

**Report to the
Alliance Library System Board of Directors
Executive Director's Report
January 15, 2009**

Finances and the Governor signing or not signing the state budget has been a huge issue over the last few years. However, as of this morning we have received \$1,284,698 or 68% of our funding from the Secretary of State's office and LSTA grant funding is slowly being issued. With an incredibly tight ALS budget, we continue to trim expenses and look for every opportunity to add to the revenue side. The MITBC budget is being cut back as much as possible without negatively impacting customer service in anticipation of a significant reduction in next year's grant. RSA postponed the hiring of a RSA Database Coordinator to improve customer service to members for 6 months, however the position will be filled by the end of January.

Finances are our number one priority as a new worldwide economy emerges. To keep the library community up to speed Paul has launched a new column on the ALS website. "In 250 words or less" aggregates economic issues into one place where members can easily access economic information that impacts their libraries and their lives. To date the response has been very positive, particularly as library boards begin to draft next year's budget and grapple with declining revenue and escalating customer demand.

Every year ALS does performance evaluations. The 3 system wide PREP (Performance Recognition and Evaluation Program) themes for all staff in 2008 resulted in some significant successes, for example:

ALS is all about teamwork	The web is our front door	How are you positively impacting the membership?
<ul style="list-style-type: none"> ●with drastic cuts in MITBC, ALS staff have assumed management responsibilities for the service 	<ul style="list-style-type: none"> ●ALS Today email newsletter sent to over 1,300 subscribers 2x per week = 135,200 contacts in 2008 	<ul style="list-style-type: none"> ●RSA trained 150 members on basic procedures for the new system
<ul style="list-style-type: none"> ●2,400+ hours from ALS staff supporting the RSA migration and supervising MITBC 	<ul style="list-style-type: none"> ●the website was redesigned and streamlined to improve access and make use intuitive 	<ul style="list-style-type: none"> ●The LSTA grant writing workshops resulted in over 24 grants

The system wide PREP themes for 2009 will be:

1. Making every penny count
2. Support the 2009 theme: **ALS goes green**. I am going to.....
3. How are you positively impacting the membership?

Each staff member will have specific goals based on each theme plus 3 unique department goals. The PREP process will be completed by June 1. However, like in 2008, a final decision re: salary increases will not be made until late June when we can make a more accurate assessment of our financial state for the budget year July 2009 - June 2010.

ALS annually tracks employee sick leave. In 2007, staff were on sick leave ½ day less than in 2006 and in 2008 this trend continued with staff off an average of 6.3 days or 47.25 hours. This continued decline in absenteeism can be attributed to the ongoing efforts of the Health and Safety Committee who encourage health awareness and good practices (i.e. walking and information programs).

ALS Sick Leave

	Number of staff	Sick hours	Sick days	Average sick days/employee	Change
2008	45*	2,118	282	6.3	*Stats now include the 11 delivery staff (3 full time; 8 part time)
2007	34	2,019	269	7.9	210 less sick hours or 28 less sick days
2006	36	2,230	297	8.3	
2005	40	2,634	346	7.2	746 more sick hours
2004	41	1,888	251	6.1	-29.3%
2003	42	2,674	356	8.1	
Average	39.6	2,261	300	7.3	

We live in very challenging times, but the good news is:
 “As times get tough, folks come to the library!!!”

The next board meeting is Thursday February 26th, at High Point Lane.

Kitty Pope
 Executive Director