00	586.00	147.00	25.00	0.00						1,666.58
Total Personnel	120,819.42	122,504.86	135,044.70	184,205.13	131,953.76	135,576.78	135,270.73	0.00	0.00	0.00	0.00	0.00	965,375.38

McHenry Public Library District Financial Report Detail by Month For the 7 Month(s) Ended January 31, 2023

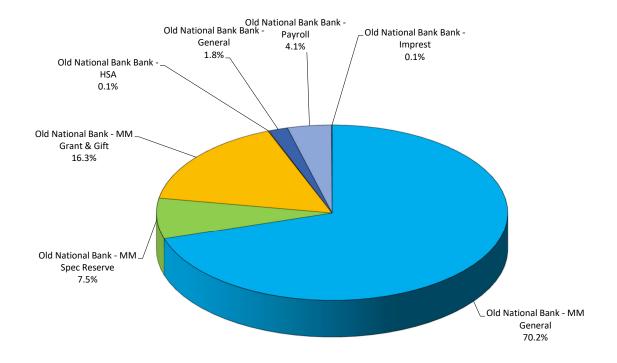
•	July	August	September	October	November	December	January	February	March	April	May	June	YTD Total
Materials and Supplies	*	-	-				-	-		*			
8010100 · Adult Books	862.88	3,095.27	5,995.67	4,660.67	4,779.50	2,623.98	7,376.09						29,394.06
8020100 · Youth Books	943.95	2,953.91	2,577.70	3,049.70	2,152.64	2,533.25	1,334.44						15,545.59
8025100 · Professional Resources	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8028100 · Administrative Resources	0.00	0.00	2,249.10	0.00	0.00	114.94	139.95						2,503.99
8030100 · Magazines & Newspapers	8,350.72	139.88	411.95	241.74	116.65	788.97	84.48						10,134.39
8040300 · Operating Fund Gifts(Donations)	12,753.98	51.20	359.96	32.51	0.00	9.51	0.00						13,207.16
8050100 · Adult AV Materials	180.00	979.67	3,761.44	1,486.74	1,587.76	1,415.10	544.77						9,955.48
8060100 · Youth AV Materials	0.00	350.07	1,364.73	1,058.22	165.60	635.46	18.74						3,592.82
8070100 · Library of Things	0.00	1,097.60	14.20	4.50	840.00	366.72	0.00						2,323.02
8080100 · Video Games	0.00	0.00	940.00	900.00	1,080.00	2,108.43	1,265.00						6,293.43
8090100 · Digital Media Services	0.00	2,782.80	25,267.92	2,481.53	2,485.70	2,492.24	2,758.14						38,268.33
8095100 · Electronic Resources	0.00	992.00	13,573.29	0.00	10,215.78	1,395.00	4,153.87						30,329.94
8120100 · Library Supplies	22.13	314.03	1,404.80	58.91	134.01	444.73	160.17						2,538.78
8130100 · Tech Services Supplies	137.66	465.14	577.68	989.02	451.16	336.94	377.19						3,334.79
8135100 · Bindery	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8140100 · Adult Programs & Supplies	575.63	1,871.02	1,734.13	1,149.42	875.00	411.02	1,355.18						7,971.40
8142100 · Comicon	0.00	336.00	0.00	750.00	738.47	89.90	0.00						1,914.37
8145100 · Circulation Supplies	0.00	0.00	0.00	0.00	0.00	61.67	0.00						61.67
8147100 · Summer Reading Club	0.00	0.00	54.72	6.92	67.69	34.95	13.48						177.76
8150100 · Youth Programs & Supplies	641.90	346.81	328.76	1,223.32	357.98	666.33	1,517.75						5,082.85
Total Material and Supplies	24,468.85	15,775.40	60,616.05	18,093.20	26,047.94	16,529.14	21,099.25	0.00	0.00	0.00	0.00	0.00	182,629.83
Contracted Services													
8215100 · Collection Agency Fees	30.90	41.20	51.50	0.00	103.00	41.20	92.70						360.50
8245100 · IT/Comp/Copier/Equip-Outsourced	2,683.63	12,232.62	10,635.00	5,454.01	5,935.36	7,430.00	4,334.45						48,705.07
8247100 · AutomationStaff	300.00	0.00	0.00	1,230.50	5,861.90	0.00	10.00						7,402.40
8260100 · Misc. Contracted Services	0.00	0.00	0.00	0.00	500.00	0.00	0.00						500.00
8270100 · Library Bank/Finance/Late Fee	0.00	0.00	0.00	0.00	25.57	0.00	0.00						25.57
8275100 · Public Pmt Processing Fees	274.20	275.53	357.96	253.42	214.95	236.95	355.96						1,968.97
Total Contracted Services	3,288.73	12,549.35	11,044.46	6,937.93	12,640.78	7,708.15	4,793.11	0.00	0.00	0.00	0.00	0.00	58,962.51
Consortium & IT/Network Services													
8310100 · AutomationCirculation/Catalog	17,304.69	0.00	0.00	17,304.69	0.00	0.00	24,648.22						59,257.60
8320100 · VOIP Phone Service	1,624.44	1,481.44	1,604.02	1,641.44	1,596.99	1,596.99	1,596.99						11,142.31
8325100 · Internet Services	788.10	298.40	503.40	693.20	703.20	298.40	683.20						3,967.90
Total Consortium & IT/Network Services	19,717.23	1,779.84	2,107.42	19,639.33	2,300.19	1,895.39	26,928.41	0.00	0.00	0.00	0.00	0.00	74,367.81
Professional Services													
8410100 · Accounting/Payroll/Audit Service	3,494.94	3,451.88	3,490.18	14,384.50	7,522.55	3,471.62	3,304.82						39,120.49
8420100 · Legal Services	75.00	0.00	52.50	1,100.00	832.20	51.30	0.00						2,111.00
8430100 · Other Consulting Fees	0.00	0.00	0.00	0.00	0.00	0.00	4,550.00						4,550.00
8440100 · In Service/Staff Training/LMS	0.00	2,000.00	0.00	500.00	0.00	0.00	150.00						2,650.00
Total Professional Services	3,569.94	5,451.88	3,542.68	15,984.50	8,354.75	3,522.92	8,004.82	0.00	0.00	0.00	0.00	0.00	48,431.49
Printing, Publications & Postage													
8510100 · Printing Services Outsourced	7,408.20	0.00	0.00	0.00	3,301.99	0.00	4,008.00						14,718.19
8530100 · Public Notices & ADS (Legal & Job)	0.00	0.00	73.50	635.00	304.50	35.00	0.00						1,048.00
8540100 · Postage/Shipping	422.58	467.33	2,297.34	199.55	2,804.29	143.08	2,660.26						8,994.43
8545100 · Printing/Copier Supplies	0.00	0.00	250.00	0.00	0.00	0.00	0.00						250.00
8550100 · Public Relations/Promotions	0.00	1,938.79	0.00	0.00	0.00	1,133.79	1,049.00						4,121.58
Total Printing, Publications & Postage	7,830.78	2,406.12	2,620.84	834.55	6,410.78	1,311.87	7,717.26	0.00	0.00	0.00	0.00	0.00	29,132.20

McHenry Public Library District Financial Report Detail by Month For the 7 Month(s) Ended January 31, 2023

	July	August	September	October	November	December	January	February	March	April	May	June	YTD Total
Utilities		- Ingues									,	0.000	
8610100 · Electricity	1,017.91	0.00	2,099.87	846.40	764.75	702.23	1,109.79						6,540.95
8620100 · Gas	159.99	159.87	162.37	229.06	815.99	2,029.65	3,071.45						6,628.38
8640100 · Water & Sewer	0.00	278.11	0.00	286.13	0.00	221.97	0.00						786.21
Total Utilities	1,177.90	437.98	2,262.24	1,361.59	1,580.74	2,953.85	4,181.24	0.00	0.00	0.00	0.00	0.00	13,955.54
Miscellaneous Operating Expenses													
8720100 · Building & Auto Insurance	0.00	0.00	0.00	31,797.00	671.46	-671.46	0.00						31,797.00
8730100 · Bonding & Officers Liability	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8740100 · Janitorial Services & Supplies	325.46	6,360.53	11,197.26	5,963.14	6,148.90	6,344.56	5,609.39						41,949.24
8745100 · Grounds Maintenance	1,353.86	1,870.86	1,353.86	15,914.86	1,353.84	0.00	0.00						21,847.28
8750100 · Building Operations/Maintenance	1,363.82 0.00	1,598.88	2,778.83	1,813.36 5.86	1,243.40 512.40	3,128.94 697.10	4,842.34 300.04						16,769.57
8760100 · Hospitality		80.21 0.00	713.04 69.00	0.00	0.00	0.00							2,308.65
8770100 · Library Lost & Damaged Materials 8795100 · Miscellaneous	49.89 0.00	0.00	-4,623.09	0.00	0.00	0.00	0.00 0.00						118.89 -4,623.09
Total Miscellaneous Operating Expenses	3,093.03	9.910.48	11,488.90	55,494.22	9.930.00	9,499.14	10,751.77	0.00	0.00	0.00	0.00	0.00	110,167.54
Total Miscellaneous Operating Expenses	3,093.03	9,910.46	11,400.90	55,494.22	9,930.00	9,499.14	10,751.77	0.00	0.00	0.00	0.00	0.00	110,107.54
Grant & Gift Fund Expenses													
8800300 · 2020/21 Per Capita Grant	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8800311 · Adult Materials - Per Capita	0.00	0.00	16.95	0.00	0.00	0.00	0.00						16.95
8800321 · Youth Materials - Per Capita	0.00	0.00	130.24	0.00	0.00	0.00	0.00						130.24
8800331 · Staff Software - Per Capita	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8040350 · Per Capita Grant; Current FY	0.00	0.00	251.96	3,794.34	1,500.00	0.00	0.00						5,546.30
8040355 · Per Capita Grant; Previous FY	14.24	10.16	6,883.22	685.66	0.00	0.00	311.27						7,904.55
8800332 · Public Software	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8800333 · Computer Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8800341 · Other Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
8800342 · Additional Expenses (Personnel)	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
9030300 · Misc. Grants	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
9200300 · Additional Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
Total Grant & Gift Fund Expenses	14.24	10.16	7,282.37	4,480.00	1,500.00	0.00	311.27	0.00	0.00	0.00	0.00	0.00	13,598.04
Capital Expenses													
9060100 · Library Furnishings	46.16	341.78	0.00	0.00	0.00	2,506.06	84.60						2,978.60
9070100 · Library Equipment	0.00	359.98	0.00	0.00	0.00	0.00	0.00						359.98
9080100 · Small Equipment under \$250	0.00	0.00	0.00	0.00	236.99	0.00	0.00						236.99
9090100 · Adtl. Capital Projects & Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
Total Capital Expenses	46.16	701.76	0.00	0.00	236.99	2,506.06	84.60	0.00	0.00	0.00	0.00	0.00	3,575.57
Transfer to Reserve Fund													
9100100 · Transfer to Reserve Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
Total Transfer to Reserve Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Daht Caminas													
Debt Services 9040200 · Debt Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
9050200 · Library District Act	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
9060200 · Library District Act 9060200 · Special Reserve Expenditures	0.00	0.00	0.00	0.00	18,592.00	0.00	0.00						18,592.00
9095100 · Debt Service - GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
9115100 · Bebt Service - Gr 9115100 · Recovery Zone Bond Principal	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
9120100 · Recovery Zone Bond Interest	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
Total Debt Services	0.00	0.00	0.00	0.00	18,592.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,592.00
TOTAL DOUL DELYICOS	0.00	0.00	0.00	0.00	10,552.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,552.00
	184,026.28	171,527.83	236,009.66	307,030.45	219,547.93	181,503.30	219,142.46	0.00	0.00	0.00	0.00	0.00	1,518,787.91
Total Expenditures	184,026.28	171,527.83	236,009.66	307,030.45	219,547.93	181,503.30	219,142.46	0.00	0.00	0.00	0.00	0.00	1,518,787.91
Net Total	1,604,181.23	-109,400.25	1,267,712.34	-255,711.17	-167,182.61	-176,237.24	-213,473.49	0.00	0.00	0.00	0.00	0.00	1,949,888.81
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McHenry Public Library District Investments For the 7 Month(s) Ended January 31, 2023

	Current	
Bank	Rate	Book Balance
Old National Bank - MM General	0.038%	2,909,165
Old National Bank - MM Spec Reserve	0.038%	310,603
Old National Bank - MM Grant & Gift	0.038%	676,808
Old National Bank Bank - HSA	n/a	3,062
Old National Bank Bank - General	n/a	73,520
Old National Bank Bank - Payroll	n/a	167,898
Old National Bank Bank - Imprest	n/a	2,095
	Total \$	4,143,152



McHenry Public Library District INTERIM CHECKS ISSUED - January 2023 (NOT INCLUDED ON BILL REPORT)

<u>VENDOR</u>	Account - Money Market DESCRIPTION (no checks written on this account) subtotal for account		AMOUNT -	ACCT#	DATE CHECK
	Account - General Fund				
VENDOR	<u>DESCRIPTION</u>		AMOUNT_	ACCT#	DATE CHECK
Waste Connection	Waste	\$	493.88	8745-100	01/03/23 EFT
First Communications	VOIP Phones	\$	1,596.99	8320-100	01/05/23 EFT
Comcast	Internet	\$	384.80	8325-100	01/23/23 EFT
Intuit Quickbooks	Deposit slips	\$	54.99	8120-100	01/26/23 EFT
	subtotal for account	\$	2,530.66		
	Account - HSA/Building				
Old National Bank	Employer contributions HSA	\$	125.00	8940-100	01/13/23 EFT
Old National Bank	Employer contributions HSA	\$	225.00	8940-100	01/13/23 EFT
Old National Bank	Employer contributions HSA	\$	500.00	8940-100	01/13/23 EFT
Old National Bank	Employee contributions HSA	\$	584.61	8940-100	01/13/23 EFT
Old National Bank	Employee contributions HSA	\$	584.61	8940-100	01/26/23 EFT
	subtotal for account	\$	2,019.22		
	Account - Payroll				
<u>VENDOR</u>	<u>DESCRIPTION</u>		MOUNT	ACCT#	DATE CHECK
	subtotal for account	\$	-		
	Account - Imprest				
<u>VENDOR</u>	DESCRIPTION	A	AMOUNT	ACCT#	DATE CHECK
AJ Services	Janitorial Services	\$	5,325.00	8740-100	01/17/23 1247
Grainger	Supplies	\$	230.18	8750-100	01/17/23 1249
Amazon Capital Services	Summer Reading Club	\$	13.48	8147-100	01/17/23 1248
	subtotal for account	\$	5,568.66		

GRAND TOTAL CHECKS ISSUED \$ 10,118.54

Bankcard Processing Center

February 2023 - by Account

Name	Trans Date	Merchant Name	Note	4	Amount	Account #	7	Totals
MILFAJT	1/17/23	SHAW SUBURBAN MEDIA-SUBS		\$	84.48	8030-100	\$	84.48
JAKACKI	1/30/23	GENESIS GRAPHICS	Kriese Donation	\$	153.40	8040-300	\$	153.40
TERRILL	1/23/23	MOBILE BEACON		\$	240.00	8070-100	\$	240.00
MICHALSKI	1/27/23	Disney Plus		\$	14.99	8090-100		
MICHALSKI	1/26/23	HLU*Hulu 1802467695519-U		\$	14.99	8090-100		
MICHALSKI	1/26/23	Netflix.com		\$	19.99	8090-100		
TERRILL	2/1/23	HELP.HBOMAX.COM		\$	14.99	8090-100		
TERRILL	1/29/23	HLU*Hulu 1804006094853-U		\$	14.99	8090-100		
TERRILL	1/29/23	Netflix.com		\$	19.99	8090-100		
TERRILL	1/29/23	Disney Plus		\$	7.00	8090-100		
TERRILL	1/22/23	HLU*Hulu 1597220920586-U		\$	14.99	8090-100		
TERRILL	1/21/23	Disney Plus		\$	7.00	8090-100		
TERRILL	1/20/23	Netflix.com		\$	19.99	8090-100		
TERRILL	1/15/23	HLU*Hulu 1592603290934-U		\$	29.98	8090-100		
TERRILL	1/13/23	Disney Plus		\$	7.00	8090-100		
TERRILL	1/12/23	Netflix.com		\$	19.99	8090-100		
TERRILL	1/8/23	discovery+ Ad-Free		\$	6.99	8090-100		
TERRILL	1/8/23	APPLE.COM/BILL		\$	6.99	8090-100	\$	219.87
JAKACKI	1/20/23	CALL2RECYCLE		\$	180.00	8120-100		
TERRILL	1/31/23	GAYLORD BROS INC		\$	102.40	8120-100	\$	282.40
TERRILL	1/12/23	COLLABORATIVE SUMMER LIBR		\$	446.44	8147-100	\$	446.44
JAKACKI	1/23/23	WWW.TAX1099.COM		\$	67.86	8410-100	\$	67.86
MICHALSKI	1/27/23	USPS PO 1646800050		\$	12.39	8540-100		
MICHALSKI	1/20/23	USPS PO 1646800050		\$	21.18	8540-100		
MICHALSKI	1/13/23	USPS PO 1646800050		\$	20.55	8540-100		
MICHALSKI	1/9/23	USPS PO 1646800050		\$	13.91	8540-100		

Bankcard Processing Center

February 2023 - by Account

Name	Trans Date	Merchant Name	Note	A	mount	Account #	•	Totals
TERRILL	1/31/23	GAYLORD BROS INC		\$	23.80	8540-100		
TERRILL	1/12/23	COLLABORATIVE SUMMER LIBR		\$	90.00	8540-100	\$	181.83
JAKACKI	1/7/23	WALMART.COM 8009666546		\$	51.16	8740-100	\$	51.16
SCHNAEBELE	2/2/23	THE HOME DEPOT #1969		\$	107.06	8750-100		
SCHNAEBELE	2/1/23	THE HOME DEPOT #1969		\$	147.17	8750-100		
SCHNAEBELE	1/31/23	THE HOME DEPOT #1920		\$	153.36	8750-100		
SCHNAEBELE	1/31/23	BATTERIES PLUS #0456		\$	29.98	8750-100	\$	437.57
JAKACKI	2/2/23	DOLLAR TREE		\$	11.00	8760-100		
JAKACKI	2/2/23	DOLLAR TREE		\$	33.75	8760-100		
JAKACKI	1/18/23	DOLLAR TREE		\$	3.77	8760-100		
JAKACKI	1/11/23	WALMART.COM 8009666546		\$	33.84	8760-100		
JAKACKI	1/12/23	JEWEL OSCO 1518		\$	26.69	8760-100		
JAKACKI	1/12/23	PANERA BREAD #204005 O		\$	35.85	8760-100		
MAY	1/31/23	POSITIVE PROMOTIONS		\$	358.55	8760-100		
MICHALSKI	1/16/23	JEWEL OSCO 3503		\$	10.78	8760-100	\$	514.23
TERRILL	2/2/23	ILLINOIS LIBRARY ASSOC		\$	225.00	8980-100		
TERRILL	1/24/23	AMERICAN LIBRARY ASSOC		\$	79.00	8980-100	\$	304.00
				\$2	,983.24	TOTAL	\$ 2	2,983.24

BANKCARD PROCESSING CENTER

PO BOX 6818

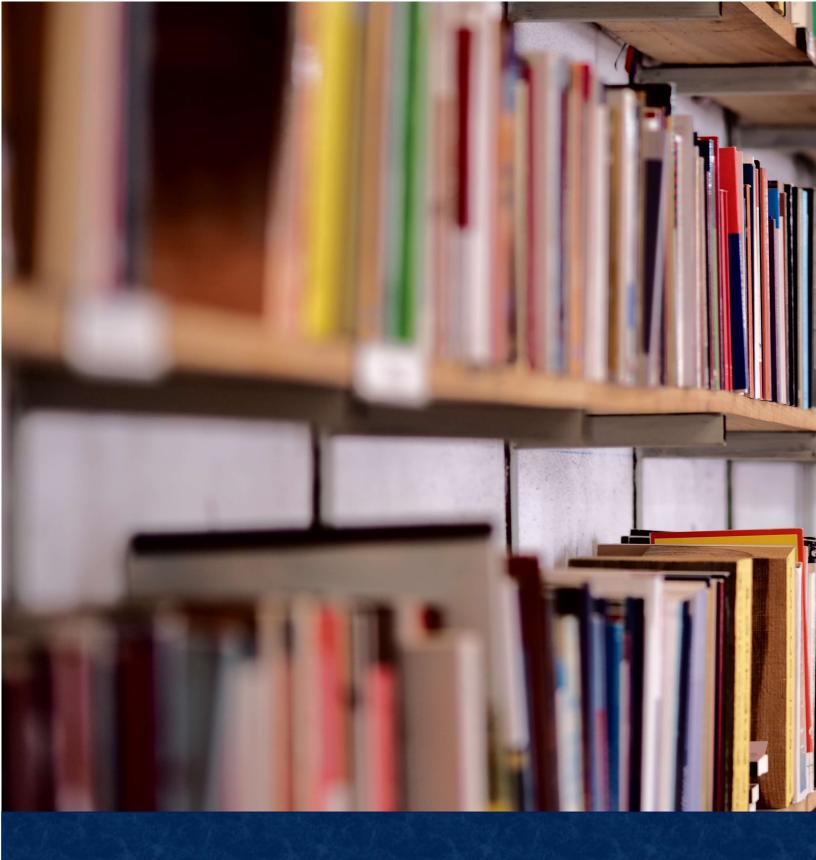
Carol Stream, IL 60197-6818

Check Dates: 01/10/2023 to 01/24/2023

January 2023 Reimbursement Report

Travel Reimbursement

Employee	Amount		
Baseley, Steffanie L.	\$	18.21	
Bily, Emily N.	\$	3.80	
Hillier, Thomas E.	\$	13.36	
Hodgson, Amy	\$	4.06	
Totals for Travel Reimbursement	\$	39.43	



Library Enhancements Committee Findings

ALEXI GIANNOULIAS • SECRETARY OF STATE

Transition Report – Library Enhancements

Library Enhancements Committee Findings

Our committee's vision for **Library Enhancements** is to champion access to information by equitably distributing library resources (e.g., online education resources, databases, and ebooks), activating collaborative partnerships, and supporting freedom of thought.

If successful, this would mean increased library utilization, reduced number of Illinois residents not served by a library system, and increased number of inter-office initiatives.

The following table highlights the challenges and opportunities Library Enhancements Committee found, and public feedback we received.

Challenge / Opportunity	What We Heard
Opportunity to improve equity of access to libraries and	"We need to find a way to offer public library services to the one million residents of IL without access today"
library resources	 "Libraries are anchors in our communities and provide much- needed services to residents of Illinois"
	 "Secretary of State needs to be a catalyst to expand access. There are one million Illinois residents without access to library resources or basic information needs"
	"There are some libraries with budgets of less than \$20,000"
Desire to provide a statewide resource package (e.g., databases and online educational resources)	 "A core database package would equalize the information playing field and give every single person in the state the same access to essential and authoritative resources that can help them navigate their daily lives" "My mid-sized library, for example, sets aside \$65,000 for databases that we'd much rather use on programming or hiring
	another staff member"
Opportunity to narrow digital divides with technology hubs and mobile services (e.g., DMV pop-ups)	 "A state-coordinated and funded digital library would increase access and start to make a dent in the one million currently unserved" "Please coordinate across departments to offer services everywhere people go (i.e., DMV kiosks in libraries)"
Desire to support freedom of thought and diverse stories	 "We need to affirm the importance of materials that represent all viewpoints and denounce the efforts of intimidation by those who seek to stifle representation and freedom of thought" "BIPOC and LGBTQ+ authors and readers are being disproportionately targeted for removal from library collections"



Transition Report – Library Enhancements

In addition to the opportunities outlined above, the committee noted the following.

Challenge / Opportunity	What We Heard
Shortage of qualified librarians and library media specialists	 "Every school in Illinois needs a certified librarian. Not only do they curate collections to the needs of their school, but they also provide valuable instruction on information literacy"
	"I am the only certified librarian for approximately 1,200 students"
	 "School districts need to have full-time, certified librarians in each building for students to be successful, master academic standards, and graduate with bright futures ahead of them"
Libraries are often inequitably funded and budget burdened,	 "Grants for public school libraries are very important to curating the best library possible for their patrons"
with an opportunity to leverage Secretary of State resources to funding gaps (e.g.,	 "We need more funding to improve buildings and collections, especially as libraries are some of the last refuges for those experiencing homelessness"
for school libraries)	 "Investing in public libraries invests in infrastructure, communities, education, businesses, and people of all ages"
Impact may be accelerated through collaborative	 "Librarians also order books for the school and provide activities that form community and parent partnerships"
partnerships	"We can't accomplish everything we want to without partnerships.We are stronger together"
Desire to leverage Secretary of State resources to support	 "Decades of research, some of which is specific to Illinois, supports further investment in school libraries"
school libraries	 "Data proves that schools with school libraries provide students with a more thorough and higher quality education!"

Recommendations:

Specific recommendations from the Library Enhancements Committee included:

- Strengthen collaborative relationships with partner organizations (e.g., ILA⁶, RAILS⁷, and IHLS⁸) to expand access
- Use Illinois State Library (ILS) budget to provide statewide library resources (i.e., databases) to increase access to information and relieve budget-burdened libraries
- Advance technology adoption and digital resources to automate internal procedures (e.g., recordkeeping), expand public facing services (e.g., WiFi), and remove geographic barriers in accessing library resources (e.g., e-books)

⁶ Illinois Library Association (ILA)

⁷ Reaching Across Illinois Library System (RAILS)

⁸ Illinois Heartland Library System (IHLS)



Transition Report – Library Enhancements

- Create an environment to attract and retain certified librarians and library media specialists
- Explore ways to expand and equitably distribute funding across libraries statewide
- Leverage the Illinois Library and Information Network (ILLINET) to educate and engage the public
- Leverage existing Secretary of State assets to test inter-agency collaborations (e.g., mobile DMV sites)
- Engage the public to drive understanding of end-user demands

To address these opportunities, the Library Enhancements Committee proposes the following strategies and short- and long-term actions the Office may take.

Potential strategy	Short-term actions	Long-term actions
Strengthen collaborative relationships with partner organizations (e.g., ILA, RAILS, and IHLS) to expand access	 Collaborate with partner organizations and state agencies to understand the demographic characteristics of unserved areas Begin to identify opportunities to offer library cards to educators, students, and school staff 	 Help shape legislation to expand equitable access (e.g., universal library system) Explore TBBS⁹ expansion opportunities, including additional outreach and education Host book talks and events to generate conversation, including diverse authors or stories with diverse characters Identify opportunities to improve trustee education and engagement Explore public-private (e.g., Amazon and Rivian) partnerships to expand resources and access in rural communities Leverage Secretary of State platform to educate system members, funders, and other stakeholders about who is unserved in Illinois
Use ISL ¹⁰ budget to provide statewide library resources (i.e., databases)	 Fund a statewide core suite (e.g., ProQuest, Gale, EBSCO, 	 Leverage ISL negotiating power to supplement statewide resources with additional databases (e.g.,

⁹ Talking Book and Braille Service (TBBS)

¹⁰ Illinois State Library (ISL)



Transition Report – Library Enhancements

Potential strategy	Short-term actions	Long-term actions
	 and World Book) of electronic databases Explore opportunities to support CARLI's¹¹ Online Educational Resources Initiative Create a line item in the ISL budget to finance library initiatives such as Online Educational Resources (OERs) 	Reference USA, JSTOR, and The New York Times) and training Use ISL purchasing power to negotiate with publishers to increase access to e-books and reduce associated licensing fees (i.e., License to Read)
adoption and digital resources to automate	 Explore ways to digitize and automate paperwork requirements Continue to expand high-speed internet in rural service regions 	 Partner with academic institutions (e.g., University of Illinois, University of Chicago) to develop a Digital Navigator¹² program Explore options to offer a statewide digital library with partner organizations (e.g., ILA, RAILS, and IHLS) and academic institutions Explore solutions like rentable hot spots in places where Wi-Fi expansion may be limited Identify partners to co-host digital literacy workshops (e.g., navigating library resources) Revise Secretary of State protocol or make it easier for libraries to automate record keeping (e.g., Document Retention Process) Identify opportunities to participate (e.g., workshops, informational seminars) in the Federal Communications Commission's E-rate program to help schools and libraries obtain affordable broadband Identify partners to raise awareness about important

¹¹ Consortium of Academic and Research Libraries in Illinois (CARLI)

¹² Digital navigators are trained individuals, typically based in a community organization, who provide tailored support for the full spectrum of digital inclusion needs, from internet and device access to digital skill building



Transition Report – Library Enhancements

Potential strategy	Short-term actions	Long-term actions
		community topics (e.g., health, financial, and education services)
Create an environment to attract and retain certified librarians and library media specialists	 Partner with academic institutions (e.g., University of Illinois, and University of Chicago) to identify policy and monetary levers Partner with peer organizations (e.g., ILA, RAILS, and IHLS) to offer professional development opportunities 	 Encourage and empower young adults to participate in library-affiliated programs Raise awareness (e.g., grant opportunities and progress updates) at library-related conventions (e.g., Illinois Library Association's Annual Conference) Explore an Illinois State Library Fellowship Program Explore opportunities to expand scholarships, offer subsidized loans, and pilot tuition reimbursement programs
Explore ways to expand and equitably distribute funding across libraries statewide	 Baseline grant allocations and their intended versus actual return on investment Explore opportunities to make thoughtful appointments (e.g., Illinois State Library Advisory Committee and the Director of Illinois State Library) to support potential recommendations (e.g., databases, online educational resources, e-books, and certified librarians) 	 Explore additional Library Services and Technology Act (LSTA) grant opportunities for community colleges Prioritize grant allocations based on need and impact potential Leverage Secretary of State platform to educate municipalities and explore local levy options Identify grant opportunities to better support summer reading programs Develop a suite of out-of-the-box marketing and public engagement templates for libraries to use



Transition Report – Library Enhancements

In addition to the above, this committee recommended the following potential strategies and actions to take.

Potential strategy	Short-term actions	Long-term actions
Leverage the Illinois Library and Information Network (ILLINET) to educate (e.g., DEI and sustainability) and engage the public	 Stand-up a monthly special topic series (e.g., Climate & Sustainability Month, New Entrepreneur 101, DEI¹³, and LGBTQ+ Rights) Leverage Secretary of State platform to generate press exposure for public, school, and academic libraries (e.g., a calendar of the major library week celebrations and conventions) 	 Explore ways to bring Spanish language literacy programs to public libraries Pilot subsidized iREAD programs in partnership with the Illinois Library Association Continue to support successful ISL initiatives (e.g., afterschool programming and grant funding), build on enhancements, and pilot new ideas (e.g., expanded adult literacy programs) Increase collaboration and coordination between existing literacy programs (e.g., Adult Literacy and Child Literacy) Raise awareness for Illinois State Library Patent Repository
Leverage existing Secretary of State assets to test inter-agency collaborations (e.g., mobile DMV sites)	Identify pilot opportunities across Secretary of State departments	 Increase DMV mobile service popup sites across library system partners Stand-up voter registration sites before elections in high-traffic areas (e.g., Cook, Lake, and Kane County) in conjunction with local clerks and recorders Identify opportunities to partner with Secretary of State Department of Business Services; the State Chamber of Commerce; and the new University of Illinois Innovation Center to offer tutorials and new entrepreneur workshops
Engage the public to drive understanding of end-user demands		 Assess offerings across libraries (e.g., books and other resources) and compare against user demands

¹³ Diversity, Equity, and Inclusion (DEI)

McHenry Public Library Board of Trustees McHenry Public Library District 809 Front Street McHenry, IL 60050

Genrifer Cénorio

Dear McHenry Public Library Board of Trustees:

I have officially graduated with my Library Technical Assistant Certificate from College of DuPage! Words cannot express my gratitude for your assistance and support in this endeavor. I feel privileged to work at McHenry Public Library in Youth Services and am excited to use what I have learned in my courses to better serve the patrons of McHenry Public Library District. I have gained additional skills in programming to young patrons, collection development, and readers advisory. I have also gained a greater understanding of the governance and policies that support libraries. Your willingness to support me as I furthered my professional career has had a huge impact on my life and I will be eternally grateful.

Sincerely,

Jennifer Einoris
Youth Services

McHenry Public Library District LIBRARIAN'S REPORT

FEBRUARY 2023

Administration

- CCS Governing Board has voted to add Mount Prospect Public Library to the consortium. They will become the 30th library in CCS and will be brought onboard in fall of 2024 after the onboarding of Warren-Newport Public Library is completed.
- CCS has voted to release member libraries from using TSYS as its credit card processor
 for fine and fee payments through the catalog interface due to the fees charged by
 TSYS. The Library is beginning the process of moving to ePay offered by the Illinois
 State Treasurer's Office which has lower processing fees and monthly fees meaning
 more of the fines and fees we charge comes back to us rather than to the credit
 card processor.

Adult Services

- T. Hillier had a patron that he previously helped contact him looking for information on local photographers from the 1870s 1890s. They had some old family photographs that they were looking to date based off of the dates that the photographers were in business. Based on the Woodstock Sentinel and a few other items, Hillier was able to produce a timeline of the photographers for the patron.
- E. Bily worked one-on-one with a patron navigating basics on their iPad. They went over basics of Wi-Fi networks, email settings, navigating the app store, and internet browser functions (URLs, history, bookmarks, etc.).
- K. Kimbrel helped a patron who wanted the first book in three different series written by Loren D. Estleman. The three series were "Amos Walker", "Page Murdock", and "Valentino Film Detective". Kimbrel was able to get the three first books of each series using Interlibrary Loan. The patron was very happy, and plans to read every book in all three series.
- D. Gaudio had a patron call right after The Alps Tour Du Mont Blanc program and say "the program tonight was outstanding!"
- A. Moreno-Lomeli helped a patron with placing items on hold. They didn't know that our consortium included so many libraries and expressed gratitude for being able to obtain items from multiple libraries in the CCS consortium.
- The Questions desk staff participated in 61 live chats with patrons during the month of January.

Circulation

- On January 17 we welcomed Jennifer Lowrey, and Grant Vallone, to the Circulation Team. Jennifer and Grant are doing great with their onboarding and training.
- In January our ILL Coordinator, K.Voegtle, completed the annual Illinet Survey. The survey results from the fiscal year of (2021-2022) indicate we lent a total of 29,441 items from our collection.

Human Resources

- Recruitment has started to become a focus again, and we are working towards having multiple positions posted throughout the month of February.
- Timekeeping and payroll for Paylocity have been the focus throughout January. We will be focused on our next phase and implementing electronic onboarding starting in February.
- N. Brehm completed her temporary Adult Services Library Associate position.
- With the addition of our two new Circulation Staff, our current headcount for January was; 32; 19 FT (37.50 hours weekly) and 13 PT staff members.
- Average merit increases for FY 22/23 (year-to-date) is 1.69%
- We had no staff milestone anniversaries this month.

Technical Services

- S. Roitberg has been cross training with K. Walker to learn Acquisitions functionality to serve as his backup. She attended two virtual CCS training sessions. One on Simply Reports, the Polaris report generation module, and the other, Introduction to Polaris and Leap, which reinforced prior Leap training.
- S. Roitberg attended proposal training, to learn what counts as warrant for the Library
 of Congress to consider adding or changing a subject heading, what proposals need
 to include, and how to submit them, for the Gender and Sexuality Subject Authority
 Cooperative Program (SACO) funnel
- K. Meadows reports that she processed the Scanmarker Air Pen Scanner and the Large Type Keyboard. She made their rack cards and began work on the rack cards for the Bi-folkal kits. K. Meadows has made significant progress on the annual magazine weeding.
- K. Walker reports that as part of the Sunshine Committee, he assisted with the staff Winter Reading event.

Technology

- K Krewer and Z Terrill installed NewsGuard on all of the public computers. This web extension was added to each browser and helps users to identify reliable news sources.
- IT updated all training laptops in order to prepare for upcoming computer classes in February
- IT set up new individual accounts for Circ Staff in order to prepare for MFA. Staff was given their new log-in info at the in-service meeting in February.
- IT activated Duo MFA for managers. Each manager received their YubiKey fob and has registered it to their Google Workspace and Windows accounts. We plan to roll this out to all staff at the end of February if no issues come up.
- IT activated the AARP Wi-Fi network to prepare for next month's AARP-tax services.

Youth Services

• S. Kordistos put on her first sensory storytime on January 6 had the biggest turnout for a storytime, 38! It went over so well with the kids and the parents enjoyed it too. "This one may be a keeper!"

- A. Maifield added all of the storage items into a record set so that a public note could be added to the catalog informing patrons that each item had another copy in storage that they could check out if the one on the shelf was taken by another patron.
- J. Einoris, Z. Terrill, and D. Gaudio prepared all of the materials for the Library Lover's
 Expedition program the library is participating in with 13 other local libraries. The rest
 of the Youth Services department helped put together the materials in an easy to use
 way for the Circulation department who would be running the program on February
- S. Baseley has been hard at work prepping for the StoryWalk event by meeting with L. Jakacki and Z. Terrill to discuss next steps, worked with A. Mesino to edit the StoryWalk sheets, and edited the survey based on feedback from Jakacki and Terrill.

Patron Communications

• Thanks so much for having the library subscribe to Kanopy. As a movie buff, I can't tell you how many times I look up some classic movie, only to find it is only available on Kanopy. I am a cord cutter, so do not have cable, and use a lot of DVD's from the library, the occasional Hoopla (for movies and music), but still get to a dead end once in a while where Kanopy is the only place that I can get a hard-to-find movie. Thanks again, I'm sure I'll put it to good use.—Don Malzahn

Public Relations

On December 6th, 2023, Chief John Birk, Public Affairs Officer Michael Spohn, Social Services Coordinator Jason Sterwerf and Director of Economic Development Doug Martin participated in Coffee with the Chief at the McHenry Public Library. This event is held bi-monthly, and this session's topic centered around Jason's position and answering any questions the public might have about it. Our therapy dog Oakley was also present and was the star of the event.





Figure 1 from the City of McHenry 01-16-2023 City Council Meeting Packet

The MPLD Board Bylaws were adopted in 2008, and additions to the Bylaws in 2011 (addition of sections on public comments and meetings via electronic means) and 2018 (finance and investments sections). Per the standards of Serving our Public, it is recommended that we have periodic reviews of the bylaws. Following are the first five (5) pages of the document. I have included places where the Board can expand the bylaws (in blue), remove out-of-date language (in blue and struck out), or areas for discussion as noted.

To View Current Bylaws: MPLD Board Bylaws

COMPENSATION AND EXPENSES

As provided by Statute, Trustees shall serve without compensation but shall be reimbursed for their actual and necessary expenses incurred in the performance of their duties from District funds. (75 ILCS 16/30-30)

POWERS

The Board of Trustees shall carry out the spirit and intent of the Public Library District Act of 1991 in establishing, supporting, and maintaining a public library or libraries within the District and for providing library service. In addition, and without limiting other powers conferred by the Public Library District Act of 1991, the Board shall have the powers set forth in the following sections preceding 75 ILCS section 60-30 and other relevant Statutes.

DUTIES/OBLIGATIONS OF BOARD MEMBERS

Trustees are expected to fulfill their statutory obligations, attend a majority of Board meetings, and participate in Library-sponsored events, functions, and training sessions to be effective, productive, and fully functional members of the Board.

Effective January 1, 2012, Elected or appointed members of a public body subject to the Open Meetings Act (OMA) must complete the electronic training from the Ilinois Attorney General's office once during their term of election or appointment within one (1) year or no later than the 90th day after taking the oath of office. The Public Access Counselor's Office's OMA electronic training available free of charge at

http://foia.ilattorneygeneral.net/electronic_foia_training.aspx. The certificate of training/completion should be filed with the public body. (Section 1.05 (b) of OMA. Additionally, specific board members may be required to take the Freedom of Information Act (FOIA) training annually if they serve as an organizational FOIA Officer (Section 3.5 (b) of FOIA). Lastly, Board members are required annually to complete a Statement of Economic Interest.

OFFICERS

The officers of the Board of Library Trustees shall be as follows: President, Vice-President, Treasurer, and Secretary. A different Trustee shall hold each office, and the officers are elected by members of the Library Board from its membership at the organizational meeting following the biannual election. The President shall appoint a nominating committee, which will present a slate of officers at the annual meeting. Additional nominations may be made from the floor. Officers shall serve a term of two years from the annual meeting at which they are elected (75 ILCS 16/30-40). A vacancy in any office shall be filled by the Board for the unexpired term. Officers shall have such obligations and duties as set forth by Statute. (75 ILCS 16/30-45)

DUTIES OF THE PRESIDENT

The President shall preside over all meetings, appoint members of committees authorized by the District's regulations, and perform other duties specified by the District's regulations, ordinances, or other appropriate action.

In addition, the President shall be an ex-officio voting member of all committees, prepare an agenda for every meeting of the Library Trustees, and appoint the Attorney to the Board and an Accountant for audits, as necessary, with the approval of the Board.

The President shall also authorize calls for any special meetings, execute all documents authorized by the Board, and shall perform all other duties as may be assigned by the Board. The President shall not have or exercise veto powers.

In the absence of the President, the Vice-President shall preside. (75 ILCS 16/30-45)

DUTIES OF THE VICE-PRESIDENT

The Vice-President shall preside over all meetings in the absence of the President and shall perform other duties assigned by the President or the Board. (75 ILCS 16/30-45) The Vice President shall assist the President with the duties as requested by the President and may be the representative for the Board at public events or in associate bodies.

DUTIES OF THE TREASURER

The Treasurer shall keep and maintain all financial accounts and records of the District, indicating therein a record of all receipts, disbursements, and balances in any funds.

At every Board meeting, the Treasurer is expected to present an account of the status of the Treasury at the date of such accounting and the balance of money in the Treasury. In addition, the Treasurer shall be responsible for obtaining the annual financial audit as required by Statute. This audit shall conform with Section 3 of the Governmental Account Audit Act. (75 ILCS 161/30-45)

The Treasurer shall be bonded or insured in an amount to be set by the Board in accordance with the law, and the cost of such bond shall be paid from District funds.

Any Officer may perform the duties of the Treasurer in their absence, and the Treasurer performs other duties assigned by the President or the Board.

DUTIES OF THE SECRETARY

The Secretary shall keep the corporate seal of the District and affix it to all documents, the execution of which on behalf of the District under its seal is duly authorized in accordance with ordinances of this District and is required by law. Copies of all papers duly filed with the Secretary, and transcripts from the journals and other records and files of this office, certified by the Secretary under the corporate seal of the District, shall be evidence in all courts in like manner as if the original were produced. (735 ILCS 5/1-109)

The Secretary shall keep and maintain appropriate records for the term in office and shall include a record of the minutes of all meetings, the names of those in attendance, the Ordinances enacted, resolutions, rules and regulations adopted, and all other pertinent written matters as affect the operation of the District. All such records shall be

filed in a minute Book that is to be kept in accordance with Statute. Every Ordinance shall contain an effective date, which shall be no later than 60 days after the date of enactment. In addition, every Ordinance shall be posted in a public area of the library building within three (3) days after the date of enactment and shall remain posted for 14 days. (75 ILCS 16/1-40) Ordinances shall be numbered serially and identified by such serial number and the date of enactment and shall be published in accordance with Statute.

The Secretary shall have the power to administer oaths and affirmations for the purposes of the Act.

The Secretary shall be responsible for publishing the annual financial statements and publishing and/or posting notices, ordinances, resolutions, budgets, and tax levies, all as required by law. In addition, the Secretary shall administer a written and oral oath of office to newly elected or appointed Trustees. On or before the first day of July each year, the Secretary shall file a certification with the County Clerk and the Illinois State Librarian, listing the names and addresses of the Library Trustees and Officers and their respective terms of office. The Secretary is the local election official and performs other duties assigned by the President or the Board.

A Secretary Pro Tempore may be appointed by the President with the approval of the Library Board from among themselves to conduct that meeting only.

The Secretary shall preside in the absence of both the President and Vice-President. In the event that the President, Vice-President, and Secretary are absent from a meeting, the members present shall elect a President pro tem from among themselves to conduct that meeting only.

COMMITTEES

Committees are advisory groups. They present non-binding recommendations to the Board, which the Board then decides to accept, reject or modify. All committees are considered ad-hoc committees or committees-of-the-whole unless otherwise determined by a vote of the majority of the Board.

Ad hoc Committees

The Board of Trustees may, from time to time, appoint special committees for selected tasks and shall define the size, composition, purposes, and duration of such special committees pursuant to a resolution of the Board. Ad hoc committees shall review matters within the scope of their assigned work and shall advise the Board of Trustees and the Library Executive Director thereon. All ad hoc committees shall abide by the general committee procedures described previously and shall disband when they have completed the work for which they were appointed.

Nominating Committee

The Nominating Committee is an ad hoc committee and will consist of three Trustees appointed by the President at least 30 days in advance of the Annual Meeting each year. The Committee shall recommend a slate of officers to the Board. In addition, the outgoing President shall appoint a nominating committee at a regular meeting of the Board of Library Trustees prior to the organizational meeting at which the officers of the Board of Library Trustees shall be elected. This committee shall be composed of two continuing members of the Board of Library Trustees. This committee's charge is to nominate a slate consisting of one candidate for each office and to present such slate at the organizational meeting of the Board of Library Trustees.

Decennial Committees on Local Government Efficiency Act Committee

Illinois Public Act 102-1088, creates the Decennial Committees on Local Government Efficiency Act. The Act requires certain (not all) units of local government to establish a committee within one year after the effective date, and at least once every 10 years thereafter, to study local efficiencies and report recommendations to the county board in which the governmental unit is located. The Act applies to units of local government that may levy any tax, except municipalities and counties. Committee composition, duties, and reporting requirements are detailed in the Public Act.

Multi-factor Authentication Policy-PROPOSED

(approved XX-XX-2023)

PURPOSE:

The purpose of this policy is to define requirements for accessing McHenry Public Library District's (MPLD) network and information systems from both on-site and off-site. These standards are designed to minimize the potential security exposure to MPLD from damages which may result from the unauthorized use of MPLD resources. Multi-factor authentication (MFA) adds a layer of security that helps deter compromised credentials.

Multi-factor authentication is achieved when multiple forms of authentication are used to increase the likelihood that the credentials are from the individual to whom they were assigned. For example, at MPLD, MFA is achieved through the use of a unique one-time password (OTP) authentication generated from an approved hardware token (fob) or smartphone application, in addition to their library credentials.

APPLIES TO:

This policy applies to all members of the MPLD staff, the Board of Trustees, interns, volunteers, professional contractors, and Friends of the McHenry Public Library District, hereby referred to as "user" with a library-owned or personally-owned computer, workstation, or device used to connect on-site or off-site to the Library network and technology resources.

Many systems from MPLD may be protected by multi-factor authentication ("MFA"). This policy applies to any system or service that requires an additional layer of protection, as determined by the Library's IT Department and Executive Director or by those vendors that provide the Library access (for example, CCS). Systems that require MFA include, but are not limited to, Windows Network, Google Workspace, VPN, Joomla, social media services, system administration tools & privileged accounts.

When you attempt to log into an MPLD system protected by MFA, the system will "challenge" you by requesting a secret security code. This code will be provided through the secure method you selected during registration or as a confirmation request in the MFA application. You will be allowed into the system if you enter the correct code.

General

1. When authenticating using MFA, all users must use the generated OTPs from their approved fob or smartphone app as a second-factor security login in addition to their library credentials.

- 2. Only approved and registered fobs or smartphones registered with MFA with the approved MFA app may be used for OTP generation.
- If using a smartphone app, users must notify the IT Department when they change their smartphone device, even if the user keeps the same phone number, to register the new device.
- 4. Lost, stolen, or damaged devices must be reported immediately to the IT Department.
- 5. Devices must be properly secured and not shared.
- 6. Users must not leave their OTP devices unattended in a public place
- 7. Users should not mark their OTP devices with identifying information such as name, login id, passwords, or any reference to a Library technology system.

Smartphone

- Exempt staff, Board of Trustees, Friends of the Library, and select non-exempt staff will be permitted to access MFA through a smartphone if the user prefers that method of MFA access.
- 2. User is responsible for furnishing their personal smartphone. MPLD will not issue smartphones exclusively for users to use multi-factor authentication devices.
- MPLD only supports the MFA app, not the smartphone itself. Each user is responsible for
 ensuring that it is in working condition. MPLD is not responsible for repairing or replacing
 any personal smartphone used as an OTP device or for costs associated with a data
 plan.
- 4. Users will use the MFA self-enrollment process to register their authentication device(s) and install the MFA application.
- 5. Users are required to leverage the electronic security provided by their smartphones, including but not limited to the use of a screen lock utility to access their smartphones.
- 6. Users must agree to uninstall the OTP application once their need to use it expires.

Hardware Tokens:

- 1. All non-exempt staff will be issued and required to use a hardware token.
- Users are required to return their hardware tokens (fob) to their supervisor when they
 terminate their employment or affiliation with MPLD or no longer have access to any
 systems requiring multi-factor authentication
- 3. Users must take reasonable care of the hardware token (fob) assigned to them. Reasonable care includes, but is not limited to:
 - a. Protecting from water/moisture. Fobs are not water resistant
 - b. Protecting from loss of theft.
 - c. Users should not store near a computer used to access MPLD systems.
 - d. Users should not transport their fobs in the same bags as laptops or other devices used to access any system or application using MFA.
 - e. Securing fobs on your person or in a locked/controlled environment.

- 4. Since a hardware fob plugs into a device's USB port will be issued to users, it is critical that these fobs are secured and not stored with the device.
- 5. Users whose fobs are lost or stolen will be provided with one no-charge replacement during their tenure; after that, users will be charged \$50.00 for any additional replacement fobs. The replacement costs will be handled by a payroll deduction for employees and direct payment for all other users.

Contingency Access:

Users are able to use the following options to request temporary one-time passwords when they don't have their OTP device to authenticate to MPLD Systems, which require MFA authentication:

Contact the MPLD IT helpdesk during normal business hours to request a temporary one-time password.

Once a user's identity has been verified, an Access Code will be generated, and they will be given a code to access MFA-protected applications and systems until the end of their scheduled shift for that day. After the code has expired, the user will be required to repeat the process again. Users are expected to use the chosen device in addition to their credentials to authenticate to any system that requires strong authentication. MPLD monitors the pattern of contingency access usage and may also issue a report to the manager or a user if the user requests temporary OTP more than three (3) times in a month. Once an employee user has requested a temporary OTP more than three (3) times a month or reaches the limit over consecutive months, the employee user will be required to use their paid benefit time to retrieve the fob, as the employee will be considered unprepared to work.

Users may not attempt to circumvent login procedures, including MFA, on any computer system or service or otherwise, attempt to gain unauthorized access. Attempts to circumvent login procedures or violate the approved policies and procedures could result in the revocation of access and will result in further discipline up to and including termination. In addition, financial losses incurred due to the use of MFA circumvention techniques are the responsibility of the user, and MPLD may seek financial restitution from users who violate this policy. Users should also be aware of other possible consequences under MPLD policies and federal, state, or local laws, particularly those related to computer crime and copyright violation.

Equal Employment Opportunity Policy-Proposed*

(Approved 09-2014; revised XX-XX-2023)

The Library will provide equal opportunity to all employees and applicants for employment regardless of actual or perceived race (and traits associated with race, including but not limited to hair texture and proactive hairstyles such as braids, locks, and twists) color, national origin, ancestry, citizenship status, work authorization status, age, religion, marital status, disability, sex, gender, pregnancy, sexual orientation, gender identity, military or veteran status, order of protection status, genetic information, or any other category protected by applicable law. Such action shall include, but is not limited to: initial consideration for employment; job placement and assignment of responsibilities; performance evaluation; promotion and advancement; compensation and fringe benefits; training and professional development opportunities; formulation and application of human resource policies and rules; facility and service accessibility; and discipline and termination.

The Library is an equal employment opportunity employer and will not discriminate against any employee or applicant for employment in a manner that violates applicable state and local laws governing nondiscrimination in employment.

Any employee who believes this policy has been violated should report the situation to the Executive Director or Human Resources. All such matters will be held in confidence, thoroughly investigated, and rectified if a policy violation is identified. Please refer to the policy governing sexual and other types of harassment for more detailed information concerning the organization's investigative procedures.

The Library strongly encourages the use of this policy if necessary and assures all employees and applicants that they need not fear retaliation for bringing forth a good faith claim or participating in an investigation, regardless of the results of any investigation.

^{*}Expanded policy to include CROWN Act of 2021 verbiage, anti-discrimination towards citizenship status, work authorization status, gender, and pregnancy. Removed repeative verbiage within the document. Updated point of contact for complaints that are consistent with Whistle Blower Policy.

Equal Employment Opportunities-Current Version

Policy

The Library will provide equal opportunity to all employees and applicants for employment regardless of race, color, religion, age, sex, national origin, ancestry, disability (mental or physical), military status, marital status, order of protection status, genetic information and sexual orientation all in accordance with applicable law. Such action shall include, but is not limited to: initial consideration for employment; job placement and assignment of responsibilities; performance evaluation; promotion and advancement; compensation and fringe benefits; training and professional development opportunities; formulation and application of human resource policies and rules; facility and service accessibility; and discipline and termination.

The Library is an equal employment opportunity employer and will not discriminate against any employee or applicant for employment in a manner that violates applicable state and local laws governing nondiscrimination in employment.

Any employee who believes this policy has been violated should report the situation to the Executive Director or the Library Board of Trustees. All such matters will be held in confidence, thoroughly investigated and rectified if a policy violation is identified. Please refer to the policy governing sexual and other types of harassment for more detailed information concerning the Library's investigative procedures.

The Library strongly encourages use of this policy if necessary and assures its employees that they need fear no reprisals for bringing forth a good faith claim, regardless of the results of any investigation.

In addition to a nepotism policy, the Library subscribes to a policy of one position per employee. This policy precludes any employee from working more than one paid position within the library. The policy has been enacted in order to reduce inter-departmental scheduling conflicts as well as eliminate potential problems with IMRF, part-time vs. full time hours and benefits, and pay differentials for different positions.

^{*}Expanded policy to include CROWN Act of 2021 verbiage, anti-discrimination towards citizenship status, work authorization status, gender, and pregnancy. Removed repeative verbiage within the document. Updated point of contact for complaints that are consistent with Whistle Blower Policy.