



# PARKLAND REGIONAL LIBRARY SYSTEM GOVERNANCE POLICIES AND BYLAWS

2026

# Table of Contents

<b>LIST OF DEFINITIONS.....</b>	<b>3</b>
<b>1. VISION, MISSION, BELIEF, GOALS AND OBJECTIVES.....</b>	<b>4</b>
1.1 VISION STATEMENT .....	4
1.2 MISSION STATEMENT .....	4
1.3 BELIEF STATEMENT .....	5
1.4 GOALS AND OBJECTIVES .....	6
<b>2. GOVERNANCE PROCESS.....</b>	<b>7</b>
2.1 GOVERNANCE PRINCIPLES .....	7
2.2 GOVERNANCE STYLE .....	8
2.3 MOTIONS AT BOARD MEETINGS.....	9
2.4 ROLE OF THE BOARD AND TRUSTEE .....	12
2.5 ROLE OF BOARD CHAIR.....	14
2.6 ROLE OF THE EXECUTIVE COMMITTEE.....	15
2.7 CODE OF CONDUCT .....	17
2.8 COMPLAINTS AGAINST BOARD MEMBERS.....	18
2.9 ANNUAL AGENDA .....	19
<b>3. BOARD – DIRECTOR RELATIONSHIP .....</b>	<b>20</b>
3.1 DELEGATION TO THE DIRECTOR .....	20
<b>4. DIRECTOR’S PARAMETERS .....</b>	<b>21</b>
4.1 BUILDING USAGE (SEE THE <i>LIBRARIES REGULATION</i> ) .....	21
4.2 COLLECTION DEVELOPMENT/ALLOTMENT .....	22
<b>4.2.1 Acquisitions and Allotment.....</b>	<b>22</b>
<b>4.2.2 Collection Development (See the <i>Libraries Regulation</i>).....</b>	<b>22</b>
<b>4.2.3 Request for Reconsideration of Library Materials .....</b>	<b>22</b>
4.3 COMPUTER SECURITY .....	23
4.4 FINANCE (REQUIRED BY <i>LIBRARIES REGULATION</i> ) .....	24
<b>4.4.2 Allotment policy.....</b>	<b>24</b>
<b>4.4.3 Amortization of capital assets .....</b>	<b>24</b>
<b>4.4.4 Audit.....</b>	<b>24</b>
<b>4.4.5 Banking.....</b>	<b>25</b>
<b>4.4.6 Budget.....</b>	<b>25</b>

4.4.7	<b>Capital Assets</b> .....	25
4.4.8	<b>Computer Hardware Replacement</b> .....	25
4.4.9	<b>Contracts</b> .....	26
4.4.10	<b>Cost of Living and Compensation</b> .....	26
4.4.11	<b>Expense Reimbursement</b> .....	28
4.4.12	<b>Director’s Credit Card Expenses</b> .....	28
4.4.13	<b>Finance Fund Accounts</b> .....	28
4.4.14	<b>Financial Statements</b> .....	30
4.4.15	<b>Fiscal Year</b> .....	30
4.4.16	<b>Inspection of Financial Records</b> .....	30
4.4.17	<b>Investments</b> .....	30
4.4.18	<b>Purchasing</b> .....	31
4.4.19	<b>Security of Financial Records</b> .....	31
4.4.20	<b>Signing Authority Policy</b> .....	31
4.5	GIFTS AND DONATIONS.....	33
4.6	HOURS OF OPERATION (SEE THE <i>LIBRARIES REGULATION</i> ).....	34
4.7	INFORMATION AND DOCUMENT MANAGEMENT.....	35
4.7.1	<b>Confidentiality of Users’ Records</b> (Required by <i>Libraries Regulation</i> ).....	35
4.7.2	<b>Personal Information Banks</b> (Required by <i>POPA</i> ).....	35
4.7.3	<b>Records Management</b> (Required by <i>POPA</i> ).....	36
4.8	PRIVACY MANAGEMENT PROGRAM (PMP).....	38
4.9	LIBRARY SERVICE POINTS FOR WHICH PARKLAND REGIONAL LIBRARY SYSTEM IS THE GOVERNING BOARD (REQUIRED BY <i>LIBRARIES REGULATION</i> ).....	41
4.10	HEALTH AND SAFETY.....	43
4.10.1	<b>Occupational Health and Safety</b> .....	43
4.10.2	<b>Violence</b> (Required by <i>Occupational Health and Safety Code</i> ).....	43
4.10.3	<b>Working Alone</b> (Required by <i>Occupational Health and Safety Code</i> ).....	43
4.11	PENSION.....	44
4.12	PERSONNEL.....	45
4.13	RESOURCE SHARING.....	46
4.14	SERVICE TO PERSONS UNABLE TO USE CONVENTIONAL PRINT MATERIALS.....	47
4.14.1	<b>Non-Print Resources</b> .....	47

<b>5. BYLAWS .....</b>	<b>48</b>
5.1 THE TERMS AND CONDITIONS UNDER WHICH PUBLIC LIBRARY PROPERTY MAY BE USED OR BORROWED BY MEMBERS OF THE PUBLIC .....	48
5.2 PENALTIES TO BE PAID BY MEMBERS OF THE PUBLIC FOR ABUSE OF BORROWING PRIVILEGES (SEE THE <i>LIBRARIES ACT</i> ).....	48
5.3 THE TERMS AND CONDITIONS UNDER WHICH BORROWING PRIVILEGES MAY BE SUSPENDED OR FORFEITED.....	48
5.4 ADMITTANCE TO THE HEADQUARTERS BUILDING .....	48
5.5 THE PROTECTION OF PRIVACY BYLAW.....	48
<b>APPENDIX I.....</b>	<b>50</b>
REQUEST FOR RECONSIDERATION OF LIBRARY MATERIALS .....	50
<b>APPENDIX II .....</b>	<b>52</b>
FINANCE REIMBURSEMENT SCHEDULE.....	52
<b>APPENDIX III .....</b>	<b>53</b>
FINANCE POLICY – RESERVES .....	53
<b>APPENDIX IV .....</b>	<b>75</b>
<i>PROTECTION OF PRIVACY ACT</i> DELEGATION TABLES .....	75

List of Definitions

Board – Refers to the Parkland Regional Library System Board

IT - Information and Technology

PRLS - Parkland Regional Library System

POPA – Protection of Privacy Act

Outlet - A library service point for which Parkland Regional Library System Board is the Board of Record

SIN - Social Insurance Number

System - The Parkland Regional Library System

TAL - The Alberta Library

# 1. VISION, MISSION, BELIEF, GOALS and OBJECTIVES

## 1.1 VISION STATEMENT

1.1.1 Parkland Regional Library System is a leader in assisting its member libraries to achieve excellence in service.

## 1.2 MISSION STATEMENT

1.2.1 Expanding opportunities for discovery, growth, and imagination for all Central Albertans.

Revision history	Date adopted	November 2008
	Date revised	May 2013; February 2019

### 1.3 BELIEF STATEMENT

Parkland Regional Library System was established and is maintained in compliance with the *Alberta Libraries Act*.

- 1.3.1 The trustees of Parkland Regional Library System believe libraries make an important contribution to the educational and social development of the individual and the community. Because we are committed to learning and to the right of the individual to access information in all its forms, we have chosen to be volunteer advocates for library development.
- 1.3.2 We further believe organization within regional support systems offers libraries many advantages that benefit their status as independent institutions. These advantages include: better accessibility to resources through resource sharing; the provision of many support services for the local public library and a broader base for advocacy on behalf of libraries.
- 1.3.3 We believe that, as individuals, we gain personally by being able to network with other committed library volunteers, by achieving improvements in the libraries in our communities and in the Province of Alberta, and by learning more about ourselves and others through our activities on behalf of libraries.
- 1.3.4 We believe Parkland Regional Library System Board and staff shall establish, foster and maintain good relations with all libraries and government departments in the province for the provision of library service; and shall cooperate with any library, regional system or government department to improve library service.
- 1.3.5 Parkland Regional Library System supports the belief that every Albertan should have equitable access to public library resources that will enable him/her to meet his/her informational, educational, cultural and recreational needs.
- 1.3.6 The Parkland Library Board is committed to protecting and advancing the principles of free speech, inclusivity, objectivity, and intellectual freedom. Intellectual freedom includes the right to access the broadest spectrum of ideas, including contradictory ones, and encourages open debate and discourse. Objectivity will result in the most balanced collections and fairest access to information possible.

Parkland will remain impartial on political and social issues. Staff and board members distinguish between their personal convictions and professional duties and do not advance private interests of personal beliefs at the expense of impartiality. Parkland must avoid using public funds to forward the interests of specific political or social agendas, which risks alienating or marginalizing segments of our member municipalities, library boards, and the patrons our libraries serve.

Revision history	Date adopted	November 2008
	Date revised	September 2020

## 1.4 GOALS and OBJECTIVES

- 1.4.1 Parkland Regional Library System provides or assists in providing materials or services for members' libraries which they could not provide for themselves as efficiently, effectively or economically.
- 1.4.2 Parkland Regional Library System acts as a leader in development of library services, appropriate in a 21<sup>st</sup> Century knowledge economy.
- 1.4.3 Parkland Regional Library System acts as a primary connection point for public libraries to the Alberta Public Library Electronic Network, thereby increasing citizens' access to informational and recreational materials.
- 1.4.4 Parkland Regional Library System endeavours to improve its performance through continuing education, and offers development opportunities to its clients and members.
- 1.4.5 Parkland Regional Library System engages in ongoing planning to improve its services and efficiencies.
- 1.4.6 Parkland Regional Library System operates in a fiscally responsible manner.
- 1.4.7 Parkland Regional Library System communicates its programs and policies effectively.
- 1.4.8 Parkland Regional Library System works co-operatively with other agencies to provide service.
- 1.4.9 The trustees of Parkland Regional Library System are active advocates for regional library service in particular and public library service in general.

Revision history	Date adopted	November 2008
	Date revised	

## 2. GOVERNANCE PROCESS

### 2.1 GOVERNANCE PRINCIPLES

The Parkland Regional Library System Board shall be formed in accordance with the *Alberta Libraries Act* and shall be hereinafter referred to as the Board.

- 2.1.1 The Board's priority is to determine Parkland Regional Library System's Vision, Mission, Belief, Goals, and Objectives and liaise with the member municipalities, and monitor the System's performance.
- 2.1.2 The Board is a governing body that speaks with one voice. All authority rests with the Board, and individual trustees have no authority except as conferred by the Board for specific purposes.
- 2.1.3 The Board leads through policy, using a framework which defines four categories of Board Policy: Vision, Mission, Belief, Goals, and Objectives; Governance Process; Board – Director Relationship; and Director's Parameters.
- 2.1.4 The Board's ongoing agenda is based on its role which is focused on governance issues rather than management issues.
- 2.1.5 The Board as a whole has one employee, the Director, who is accountable to the Board as a whole.
- 2.1.6 The Board states the expected Vision, Mission, Belief, Goals, and Objectives directing the Director to determine the means to achieve these results within limits of ethics and prudence.
- 2.1.7 When the Board approves policy, the Director is empowered to make all further decisions. The Director's authority begins immediately and automatically.
- 2.1.8 The Board monitors the Director solely on the basis of organizational performance and written policies.
- 2.1.9 The Executive Committee and Ad Hoc Committees are to assist the Board in doing its job; not to advise or assist staff in doing their job.

Revision history	Date adopted	November 2008
	Date revised	

## 2.2 GOVERNANCE STYLE

The Board governs with a style which emphasizes outward vision, encouragement of diversity in viewpoints, strategic leadership, clear distinction of Board and staff roles, collective decision-making, and a focus on the future and pro activity.

The Board shall:

- 2.2.1 Enforce upon itself and its members whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, governance principles, respect of roles, and support for Board decisions. It will allow no officer, individual or committee of the Board to usurp this role or hinder this commitment.
- 2.2.2 Direct, control, and inspire the organization through the careful establishment of the broadest written policies which reflect the philosophy of Parkland Regional Library System's values and perspectives.
- 2.2.3 Consider suggestions for policy development that come from: Board trustees, the Executive Committee, the Director or staff members, client library boards or client library staff, and various levels of government and funding jurisdictions.
- 2.2.4 Comply with federal, provincial, and municipal laws and Board policies.
- 2.2.5 Approve at a single Board meeting with one motion changes in policies or new policies.
- 2.2.6 Ensure that the Board's policy manual be maintained, and copies of old policies including policies that have been eliminated or changed shall be kept in perpetuity for reference purposes.
- 2.2.7 Ensure copies of all approved or amended policies shall be filed with the appropriate government department(s) as required as legislation.
- 2.2.8 Focus chiefly on intended long term benefits, not on the operational means of attaining those results.
- 2.2.9 Monitor and regularly discuss the Board's own process and performance. Ensure the continuity of its governance capability through Board education and development.

Revision history	Date adopted	November 2008
	Date revised	February 2015

## 2.3 MOTIONS AT BOARD MEETINGS

A **motion** is a proposal for action by a committee or the board.

A **notice of motion** is a notice of intention by a member to present a motion at a subsequent meeting.

A **tabled motion** means a motion to delay consideration of any matter to either a specific date or no date.

A **motion to rescind** is used to cancel a previously passed motion.

A **point of privilege** as it relates to motions, means matters affecting the rights and immunities of board or committee members collectively or the propriety of the conduct of individual board or committee members and includes, but is not limited to the following:

- (a) the organization or existence of the board or committees;
- (b) the comfort of board or committee members;
- (c) the conduct of board or committee members;
- (d) the conduct of Administration or members of the public in attendance at the Meeting;  
and
- (e) the reputation of board or committee members or of the board or committees as a whole

No board or committee member shall speak to a motion unless and until recognized by the board or committee Chair.

No motion bringing a new matter before either the board or a committee may be made while any other motion is pending.

A board or committee member may move a motion whether or not the member intends to support it.

The Chair shall not call the question on any motion until the board or committee is completely satisfied that it is clear on how the motion reads.

The Chair may close debate on a motion after other board or committee members have been given an opportunity to speak.

A motion that has been moved shall not be required to be seconded.

A motion shall be carried when a simple majority of the board or committee members present at a meeting vote in favour of a motion.

A motion shall be declared defeated when it does not receive the required number of votes or receives a tie vote.

In the minutes, motions will be recorded as either carried or defeated. Board members may request that votes on a motion be recorded. A request to record a vote must be made prior to calling the vote. Only the number of votes against a motion will be documented in the

minutes. Following the vote, those who voted against a motion may request that their name(s) be documented in the minutes.

Each board or committee member present at a Meeting shall vote on every motion unless the board or committee member is required to abstain to a declared conflict of interest.

Individual board members only count for one vote each regardless of how many municipalities they represent on the board.

When a motion has been made and is being considered, no board or committee member may make another motion except to:

- a) amend the motion;
- b) amend the amendment to the motion;
- c) refer the main motion;
- d) table the main motion;
- e) move a motion that has privilege, that is:
  - (i) a motion to recess;
  - (ii) a motion to adjourn;
  - (iii) a motion to set the time for adjournment;
  - (iv) a motion to extend the time of the meeting; or
  - (v) a point of privilege.

After a motion has been moved and stated by the Chair, it is the property of the board or committee and may only be withdrawn by the mover with the unanimous consent of the board or committee members present at the meeting. Motions that are withdrawn shall not be recorded in the meeting minutes.

The Chair, without a motion, may recess a meeting for a specific period. However, any board or committee member may move that the board or committee recess for a specific period. After the recess, meeting business shall be resumed at the point where it was interrupted.

Motions to Receive for Information are made to acknowledge an item, report or recommendation, and have it placed in the board's or committee's records for reference. No additional action is taken.

If a motion is voted on by the board or a committee, that same motion cannot be reconsidered by the board or committee unless:

- (a) six months has passed since the date that the motion was considered; or
- (b) a motion to reconsider is passed.

A board or committee member may introduce a motion asking to the board or a committee to reconsider a matter dealt with in a previous motion providing:

- (a) the motion is made at the same meeting of the board or committee at which the original matter was considered and is moved by a mover who voted with the prevailing result; or
- (b) the motion to which it is to apply has not already been acted upon.

If a Motion to reconsider is passed, the original Motion is on the floor.

The following Motions cannot be reconsidered:

- (a) a motion which created a contractual liability or obligation, shall not be reconsidered, altered, varied, revoked, rescinded or replaced except to the extent that it does not attempt to avoid or interfere with the liability or obligation
- (b) a motion to Adjourn;
- (c) a motion to close nominations;
- (d) a motion to Recess or extend the time for adjournment;
- (e) a motion to adopt the agenda;
- (f) a motion to table a motion;
- (g) a permission to withdraw a motion; and
- (h) a motion to reconsider at the same meeting.

If passed by a majority vote, A motion to rescind renders the previous motion null and void. If a motion to rescind relates to an action or decision taken at a previous meeting, a notice of motion, in writing, detailing the reason to rescind a previously approved motion must be submitted to the board or committee as part of the meeting package at which the motion to rescind is being considered. A motion to rescind shall not undo actions that have been taken as a result of the motion previously passed.

When considering all points of order for board and committee meetings, except for those explicitly stated in this policy, the Parkland Library Board will defer to *Robert's Rules of Order*.

Revision history	Date adopted	September 2019
	Date revised	September 2020; November 2025

## 2.4 ROLE OF THE BOARD AND TRUSTEE

The Board shall meet and deliberate at specific and regular times as determined by its members and in accordance with the *Alberta Libraries Act*. The Board shall exercise its role as public trustee for the Municipalities that make up the Parkland Regional Library System region. The Board is responsible for creating a vision of library service for the System, articulating values and principles, setting goals, developing effective governance policy, monitoring library performance, and meeting provincial standards.

The job of the Board is to:

- 2.4.1 Liaise with the municipalities and members' libraries to:
  - determine what they want the System to be,
  - determine what the System should accomplish,
  - determine what benefits are worth the costs,
  - advocate for Parkland Regional Library System and library systems in Alberta,
  - create partnerships with other agencies to achieve the System's Vision, Mission, Belief, Goals, and Objectives.
- 2.4.2 Articulate vision, values, and principles which form the foundation for policy and define System priorities.
- 2.4.3 Write governing policies which, at the broadest levels, define:
  - **Vision, Mission, Belief, Goals, and Objectives:** Which long range benefits will be achieved, for whom, and at what cost.
  - **Governance Process:** How the Board conceives, carries out and monitors its own job.
  - **Board Director Relationship:** How the Board delegates authority to staff and monitors staff performance.
  - **Director's Parameters:** Those boundaries of prudent and ethical behavior within which the Director can operate.
- 2.4.4 Develop and comply with bylaws.
- 2.4.5 Develop and approve plan of service or a strategic plan, a budget, the annual report, and audited financial statements.
- 2.4.6 Recognize the value and contributions of long serving staff, volunteers and trustees.
- 2.4.7 Monitor achievement or compliance with policy against criteria it has previously set, using:
  - reports by the Director,
  - reports from member municipalities, members' libraries, and outside agencies,
  - direct inspection by the Board.
- 2.4.8 Use the results of monitoring to improve performance by:
  - reviewing existing policies,
  - revising existing policies,
  - formulating new policies.

- 2.4.9 Elect one of its members as chairperson at the organizational meeting each year.
- 2.4.10 Meet a minimum of four times per year as defined in the *Parkland Regional Library System Agreement*. A quorum of the Board shall be 15 members.
- 2.4.11 Create procedures providing for the orientation and ongoing development of trustees as they fulfill their fiduciary duties to the regional library system.
- 2.4.12 Designate an Executive Committee that fulfills the function of the Parkland Regional Library System Board between board meetings and Ad Hoc Committees as the need arises. By legislation, the Executive Committee has 10 members. It is appointed as follows:
  - The Chair of the Board sits *ex officio*.
  - Remaining seats appointed by the Board as per membership agreement and policy.

Revision history	Date adopted	November 2008
	Date revised	February 2015; February 2018

## 2.5 ROLE OF BOARD CHAIR

The role of the Chair is primarily to ensure the integrity of the Board's process and secondarily, to represent the Board to outside parties.

The Chair:

- 2.5.1 Upholds the Board's own policies and rules and those legitimately imposed upon the Board from outside the organization.
- 2.5.2 Restricts meeting agendas and discussions to those issues which, according to Board policy, are clearly in the Board's jurisdiction, not the Director.
- 2.5.3 Chairs Board meetings with all the commonly accepted powers including ruling and recognizing.
- 2.5.4 Keeps deliberations timely, fair, orderly, thorough, efficient, limited to time, and to the point.
- 2.5.5 Makes decisions on behalf of the Board which fall within and are consistent with any reasonable interpretation of Board policies on Governance Process and Board-Director Relationship.
- 2.5.6 Has no authority to make decisions beyond policies created by the Board.
- 2.5.7 Has no authority to supervise or direct the Director. The Board as a whole directs the Director.
- 2.5.8 Represents the Board to outside parties, stating positions consistent with Board policies and resolutions.
- 2.5.9 Facilitates the Vice-Chair to fulfill the duties of the Chair in the absence of the Chair.
- 2.5.10 Will deal with any member of the staff, Board or public when there are complaints or grievances regarding the Director.

Revision history	Date adopted	November 2008
	Date revised	

## 2.6 ROLE OF THE EXECUTIVE COMMITTEE

Within existing policy, the Executive Committee has the freedom to act as needed and fulfills the function of the Parkland Regional Library System Board between Board meetings so as never to interfere with Board policy, bylaws, or budget. The Board will respect and support any reasonable interpretation of Board policy by the Executive Committee.

- 2.6.1 The Executive sets the agenda for Board meetings and reports to the Board on actions taken.
- 2.6.2 The Executive evaluates the Director's performance based on organizational performance and written governance policy.
- 2.6.3 From its membership, the Executive Committee shall elect a Vice-Chair for the Board at the first Executive Committee meeting after the Board's organizational meeting.
- 2.6.4 The Chair may call emergency meetings of the Executive Committee as required, or at the request of two or more members of the Executive Committee.
- 2.6.5 No business shall be transacted at meetings of the Executive Committee unless a quorum of the members is present. The quorum for the Executive Committee shall be six members.
- 2.6.6 PRLS' Executive Committee will have a maximum of ten members as allowed for by *The Libraries Regulation*. The Board Chairperson accounts for one seat on the committee. The remaining seats will be assigned based on a combination of geographical location and population.
- 2.6.7 On occasions when a person cannot be found to represent a geographical area on the Executive Committee, the municipalities from that geographical area will have until the conclusion of the first meeting of the Parkland Board after the organizational meeting to appoint an individual to the Executive Committee. If no person is forthcoming, then the seat representing that group of municipalities shall remain vacant until the next time the Executive Committee is appointed by the board during the next organizational meeting of the Parkland Board.
- 2.6.8 Should a sitting member of the Executive Committee be unable to continue as a member of the committee prior to the conclusion of their one-year term, representatives from that group of municipalities may appoint a new representative to the Executive Committee at the next board meeting.
- 2.6.9 The Executive Committee is responsible to review and make decisions related to Parkland's investment strategy. Investment decisions made by the Executive Committee will be reported to the board at the board's next meeting.
- 2.6.10 The Executive Committee is responsible for reviewing and approving Parkland's audit which will be forwarded to the board at the board's next meeting.

Revision history	Date adopted	November 2008
	Date revised	February 2014; February 2015; February 2018; February 2019; May 2023

## 2.7 CODE OF CONDUCT

The Board and its members shall operate in an ethical and businesslike manner representing the Board in a positive light, taking no private action that will compromise the Board and its decisions.

### 2.7.1 Board trustees shall:

- observe ethical standards with truth, integrity and honour,
- avoid situations where personal advantage or financial benefits may be gained at the expense of other library users,
- distinguish between their personal views and those of the institution by respecting the position of the Board, even though they may disagree,
- respect the confidential nature of library records within the framework which allows for the monitoring of material usage and the need for public accounting,
- respect the established structure of the library,
- attempt to work harmoniously with the Board and ultimately accept its will,
- limit their trusteeship role to policy governance and advocacy,
- use appropriate decorum when conducting business.

2.7.2 Trustees are expected to take responsibility for their personal development through continuing education opportunities and are encouraged to participate in provincial and national library organizations.

2.7.3 Trustees should support intellectual freedom in the selection of library material.

2.7.4 When a trustee is delegated by the Board to attend a specific function, those expenses reimbursed by any other group may not be claimed from Parkland Regional Library System.

Revision history	Date adopted	November 2008
	Date revised	February 2015

## 2.8 COMPLAINTS AGAINST BOARD MEMBERS

Any individual, including members of the public, staff, or another board member, who has reasonable grounds to believe that a board member has contravened Parkland’s Code of Ethics, or any other Parkland board policy, as well as in the event of disputes between board members that interfere with the ability of the board to carry out its business, may proceed with a complaint and seek remedy by the process outlined below.

All discussions and facilitated meetings will be conducted, without prejudice, be confidential, neutral, impartial, and fair.

Complaints pursuant to the Code of Conduct must be submitted no more than 45 days after the alleged violation occurred. No action will be taken on a complaint received beyond this deadline, with the exception of incidents concerning conflict of interest.

Complaints are to be made in writing to the Board Chair. In cases where the Board Chair is the subject of a complaint, the complaint should be addressed to the Vice-Chair. Should the complaint be made against both the Board Chair and Vice-Chair, the complaint may be addressed to any member of the Executive Committee. Complaints can be submitted to the Board Chair directly or, through Parkland’s Director or Office Administrator. In situations where the Board Chair becomes aware of a violation of Parkland’s governance policies by a board member, the Chair may choose to review the matter at their own discretion, even without a formal complaint.

Complaints with instances of alleged wrong doing will be kept confidential and brought to Parkland’s Executive Committee as a whole for review. Throughout the review process the presumption of innocence will be assumed until proof of misconduct is substantiated.

In situations where misconduct has been verified, remediation can take any form considered appropriate by the Executive Committee. Remedial action may include but not be limited to:

- An informal conversation.
- A formal letter of reproof following a review by the Executive Committee. A copy of the letter will be sent to the municipal council and the appointed board member.

Should a board member receive a letter of censure, they have 45 days from the date of the letter to submit a written response. If no written response is received, the matter is considered closed.

Revision history	Date adopted	September 2024
	Date revised	

## 2.9 ANNUAL AGENDA

To accomplish its job outputs consistent with Board policies, the Board will follow an annual agenda. The agenda will focus Board attention on governance priorities using a systematic approach.

Annually, the Board will engage in the following activities which include the following:

- Approval of budget.
- Board orientation and education.
- Director's evaluation – delegated to the Executive Committee as stated in policy 2.5.2 of "Role of the Executive Committee".
- Election of officers and Executive Committee.
- Organizational meeting.
- Policy evaluation, review & revision – while policies and bylaws can be reviewed and changed at any time, Parkland policies and bylaws should be reviewed on even numbered years. The policies and bylaws for PRLS Service Points should be reviewed in odd numbered years.
- Review and approve of audited statements.
- Review the Plan of Service/Strategic Plan.
- Review and approve PRLS' Annual Report and the Annual Reports for PRLS' Library Service Points – approval of the Parkland's service point annual reports is delegated to the Executive Committee as soon as possible after the required report is submitted to the Government of Alberta.
- Review investments – to be reviewed by the Executive Committee at least twice a year.
- Review the criteria for selecting Parkland Regional Library System trustees attending the Alberta Library Conference – delegated to the Executive Committee prior to the November board meeting where ALC attendees are selected.

Revision history	Date adopted	November 2008
	Date revised	March 2012; February 2015

### 3. BOARD – DIRECTOR RELATIONSHIP

#### 3.1 DELEGATION TO THE DIRECTOR

All authority delegated from the Board to staff is delegated through the Director so all authority and accountability of staff, as far as the Board is concerned, is considered to be the authority and accountability of the Director. The Board will establish governance policies and will delegate the implementation and subsidiary procedure development to the Director.

The Board will:

- 3.1.1 Direct the Director to achieve defined results, through Vision, Mission, Belief, Goals, and Objectives policies as established.
- 3.1.2 Limit the latitude of the Director in practices, methods, conduct and other means to achieve the Vision, Mission, Belief, Goals, and Objectives only through establishment of Director’s Parameters policies.
- 3.1.3 Authorize the Director to establish all further procedures, recommend new policy to the Board, make all decisions, and take all actions as long as they represent a reasonable interpretation of the Board policies.
- 3.1.4 Monitor the Director’s performance and it will be considered synonymous with organizational performance as a whole. Consequently, the Director’s job contributions can be stated as performance in only two areas:
  - accomplishment of the Board policies on Vision, Mission, Belief, Goals, and Objectives,
  - compliance with the Board policies on Director’s Parameters.
- 3.1.5 Monitor compliance with a given Board policy ongoingly in one or more of three ways:
  - Internal report: Disclosure of compliance information to the Board from the Director.
  - External report: Discovery of compliance information by a disinterested, external auditor, specialist, or consultant who is selected by and reports directly to the Board. Reports must assess executive performance only against policies of the Board, not those of the external party unless the Board has previously indicated that party’s opinion to be the standard.
  - Direct Inspection: Discovery of compliance by a Board trustee, a committee, or the Board through inspection of documents, activities or circumstances as directed by the Board which allows a “prudent person” test of policy compliance.

Revision history	Date adopted	November 2008
	Date revised	

## 4. DIRECTOR'S PARAMETERS

### 4.1 BUILDING USAGE (See the *Libraries Regulation*)

4.1.1 The Board recognizes the need to maximize use of the headquarters building to the advantage of Parkland Regional Library System. However, at the discretion of the Director, the building and equipment may be rented by outside agencies for meetings, workshops, or conferences. Parkland Regional Library System may charge fees as set at the discretion of the Director.

Revision history	Date adopted	November 2008
	Date revised	

## 4.2 COLLECTION DEVELOPMENT/ALLOTMENT

### 4.2.1 Acquisitions and Allotment

- 4.2.1.1 On a per capita basis, Parkland Regional Library System will set an annual library material allotment budget for its public libraries in accordance with the membership agreement.
- 4.2.1.2 It is the responsibility of those municipalities without municipal boards to determine how book allotment is allocated.
- 4.2.1.3 Within federal laws protecting Canadian holders of book rights, the supplier of choice shall be the one which provides the best combination of the lowest price, the best availability, the fastest turnaround time, and best overall service.
- 4.2.1.4 The Board of Parkland Regional Library System recognizes that the final responsibility for the selection of books for public library collections rests with the local library.

### 4.2.2 Collection Development (See the *Libraries Regulation*)

- 4.2.2.1 Parkland Regional Library System provides a number of shared collections made up of both physical and electronic resources.
- 4.2.2.2 Parkland Regional Library System Board believes in, and bases its collection development criteria on, the principals stated in the Canadian Federation of Library Association's *Statement on Intellectual Freedom and Libraries*.
- 4.2.2.3 Resources will be selected according to the needs and demands of the Parkland community, access to other library resources, the composition of the present collections, and the budget available. The overall value of the material is the chief criterion for selection.
- 4.2.2.4 Parkland Regional Library System staff will adopt and review on an as needed basis procedures for the selection, purchase, evaluation, handling, and maintenance of the shared collections.
- 4.2.2.5 Donated resources will be considered for addition to the collections if they are deemed suitable. Donations can be used or disposed of as Parkland Regional Library System staff sees fit.

### 4.2.3 Request for Reconsideration of Library Materials

Should any person or organization object to any materials belonging to Parkland's in-house collections, and wish it withdrawn, they are to fill out a *Request for Reconsideration of Library Materials* form and submit it to the Director. A review of the material will be conducted by the Director and Executive Committee. The decision regarding the challenged material will be communicated back to the complainant as soon as possible. Decisions by the Executive Committee on challenged material are final.

Revision history	Date adopted	November 2008
	Date revised	May 2014; February 2015; September 2020

### 4.3 COMPUTER SECURITY

4.3.1 Parkland Regional Library System Board recognizes the need for security of computer hardware, software, and information. To achieve this end, the Director will ensure procedural guidelines exist to ensure information technology resources are used appropriately and computer security is maximized. Anybody found to have violated this policy or the procedures established for the acceptable use of information technology and computer security may be subject to disciplinary or legal action.

Revision history	Date adopted	November 2008
	Date revised	

#### 4.4 FINANCE (Required by *Libraries Regulation*)

4.4.1 The Parkland Regional Library System Board's Finance Policy is developed to ensure the finances of Parkland Regional Library System are managed in an efficient and accurate manner in accordance with generally accepted accounting principles, to provide a sound basis for the long-term financial management of the affairs of the System, and to conserve the assets of the System for the future. The Director shall ensure controls exist over assets, funds, accounting records, and preparation of financial information.

#### 4.4.2 Allotment policy

As part of the regular budgeting process, the board provides a materials allotment for member libraries in accordance with the *Parkland Regional Library System Agreement*. Following best practice, member libraries are expected to spend their allotment within the fiscal year in which the allotment is issued. If allotment funds belonging to member libraries are not spent by the end of June of the year following the year in which the funds were issued, Parkland Regional Library System reserves the right to move the remaining unspent allotment from the previous fiscal year(s) from the member library's allotment account to any of the Library Materials Lines within Parkland's own budget for expenditure by Parkland Regional Library System at the sole discretion of PRLS staff.

#### 4.4.3 Amortization of capital assets

All amortization for assets will be recorded as an expense in the current year. Capital assets are initially recorded at cost.

Amortization for buildings only will be recorded as straight-line over 50 years with full amortization in the first year and with no amortization in the year of disposal. Buildings are amortized using rates from the Alberta Municipal Affairs Toolkit.

For all other capital assets, amortization is calculated using the diminishing balance method, with full amortization in the first year and with no amortization in the year of disposal. Assets are amortized by group following the rates and classes as set by the *Canadian Income Tax Act*.

#### 4.4.4 Audit

The auditor shall be appointed by the Executive Committee. Audit services shall be reviewed at the discretion of the Director, or, at the direction of Parkland's Executive Committee of the Board. If a change is to be made, before the auditor is appointed, a Request for Proposal (RFP) for auditing services must be conducted. System financial records are prepared for audit as soon as reasonably possible after year end. The Executive Committee is responsible for reviewing and approving Parkland's audit which will be forwarded to the board at the board's next meeting. A copy of the audited financial statement shall be forwarded to each trustee, to each funding jurisdiction, and the Public Library Services Branch. The audited financial statement is a public document and will be made available on Parkland Regional Library System's website.

#### **4.4.5 Banking**

Banking services shall be subject to review and a request for proposal every five years at a minimum, or sooner, at the discretion of staff, the Executive Committee, or the Board.

#### **4.4.6 Budget**

In developing the budget, the Parkland Regional Library System's Vision, Mission, Belief, Goals and Objectives and Plan of Service shall be followed. The draft budget is prepared by the Director for presentation to the Executive Committee in the late spring of the year preceding the budget year, and for the Board no later than at its fall meeting prior to November 1<sup>st</sup>. The Board approved budget will then go to all municipal members for approval by December 1<sup>st</sup> of the year prior to the budget year.

- Budgets shall be written according to acceptable accounting standards.
- Budgets shall be based on Board-stated priorities, on long term administrative plans, and shall contain sufficient detail and information for decision making.
- Budgets shall be prepared with conservative estimates: revenue estimated at its minimum level and expenditures estimated at their maximum level.
- Replacement of capital assets will be reviewed ongoingly to ensure sufficient funds are included in the budget.
- Trustees will come to the fall meeting prepared to vote on the budget.

#### **4.4.7 Capital Assets**

All assets over \$1,000 will be capitalized. Assets under \$1,000 will be capitalized at the discretion of the Manager of Finance and Operations. Assets will be reviewed on a frequent basis to determine if an impairment exists and write-downs of the asset need to be recorded. The term *impairment* is defined as an asset possessing a market value that is less than the asset's book value. This results in the need to reduce the current market value and to record the amount of the write-down (reduction).

All asset disposals and write-downs will be authorized in writing by the Director at the time the item is disposed of or written-down. Pertinent information will be included such as the make, model, serial number, the amount of the write-down, and/or any disposal proceeds received or that are forthcoming.

#### **4.4.8 Computer Hardware Replacement**

The Board of Parkland Regional Library System recognizes the need for ongoing review and replacement of computer hardware, software, network servers, peripherals, and other IT equipment. The Director, or his/her designate, is to ensure that there is a yearly review of computer hardware, software, and related technology requirements and that sufficient funds are available to cover IT related purchases.

#### **4.4.9 Contracts**

The Director or designate is authorized to sign contracts on behalf of Parkland Regional Library System. PRLS may provide services to non-member municipalities, school authorities and other outside agencies on contract if it is deemed in the best interests of PRLS. Contracts and agreements that result in major service changes will be discussed with the Executive Committee in advance where possible. Changes in contracts or significant new contracts will be reported to the Executive Committee. The decision to provide services shall be based on:

- the impact of the additional work required on service to present client libraries,
- the impact of additional services on available resources.

#### **4.4.10 Cost of Living and Compensation**

PRLS prides itself on being a service oriented, progressive, and innovative employer.

In order to ensure that employees understand the goals and outcomes of the process, the compensation policy is intended to be fair and simple. While it is sensitive to the financial realities of PRLS, it is intended to ensure that PRLS consistently attracts and retains the staff necessary to meet the needs of its members. All human resource decisions made by the Board will align with this policy.

Principles that guide our staff compensation:

- we pay what the position is worth to the organization with consideration to market value.
- we recognize the skills and qualifications needed to do the job.

Compensation at PRLS meets the following objectives:

- provides employees information about pay guidelines and salary ranges.
- supports a flexible organization that accommodates differences and changes in job requirements.
- reflects compensation that is comparable with the relevant labour market.
- provides guidelines to ensure that comparable jobs are paid equitably across the organization.
- rewards experience through movement on the grid to signify the increasing value of the employees and encourage retention.
- complies with Alberta Employment Standards and is subject to legislative change.

PRLS needs employees with a professional approach to their work, who are committed to PRLS' success and responsive to the changing needs of its members. The compensation strategy is a tool to ensure that we are able to attract and retain the employees we need to be successful.

We will strive to provide a total compensation package that is competitive when employees are qualified and performing at a satisfactory level. The total compensation package includes a salary, plus indirect compensation including such benefits as medical, dental, pension plan, vacation time, sick time, and other types of paid leave; paid breaks, staff development, and opportunities for continuing education.

When considering compensation, we consider the rates paid for comparable positions by the following:

- Librarians and Library Technicians: Red Deer Public Library and other mid-sized Alberta public libraries; Edmonton and Calgary Public Libraries.
- IT staff: similar sized organizations in Alberta.
- Operations staff: governmental organizations in Central Alberta.

Each position is assigned a pay level on the salary grid based on the qualifications and skill needed to perform at a satisfactory level. Experience is recognized through movement up the salary grid assigned to the position. Staff who have maintained an acceptable level of performance will receive a step increase on the anniversary date from when they were hired. However, staff hired before January of 2025 will continue to receive their salary increase in January.

In all cases, staff must have worked six months within their work year to qualify for a step increase on the grid. For those who were hired prior to January 2025, that means the employee must have worked at least six months within that calendar year. For those hired after January 2025, they must work at least six months within the twelve-month period between the anniversary dates of their hire.

Long service recognition is based on five-year increments and recognized through a monetary reward.

In order to ensure that the grid remains current, an optional blended, five-year cost of living adjustment (COLA) may be added to the entire salary grid. It will be based on the change in the Consumer Price Index (CPI), as reported by Statistics Canada for Alberta, for 12 months ending January 31 for the year previous to the budget year.

When COLA is calculated, years where there is a negative or "0%" CPI, staff will not see a reduction in their salaries but the negative or 0% CPI will be included in the five-year blended COLA calculation.

When staff reach the last step of their line on the salary grid, they may only be eligible for an increase in salary equal to the percentage increase of the optional blended COLA in the year it is added to the grid. Salaries are to never exceed the amount of the final step of each salary line.

At the discretion of the Director, employee's salaries may be adjusted up to a double increment, to be awarded on their anniversary date. Any raise that is more than a double increment must be approved by the Executive Committee.

The advancement of part-time employees up the salary grid will be administered in the same way as for full-time employees.

Salaries of contractual employees are governed exclusively by the parameters disclosed within their contracts.

The Director's salary is negotiated separately and is not included within the salary grid.

The entire grid will be reviewed externally a minimum of every five years.

#### **4.4.11 Expense Reimbursement**

Trustees or staff delegated to attend conferences or authorized meetings shall be paid reasonable expenses in accordance with budget provisions. Expense reimbursements are defined below. Whenever possible, receipts are to be submitted with expense claims.

Mileage:

Mileage shall be paid at the per kilometre rate to PRLS staff and trustees as laid out in the Finance Reimbursement Schedule. The rate is set annually in accordance with the Canada Revenue Agency per kilometre rate for the Province of Alberta or the official Government of Alberta rate, whichever is lower. This applies to travel authorized by the Director or the Board.

Receipted Staff Expenses:

Reasonable travel expenses shall be paid when authorized in advance and when receipts are provided. These expenses include mileage, parking, taxi, economy class air fare (where applicable), cost of medium single room, reasonable meal, and other associated expenses. Other expenses may be authorized by the Director.

Trustee Expenses:

Honoraria and expenses shall be paid to Board trustees attending committee meetings for System business designated by the Board or Board Chair. No honoraria shall be paid for conference attendance. Honoraria will be paid as set forth in the Finance Reimbursement Schedule. (See 2.6.4 for trustee expenses that are not eligible for reimbursement).

Expenses may include:

- mileage which shall be paid at the Board determined rate as found in the Finance Reimbursement Schedule,
- meals or accommodation with receipts, any other reasonable receipted expenses if an explanation and receipt accompanies the claim.

Un-receipted Expenses for Meals:

Un-receipted expenses will be paid at the rate set in the Finance Reimbursement Schedule which will include G.S.T. No tips will be paid on un-receipted meals.

#### **4.4.12 Director's Credit Card Expenses**

At a minimum, the Director's credit card expenses will be reviewed at the Executive Committee meetings held immediately before quarterly board meetings. On any given occasion, one of the following trustees will review the Director's credit card expenses: The Board Chair, Vice-Chair, or either of the two appointed board signing authorities.

#### **4.4.13 Finance Fund Accounts**

Movement of funds to or from fund accounts must be accompanied by a motion or according to policy. The minimum and maximum levels of the fund accounts will be reviewed within the

context of the budget. Parkland's fund accounts are secured through PRLS' current bank accounts, guaranteed investment certificates (GICs), and investment in bonds.

**Amortization Reserve**

Purpose	Used for the residual value of capital assets once they have been purchased and to offset the ongoing amortization expense of assets.
Recommended	Sufficient funds to offset the ongoing amortization of capital assets.
Minimum Level	None
Maximum Level	None

**Building Reserve**

Purpose	To provide for additions, replacements and repairs of a capital nature to the physical building and property of PRLS.
Recommended	
Minimum Level	\$250,000

**Contingent Liability and Consultation Reserve**

Purpose	To provide funds for possible severance or litigation payout not specifically covered by insurance and to pay for unbudgeted legal or other consulting services.
Recommended	
Minimum Level	\$50,000.00

**Equipment/Furnishings Reserve**

Purpose	To acquire or replace furniture/fixtures and equipment (other than computer equipment.)
Recommended	
Minimum Level	\$25,000
Maximum Level	\$50,000

**Technology Reserve**

Purpose	To acquire or replace storage devices, networking devices, computer hardware, software, network servers, client loaner equipment, peripherals and other IT equipment of the sort required to maintain an automated organization.
Recommended	
Minimum Level	\$300,000
Maximum Level	\$500,000

Replacement Cost                      A budgeted amount to cover current and future Computer Software, Hardware and Network Server costs shall be transferred to the Technology Reserve each year.

**Vehicle Reserve**

Purpose                                      To replace Parkland Regional Library System vehicles with the life of the vehicle being based on an estimation of resale value and reliability.

Recommended Minimum Level                      An amount to be designated each year per vehicle as part of a five-year rolling vehicle acquisition and disposal plan, subject to the estimated salvage value of the retiring vehicles and the expected replacement cost.

Replacement Cost                      A budgeted amount for future vehicle replacement shall be transferred to the Vehicle Reserve each year.

**Unrestricted Reserve**

PRLS’ auditors will make fiscal year-end adjustments for the net change invested in capital assets and all other adjustments as needed from the Unrestricted Reserve. This fund can also be used to offset operational costs at the discretion of the Board and/or Executive Committee.

**4.4.14 Financial Statements**

Financial statements (titled *Budget Update*) shall be prepared outlining the current year budget, year-to-date expenses, budget variances, and percentage expended. The latest financial statements shall be available for each Board meeting. The Director is responsible for overall supervision of expenditures relating to the budget. The Director shall report any financial anomalies to the Chair of the Board and/or the Executive Committee as soon as it is reasonably possible.

**4.4.15 Fiscal Year**

The fiscal year of Parkland Regional Library System shall be January 1, to December 31, inclusive.

**4.4.16 Inspection of Financial Records**

The cheque registers or any other financial documents will be available to any member of the Parkland Regional Library System Board for examination on request.

**4.4.17 Investments**

The Parkland Library Board recognizes the need for sound investment practices to support operations and reserve fund accounts. Investment earnings are to be maximized through activities which minimize risk but should ensure the rate of return is greater than the rate of inflation over the long term. To this end, funds shall be committed to appropriate investment vehicles until they are needed for current expenses.

Normally, Parkland has both long term and short-term investment strategies.

Long term strategies may include PRLS' investment in vehicles such as, but not limited to, equities, mutual funds, and bonds. The Executive Committee is responsible for, and must approve all decisions relating to, PRLS' long-term investments. Parkland's Director and/or designate is then responsible for implementing the investment decisions of the Executive Committee.

Short term investments may include, but are not limited to, guaranteed investment certificates (GICs) and the management of funds in PRLS' current bank account(s). The Director and/or designate has full discretion to make decisions and changes to PRLS' short-term investments.

#### **4.4.18 Purchasing**

The Director is authorized to purchase up to \$5,000 on the basis of catalogue selection or best buy.

Amounts over \$5,000 should be submitted for two or more competitive quotes except in emergency cases, or in the case of automation-related purchases or where contracts exist for specified products or services.

When a higher priced item is selected, a written explanation shall be documented explaining the reasons for the purchase.

The Director is authorized to move up to \$5,000 per reserve per fiscal year for unbudgeted purchases into operations with the exception of the Contingent Liability and Consultation Reserve which the Director can move up to the amount of \$15,000. The residual value of capital purchases will be calculated and moved to the Amortization Reserve. The Director will inform the Executive Committee and Board each time funds are moved from reserves to make purchases.

The Director is authorized to apply for, and expend grants as defined by the specific grant program. Grant applications and expenditures will be reported to the Executive Committee and/or the Board.

If emergency expenditures are incurred, they will be reported to the Executive Committee and or the Board at the earliest opportunity with possible retroactive approval for movement of funds from the appropriate reserve.

#### **4.4.19 Security of Financial Records**

Parkland Regional Library System's financial records shall be maintained on computer, with protected access to ensure the security of the records. The back-up accounting records shall be stored in a secure off-site location. Essential records (payroll, pension and employee files) and contracts shall be stored in a locked fire-proof filing cabinet.

#### **4.4.20 Signing Authority Policy**

Two signing authorities are required on each cheque or electronic transaction. The signing authorities shall be the Director, three other senior staff members other than the Manager of Finance and Operations, and two designated trustees. Upon appointment to the

position, the Director automatically becomes a signing authority. The trustee signing authorities shall be appointed by a motion of the Board. Staff signing authorities shall be appointed by the Director. The Director, plus one member of the staff, may authorize cheques or electronic transactions with a value of up to \$45,000. Cheques or an electronic transaction of a value over \$45,000 shall be authorized by one of two trustees appointed by the Board to be signing authorities. In the absence of the Director, the authorization of one staff signing authority, plus one trustee, or the authorization of the two designated trustees are required.

The Manager of Finance and Operations and Finance Technician do not authorize cheques or electronic transitions authorizing/releasing of funds. They are allowed: access to banking information, to report stop payments, can pick up/access bank statements, have access to electronic services such as resetting passwords, printing audit reports on user’s activity, and setting up new vendors. Authorization shall be provided from a signing authority before the creation of a new vendor account eligible for electronic transfers.

All signing authorities may have access to information related to financial transactions.

Electronic banking shall be limited to PRLS computers or spaces approved by the Library’s IT manager. At no time should electronic banking occur on a public Wi-Fi network. Computers utilized shall have proper updates installed, firewalls activated and where using a Wi-Fi network, that that network is properly secured. Passwords shall be kept confidential and follow a strong naming convention.

Revision history	Date adopted	November 2008
	Date revised	February 2009, May 2009, September 2009, May 2010, September 2010, November 2010, February 2011, September 2012, November 2013, September 2014; February 2015, September 2016; November 2016; May 2017; September 2017; January 2019; September 2020; November 2022; May 2024; January 2025; September 2025; November 2025; May 2026

## 4.5 GIFTS AND DONATIONS (See the *Libraries Regulation*)

4.5.1 Parkland Regional Library System is pleased to accept gifts and donations which contribute to the accomplishment of its goals. Gifts to Parkland Regional Library System will be accepted only on the condition they become the property of the regional library, to be used or disposed of as the library decides. Gifts and donations will be accepted only for System use, and are not restricted for the use of any one district or library. Gifts and donations of library material will be subject to the same selection guidelines as material that is selected for purchase. Parkland Regional Library System cannot give receipts for income tax purposes because it is not incorporated as a registered charity. Gifts given to member libraries are considered to be outside the jurisdiction of the Parkland Regional Library System Board and are the sole responsibility of the participants. Parkland Regional Library System does not provide donations of cash.

Revision history	Date adopted	November 2008
	Date revised	September 2017; February 2019

## 4.6 HOURS OF OPERATION (See the *Libraries Regulation*)

### 4.6.1 Regular Business Hours

The work week normally consists of 35 hours. Employees may be required to work a flexible schedule. Core office hours for access by the public or PRLS' clients are from 8:30 a.m. to 4:30 p.m., Monday through Friday, except on designated holidays and Board Days. For designated holidays and Board Days, see the Parkland Regional Library System *Human Resource Manual*.

Revision history	Date adopted	November 2008
	Date revised	

## 4.7 INFORMATION AND DOCUMENT MANAGEMENT

### 4.7.1 Confidentiality of Users' Records (Required by *Libraries Regulation*)

4.7.1.1 Parkland Regional Library System shall abide by the provisions of the *Protection of Privacy Act (POPA)*. It shall keep all records of its users confidential unless required for legal purposes under court orders.

User records are defined as follows:

- information and questions asked of Reference Library Staff
- interlibrary loan material requested or obtained
- patron information and associated circulation data held in the union database.

### 4.7.2 Personal Information Banks (Required by *POPA*)

#### 4.7.2.1 Current Board Trustees List

- Location: Parkland Administration
- Information Maintained: name, contact information, SIN
- Legal Authority: *Alberta Libraries Act, POPA*
- Accessed By: Parkland Administration
- Used For: contacting Board trustees, administering payment of honorarium, and tax documents

#### 4.7.2.2 PRLS Staff Address List

- Location: Parkland Administration
- Information Maintained: name and contact information
- Legal Authority: *Libraries Regulation, POPA*
- Accessed By: all PRLS staff
- Used For: contacting PRLS staff members at home

#### 4.7.2.3 Public Library Address List

- Location: Parkland Administration
- Information Maintained: name(s) of library staff, board chair phone and email address, library manager's home telephone number, and the contact information for the library.
- Legal Authority: *POPA*
- Accessed By: Parkland Regional Library System staff
- Used For: contacting library staff members and member library board chairs

#### 4.7.2.4 Personnel Files

- Location: Finance and Operations Unit and Director's Office
- Information Maintained: names of staff, contact information, birth date, SIN, Provincial Health Care number, payroll information, marital status, voluntary emergency contact information and health concerns information, family contact information, information on family members including birth date, Provincial Health care number(s), spousal insurance information, beneficiary information (for Blue Cross, and pension), resumes, performance evaluations, doctor's notes, complaint/grievance information, educational

credentials, records of professional development courses taken, other miscellaneous correspondence and documentation.

- Legal Authority: *Libraries Regulation, POPA*
- Accessed By: Director and Finance staff
- Used For: employment purposes required by federal tax law, to meet provisions of the Parkland Regional Library System pension plan, payroll, performance evaluations, and general employee work record.

#### 4.7.2.5 Registered Borrower Records

- Location: Technology Infrastructure Unit (maintained on PRLS' integrated library system)
- Information Maintained: name, contact information, library card number, general (optional), guardian information where applicable, items out, holds, membership expiry date, current/historical fines and fees, customer type, last use, number of uses, registering library, mail or telephone contact information for hold and overdue notices.
- Legal Authority: *Alberta Libraries Act, Libraries Regulation, POPA*
- Accessed By: all Parkland Regional Library System staff and public library staff
- Used for: the circulation of library resources by patrons, the collection of fees, fines, user statistics, library card expiration dates and investigation into customer accounts in order to respond to customer inquiries and correspondence.

#### 4.7.3 Records Management (Required by *POPA*)

The storage of files is to be kept to the legal minimum consistent with the efficient operation of the organization and the preservation of a meaningful historical record of Parkland Regional Library System. Where records are deemed to be vital, the confidentiality or security of the files and the implications of their possible loss or destruction should be taken into account.

##### 4.7.3.1 Storage of Records

- Essential records of Parkland Regional Library System shall have special protection in a fire-proof filing cabinet or shall be stored off site. Other documents are maintained in administrative or employee work areas.

The following are deemed to be essential records:

- board and committee minutes
- current contracts and service/maintenance agreements
- database of books held in Parkland Regional Library System and member libraries
- deed to and survey of the property
- current employee records
- financial databases
- insurance policies
- inventory of furniture and other assets
- membership agreements that form Parkland Regional Library System
- personnel files

- Policy Manual (including old policies)
- blueprints

#### 4.7.3.2 Records Retention

Administrative files shall be purged annually and records moved, archived, or destroyed as appropriate. Staff is responsible for maintenance of their own current and working files. Any significant documents received by any member of the staff shall be retained as administrative or essential files, with copies only in working files.

The following records shall be retained permanently:

- annual reports and audited financial statements
- board and committee minutes
- building drawings and blueprints (as built and modified), specifications
- correspondence with historical significance
- pension plan records
- master policy and procedure manuals, as modified

The following records shall be retained for seven years after expiry or termination:

- accident/incident reports including Worker’s Compensation Board claims
- contracts and legal agreements
- personnel files of individual employees

The following shall be retained for six years after the year to which they relate:

- financial documents including Income Tax, cancelled cheques, particulars of payroll deductions and other employee tax information
- completed Privacy Impact Assessment documents

The following shall be retained for one year after the year to which they relate:

- job applications (unsolicited and unsuccessful)

The following shall be retained until they expire:

- warranties

Revision history	Date adopted	November 2008
	Date revised	May 2014; February 2015; February 2019; September 2020; November 2022; November 2025

## 4.8 PRIVACY MANAGEMENT PROGRAM (PMP)

Parkland Regional Library System will only collect personal information if the information is necessary for an operating program or activity of PRLS. Parkland employees will sign an Oath of Confidentiality upon employment with Parkland Regional Library System, and will not inappropriately disclose any private information gathered in the due course of their employment. Parkland Regional Library System will make their Privacy Management Program available upon request.

### 4.8.1 Designation of a privacy officer Section 6(1)a (MIN)

The Director will appoint a privacy officer who is responsible for compliance with the *Protection of Privacy Act (POPA)*

### 4.8.2 Correction of Personal Information Section 7

An individual who believes there is an error or omission in their personal information held by Parkland may request that their information be corrected, in accordance with guidelines outlined in Section 7 of the *POPA*.

### 4.8.3 Notification of Incident or Loss of Personal Information Section 10(2)

If an incident occurs involving the loss of, unauthorized access to, or unauthorized disclosure of personal information in Parkland's custody where there is real risk of significant harm to an individual as a result of that loss, Parkland will give notice to

- a) the individual
- b) the Commissioner
- c) the Minister

### 4.8.4 Request for Review Section 38(2)

If a complaint regarding personal information about an individual has been received by PRLS, a request for review cannot be delivered to the Commissioner unless Parkland does not respond to the complaint within 30 business days of receiving the complaint.

### 4.8.5 Creation, Use, and Disclosure of Personal information Section 6(1) ii (MIN)

Parkland will create and use non-personal data for statistics to assist in decisions about member library services. PRLS will ensure that individuals cannot be re-identified.

### 4.8.6 Personal Information in Automated Systems Section 6(1) iii (MIN)

Parkland Regional Library System does not use automated systems to generate content or make decisions, recommendations or predictions.

### 4.8.7 Security Classification System Section 6(1) c (MIN)

High-sensitivity information is defined in the (Ministerial) Regulations to include personal information related to biometric, financial, or personal information regarding a minor, senior, or vulnerable individual. Any high-sensitivity information will be protected with additional safeguards.

### 4.8.8 Mandatory Training Section 6(1) d (MIN)

Parkland staff will be trained annually regarding their responsibilities under *POPA*.

#### **4.8.9 Review of Privacy Management Program** Section 6(1) e (MIN)

Parkland's Privacy Management Program will be reviewed and updated, if needed, every three years.

#### **4.8.10 Privacy Impact Assessments** Section 7(1) (MIN)

Parkland will conduct a Privacy Impact Assessment (PIA) whenever there is new or changes to any administrative practice, program, project, or service that will involve the collection, use, or disclosure of personal information if one or more of the following apply:

- a) the loss of personal information could result in significant harm
- b) one or more of the factors requiring the submission of a PIA to the Commissioner apply. See Section 7(5) (MIN)

PRLS will submit a copy of any PIA to the Commissioner, if required by guidelines outlined in the (Ministerial) Regulation or by specific request of the Commissioner.

A Privacy Impact Assessment must:

- include a summary of the purpose of the collection, use, or disclosure of personal information for the new, or substantial change to an existing, administrative practice, program, project or service
- identify the types of personal information that will be collected, used or disclosed and reasonable security arrangements in place to protect that personal information.
- identify the legal authorities for the collection, use, or disclosure of the personal information
- identify any privacy risks and mitigation strategies respecting the personal Information
- identify the administrative, physical, and technical safeguards in place to protect the personal information
- describe accuracy, correction, and retention procedures that will be implemented to ensure the personal information is accurate and complete

In the case of a substantial change to an existing administrative practice, program, project, or service, if the library has previously completed a PIA relating to the practice, program, project or service, the existing privacy impact assessment may be amended to account for the change to the practice, program, project, or service provided that the amended PIA complies with the Act and Regulation.

If the library is required to submit a PIA under subsection (5) and the Act or Regulation required the library to enter into an agreement relating to the practice, program, project, or service the PIA relates to, the portions of the agreement relating to the protection of privacy must be submitted to the Commissioner together with the PIA.

Completed PIAs will be retained for six years. See 4.7.3.2 Records Retention.

#### **4.8.11 Consent to Gather Personal Information** Section 6(2) iv (MIN)

Parkland Regional Library System will require written or electronic consent for the gathering of personal information. If the information is to be used to make a decision that directly affects

the individual, Parkland will retain the records for one year, or the amount of time agreed to in writing by

- a) The individual
- b) Parkland Regional Library System, or
- c) The Parkland Records Retention Schedule

**4.8.12 Manner of Collection** Section 5(2)

Parkland will collect personal information directly from the individual the information is about. A collection notice will be provided at the time of collection and can be provided either in writing, or verbally during an in-person conversation. The collection notice must include:

- a) The purpose for which the information is collected
- b) The specific legal authority for the collection
- c) The contact information to which the individual may direct the individual's questions about the collection

**4.8.13 Administrative, Technical, and Physical Safeguards** Section 6(2) b (MIN)

1. *Administrative Safeguards:* Parkland Regional Library System will restrict access to personal information to those who need it for the regular duties of their employment.
2. *Physical Safeguards:* Personal information will be locked in regular or fire-proof filing cabinets depending on the Security Classification of the information.
3. *Technical Safeguards:* Parkland will employ firewalls and restriction to electronic access to personal information within the SuperNet.

**4.8.14 Delegation by Head of Public Body** Section 55

See APPENDIX IV – Protection of Privacy Act Delegation Tables

Revision history	Date adopted	November 2025
	Date revised	

#### 4.9 LIBRARY SERVICE POINTS FOR WHICH PARKLAND REGIONAL LIBRARY SYSTEM IS THE GOVERNING BOARD (Required by *Libraries Regulation*)

- 4.9.1 Parkland Regional Library System's role is to support the local public library in providing service to the community. In order to protect the investment of Parkland's members in the provision of public library service, as of December 31, 2002, Parkland will no longer accept any more applications for library service points (outlet libraries) where Parkland Regional Library System Board is the governing board.
- 4.9.2 The Board of Parkland Regional Library System shall adopt policies specifying the local conditions which must be met in order for existing library service points to be eligible to receive 1) service from Parkland Regional Library System, and 2) for the Parkland Regional Library System Board to act as the governing board for library service point. Some additional special conditions shall apply to library service points housed in schools.
- 4.9.3 Parkland Regional Library System as the governing board for a library service point shall have a Memorandum of Agreement between Parkland Regional Library System Board and the municipal district in which the library service point is located.
- 4.9.4 A community group (to be known as the Local Society) must agree to take local responsibility for the operation of the library service point. This Local Society must be a legally constituted group. There shall be an agreement between Parkland Regional Library System and the Local Society for provision of specified library service for each community. Agreements renew automatically on their annual anniversary date. For any party to withdraw from their agreements, ninety (90) days written notice must be given. However, the notice period may be waived with the mutual consent of both parties to the agreement.
- 4.9.5 As the governing board, Parkland Regional Library System Board is legally obligated to pass policies and bylaws for its library service points subject to the *Alberta Libraries Act*. The Local Society and library staff and/or volunteers must comply with the provisions of all policies, bylaws, and agreements established for library service points. When Parkland Regional Library System becomes aware of non-compliance with any Parkland Regional Library System policy, bylaw, or agreement applying to library service points, written notification will be given to the staff and/or volunteers of the library service point and to the Local Society. After non-compliance, Parkland Regional Library System will have the right to withhold grant funds and/or cease all association, responsibility, and liabilities relating to the library service point. Parkland Regional Library System Board will cease to be the governing board.
- 4.9.6 In the event the dissolution of a library service point is considered, that decision will be taken in consultation with the municipal district in which the library service point resides.
- 4.9.7 Should dissolution occur, the assets lodged in the library service point will be disposed of by a joint committee made up of individuals from Parkland Regional Library System and individuals appointed by the municipal district in which the library service point is located.

- 4.9.8 Parkland Regional Library System shall provide an additional book allotment based on a fixed population of 200 at the current per capita book allotment rate. This allotment is in addition to the regular book allotment which is based on the population figures allocated by the Municipal District in which the library service point resides.
- 4.9.9 When a Local Society contributes \$200 or more towards the library's operation, Parkland Regional Library System will provide a maximum matching \$200 to the local library to support the library's operation.

**Public Library Service Points Housed in Schools**

- 4.9.10 If a library service point is operated in a school, then every effort will be undertaken to ensure independent operation of the public service and to ensure limited access by the school and its students to Parkland services, thereby avoiding subsidization of non-contributing organizations.
- 4.9.11 Ownership of books in a joint facility must be clearly defined. Parkland does not give such services as cataloguing to a non-client. Any arrangements made between the Local Society group and the hosting school for donations of books to the school library are the business of the Local Society and do not involve any service from Parkland Regional Library System. The Local Society may not expend any funds in support of school service such as, but not necessarily limited to, the operating grant, library services grant or allotment that come to the society for the provision of public library service.
- 4.9.12 Given its position as the governing board, the Parkland Regional Library System Board retains the right to allocate and disburse all funds such as, but not limited to, the operating grant, library services grant, or allotment.
- 4.9.13 As required by the Alberta *Libraries Regulation*, the Parkland Regional Library System Board will enter into an agreement with the school authority setting out the responsibilities of the Board and the school authority for the operation of the library, including the responsibilities of the employees and volunteers of both.

**See Parkland Regional Library System Outlet Policies and Bylaws for which PRLS is the Governing Board**

Revision history	Date adopted	November 2008
	Date revised	May 2014; February 2015

## 4.10 HEALTH AND SAFETY

### 4.10.1 **Occupational Health and Safety** (Required by *Occupational Health and Safety Code*)

Parkland Regional Library System Board and Management are committed to providing a safe and healthy workplace for all workers and a health and safety management program that protects their workers, Board trustees, and others including the general public, who enter PRLS property. To this end, the Director will ensure the health and safety management program remains active and meets legislative requirements through procedures as found in, but not limited to, the *Human Resource Manual*.

### 4.10.2 **Violence** (Required by *Occupational Health and Safety Code*)

Parkland Regional Library System Board and Management believes in the prevention of violence and promotes a violence-free workplace in which all people respect one another and work together to achieve common goals. Any act of violence committed by or against any worker or member of the public is unacceptable conduct and will not be tolerated. To this end, the Director will ensure procedures for dealing with violence in the workplace are in place that meet legislative requirements and protect members of the public and workers. These procedures are found in, but not limited to, the *Human Resource Manual*.

### 4.10.3 **Working Alone** (Required by *Occupational Health and Safety Code*)

When working alone, Parkland Regional Library System Board and Management makes every effort to ensure the safety of its workers both at the library and while traveling. To this end, the Director will ensure working alone procedures are in place that meet legislative requirements. These procedures are found in, but not limited to, the *Human Resource Manual*.

Revision history	Date adopted	November 2008
	Date revised	February 2015

## 4.11 PENSION

4.11.1 All permanent full-time employees working 30 hours or more per week in all positions on a regular basis must participate in the Local Authorities Pension Plan after a waiting period of one year of employment. Pensionable salary is defined as the gross basic pay a staff member receives for performing the regular duties of their employment performed during a regular work week. Parklands full-time equivalent (FTE) base unit to calculate pensionable service is 1,820 hours in a year (35 hours a week for 52 weeks). New employees previously covered in a portable pension plan may have their coverage continued on an uninterrupted basis. All other employees are not eligible to participate.

Any LAPP pensioner may work for PRLS or recommence work for PRLS and their pension will not be suspended no matter when the work commences or how long the work continues. They cannot re-join LAPP to earn additional pensionable service. Any non-LAPP pensioner employed by a LAPP employer is subject to the current LAPP pension eligibility rules.

Revision history	Date adopted	May 2025
	Date revised	

#### 4.12 PERSONNEL (See the *Libraries Regulation*)

- 4.12.1 The Parkland Regional Library System Board shall ensure that all employees are treated in a fair and dignified manner. To this end, the Board shall ensure the Director establishes standards, methods, and procedures to ensure a work force that can carry out the functions required by the Board within the limits of all relevant legislation. As such, the Board shall ensure the Director develops a *Human Resource Manual* which includes, but is not necessarily limited to, compensation, job descriptions and performance appraisals for employees and volunteers, qualifications for staff positions, working hours, conditions of employment, benefits, pension, a disciplinary procedure, and a grievance procedure. These terms and conditions of employment shall be binding on all employees. The Board shall be informed of all changes to the *Human Resource Manual*.
- 4.12.2 The Board must be informed of changes to Parkland Regional Library System’s organizational chart.

Revision history	Date adopted	November 2008
	Date revised	September 2009; February 2015; September 2021

#### 4.13 RESOURCE SHARING (See the *Libraries Regulation*)

4.13.1 Parkland Regional Library System shares responsibility with provincial partners for coordinating resource sharing activities and providing resources and information to other libraries. To this end, Parkland Regional Library System lends materials in accordance with all resource sharing legislation and agreements.

Parkland Regional Library System is set up as one library system with all materials equally accessible to member libraries and patrons.

Revision history	Date adopted	November 2008
	Date revised	September 2014

## 4.14 SERVICE TO PERSONS UNABLE TO USE CONVENTIONAL PRINT MATERIALS (See the *Libraries Regulation*)

### 4.14.1 Non-Print Resources

Individual patrons with a valid Parkland card may request audio books and download e-audio books from PRLS' collections and audio books through interlibrary loan. Other resources and materials will be provided depending on circumstances and availability.

Revision history	Date adopted	November 2008
	Date revised	May 2013; February 2015

## 5. BYLAWS

### 5.1 THE TERMS AND CONDITIONS UNDER WHICH PUBLIC LIBRARY PROPERTY MAY BE USED OR BORROWED BY MEMBERS OF THE PUBLIC

(See the *Libraries Act*)

Patrons will be subject to the loan periods for physical materials as set within the integrated library system.

Library staff shall be allowed discretion in setting such loan periods and number of items lent under extenuating circumstances as deemed in the best interest of patron convenience and library collection maintenance.

### 5.2 PENALTIES TO BE PAID BY MEMBERS OF THE PUBLIC FOR ABUSE OF BORROWING PRIVILEGES (See the *Libraries Act*)

The replacement cost of damaged materials must be paid by the borrower. If an overdue item is considered lost, the patron must pay the replacement cost of the item.

### 5.3 THE TERMS AND CONDITIONS UNDER WHICH BORROWING PRIVILEGES MAY BE SUSPENDED OR FORFEITED (See the *Libraries Act*)

Abuse of borrowing privileges, mutilation or destruction of library materials or other actions considered inappropriate by PRLS staff, may result in withdrawal of card privileges or imposition of penalties, as described in 5.2.

### 5.4 ADMITTANCE TO THE HEADQUARTERS BUILDING (See the *Libraries Act*)

As Parkland Regional Library System headquarters does not function as a public library, the general public does not require access to the facility. Parkland Regional Library System staff will redirect members of the public to other area libraries and institutions as appropriate.

System personnel, client library personnel and Board trustees, along with representatives of other businesses, agencies or institutions having business with the System, will have access to the headquarters building during regular hours of operation (Monday to Friday, 8:30 a.m. - 4:30 p.m.).

No access to the headquarters building (other than for PRLS employees) outside of regular operation hours shall be permitted without the authorization of the Director and/or designated staff.

### 5.5 THE PROTECTION OF PRIVACY BYLAW (Required by *Protection of Privacy Act (POPA)*)

As a public body under the *Protection of Privacy Act*, the Board allows access to its records while ensuring the protection of privacy of individuals' personal information.

The Board designates the Director as the Head, in accordance with *POPA*. The Head may delegate specified responsibilities in writing of the Act.

Revision history	Date adopted	November 2008
	Date revised	February 2015; May 2017; January 2019; February 2019; February 2023; November 2025

# APPENDIX I

## REQUEST FOR RECONSIDERATION OF LIBRARY MATERIALS



**Parkland Regional Library System**

### Request for Reconsideration of Library Materials

#### 1 Request Initiated by

Last Name First Name Middle Initial

Address (Street)

(City)

(Province)

(Postal Code)

Telephone:

E-mail

I bring this request forward on behalf of:  Myself  Group/Organization:

#### 2 Material to be Reconsidered

Title

Author/Performer Publisher (if known)

Type of material:

Book  DVD/Video  Magazine  CD  Other

#### ***Details:***

What brought this resource to your attention?

What do you object to in this resource? (Please be specific, supply page numbers/tracks/scenes. Use extra sheets if needed)

Did you read/view/listen to the entire resource? Yes No

If not, which part(s) did you read/view/listen to?

What reviews or interpretations of this work have you consulted?

What resources would you recommend that would better convey the viewpoints and perspectives of the subject matter?

How would you like your concern to be resolved?

**3** Signature

Date (DD/MM/YYYY)

**Internal Use Only:**

Date (DD/MM/YYYY)

Received by:

*Personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act in order to respond to the request to reconsider library material. This form will be kept on file for one year following the final decision being made on the material contested. If you have any questions about the collection of this information, contact the Director at Parkland Regional Library System, 4565-46 Street, Lacombe, AB T4L 0K2 or at 403-782-3850.*

Revision history	Date adopted	September 2020
	Date revised	

## APPENDIX II

### FINANCE REIMBURSEMENT SCHEDULE

Trustee Honoraria:                   \$100 per 1/2 day  
   \$200 per full day

Mileage Rate:                           \$0.57 per kilometre

Un-receipted Expenses:            Breakfast     \$13  
   Lunch         \$18  
   Dinner        \$28

The purchase of alcoholic beverages will not be permitted as a trustee expense.

Expenses incurred by trustees for attending regular board meetings will not be reimbursed.

Flat rate, round trip travel for outlet library staff to attend events authorized by Parkland:

Brownfield     \$60  
 Spruce View   \$30  
 Water Valley   \$60

Revision history	Date adopted	November 2008
	Date revised	January 2010; September 2015; February 2019; May 2024; September 2025

## APPENDIX III

### FINANCE POLICY – RESERVES

#### Amortization Reserve

Movement of funds to or from fund accounts must be accompanied by a motion or according to policy. The minimum and maximum levels of the fund accounts will be reviewed within the context of the budget. Parkland's fund accounts are secured through PRLS' current bank accounts, guaranteed investment certificates (GICs), and investment in bonds.

#### HISTORY: New in 2010

YEAR	SOURCE	AMOUNT
2010	Transfer from Unallocated Year-End Reserve	\$128,000
2010	Capital Asset/Amortization Net Change in Account	\$4,821
2011	Net Adjustment	\$20,687
2012	Net Adjustment	\$42,647
2013	Net Adjustment	(26,896)
2014	Net Adjustment	\$22,538
2015	Net Adjustment	\$29,880
2016	Net Adjustment	\$13,872
2017	Net Adjustment	\$5,629
2018	Net Adjustment	\$11,574
2019	Net Adjustment	(30,898)
2020	Net Adjustment	\$117,515
2021	Net Adjustment	(14,356)
2022	Net Adjustment	(29,049)
2023	Net Adjustment	\$27,938
2024	Net Adjustment	(45,380)
<b>TOTAL AMORTIZATION RESERVE</b>		<b>\$278,531</b>

=====

## Building Reserve

Recommended Minimum Level - \$250,000

### HISTORY

YEAR	SOURCE	AMOUNT
1981	Operations - Surplus	\$210,025
1982	Operations - Deficit	(41,025)
1983	Operations - Deficit	(21,000)
1984	Operations - Surplus	\$12,000
1985	Operations - Deficit	(78,901)
1986	Operations - Surplus	\$54,088
1987	Operations - Deficit	(15,187)
1989	Interest Earned to 1989	\$24,718
	Reserve	\$144,718
1989	Sale of Portable Building	\$21,111
	Interest Earned	\$1,429
1992	Transfer from Escrow Account -Building	\$31,255
	Federal Sales Tax Rebate	\$21,385
	Purchases	(9,692)
1993	Photocopier	(4,607)
	Portable Walls	(2,560)
	Computer - 486	(3,599)
	Multimedia	(2,983)
1994	Lawnmower	(540)
	Snow-stop flashing	(1,956)
	Transfer to Capital Replacement-Equipment Reserve	(65,000)
1995	-----	-----
1996	Security System Upgrade	(1,907)
1997	Snow-stop flashing	(2,862)
	Unspent R/M Budget	\$2,095
1998	Unspent R/M Budget	\$909

	Sidewalk lifting, painting, repair eaves, patch stucco	(19,388)
	Operations - Surplus	
1999	Unspent R/M Budget	\$17,192
1999		\$1,018
2000	Unspent R/M Budget	\$674
2001	-----	-----
2002	-----	-----
2003	Lighting Upgrade	(8,924)
2004	Lighting Upgrade Completion	(6,950)
2004	Unspent R/M Budget	\$557
2004	Operations – Surplus	\$7,232
2005	-----	-----
2006	Operations – Surplus	6,393
2007	-----	-----
2008	Operations – Surplus	\$125,000
2009	-----	-----
2010	The net change invested in capital assets to the change in the net book value of respective capital asset accounts	\$28,522
2011	The net change invested in capital assets to the change in the net book value of respective capital asset accounts	\$24,886
2012	Window Upgrade	(7,772)
	Transfer to Technology Reserve (to reduce this reserve to maximum)	(46,237)
2013	-----	-----
2014	-----	-----
2015	New heating/cooling system, work flow study	(149,992)
2016	Transfer Unrestricted Operating Fund	\$149,992
2017	-----	-----
2018	-----	-----
2019	-----	-----

2020	New Building Expenses	(100,000)
2021	Transfer from Unrestricted Reserve	\$25,000
2022	Transfer from Unrestricted Reserve	\$25,000
2023	Transfer from Unrestricted Reserve	\$25,000
2024	Transfer from Unrestricted Reserve	\$25,000
2024	Replacement Cooling Server Room	(14,500)
<b>TOTAL BUILDING RESERVE</b>		<b>\$235,500</b>
		=====

**Contingent Liability Reserve**

Recommended Minimum Level - \$50,000

**HISTORY**

**Talking Books Reserve**

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
1983	Operations – Surplus	\$7,500
1984	Operations – Surplus	\$7,500
1985	Operations – Surplus	\$7,500
1986	Transfer to Operations	(5,000)
1989	Interest Earned to 1989	\$9,741
	<i>Talking Books Reserve Total</i>	<i>\$27,241</i>

**Special Projects Reserve**

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
1988	Transfer from Building Account	\$64,345
1989	Operations – Surplus	\$15,000
	Interest Earned to 1989	\$13,384
1990	Initial Bookstore Stock	(43,423)
	<i>Special Projects Reserve Total</i>	<i>\$49,306</i>
	<b><i>COMBINED SUB-TOTAL (Talking Books and Special Projects)</i></b>	<b><i>\$76,547</i></b>
1994	Transfer from ACRES to provide for long-term employee	\$45,000
1994	Renamed <i>Contingent Liability Reserve (Sub-total)</i>	<b>\$121,546.63</b>
1995	-----	
1996	Extra-ordinary expense	(11,843)
1997	Extra-ordinary expense	(1,650)
1998	-----	
1999	Transfer to Computer Reserve	(58,054)

2000	-----	
2001	-----	
2002	-----	
2003	-----	
2004	-----	
2005	-----	
2006	-----	
2007	-----	
2008	-----	
2009	-----	
2010	-----	
2011	-----	
2012	-----	
2013	-----	
2014	-----	
2015	-----	
2016	-----	
2017	-----	
2018	-----	
2019	-----	
2020	Extra-ordinary Expense	(40,779)
2021	Transfer from Unrestricted Reserve	\$45,000
2021	Extra-ordinary Expense	(1,230)
2022	Extra-ordinary Expense	(462)
2023	Extra-ordinary Expense	(13,680)
2024	Transfer from Unrestricted Reserve	\$45,130
2024	Extra-Ordinary Expense	(14,463)
<b>TOTAL CONTINGENT LIABILITY RESERVE</b>		<b>\$69,518</b>
		=====

## Equipment/Furnishings Reserve

Recommended Minimum Level - \$25,000

Recommended Maximum Level - \$50,000

### HISTORY

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
1994	Transfer from Contingency Reserve and Capital Replacement - Building Reserve	\$65,000
1995	-----	
1996	Canon Fax Machine	(1,780)
1997	Fax Software/Scanner	(1,103)
1998	-----	
1999	-----	
2000	-----	
2001	-----	
2002	Nortel Telephone System	(16,707)
2003	Panasonic Photocopier	(11,240)
2004	Operations – Surplus	\$22,330
2005	-----	
2006	Designated 2006	\$6,600
2007	Designated 2007	\$7,000
2008	Designated 2008	\$9,000
2009	Designated 2009	\$8,200
2010	The net change invested in capital assets to the change in net book value of respective capital asset accounts	(4,863)
2011	Transfer from Unallocated Year-End Reserve	\$12,500
2011	The net change invested in capital assets to the change in net book value of respective capital asset accounts	\$24,560
2012	Equipment purchases	(1,082)

2012	Transfer funds to Technology Reserve (to reduce reserve to maximum)	(19,294)
2013	Book Carts	(14,278)
2014	-----	
2015	-----	
2016	Transfer from Unrestricted Operating Fund	\$22,827
2016	Equipment purchases	(8,549)
2017	-----	-----
2018	-----	-----
2019	-----	-----
2020	-----	-----
2021	Furniture Purchases	(7,304)
2022	-----	-----
2023	Furniture Purchases	(4,991)
2024	-----	-----
<b>TOTAL EQUIPMENT/FURNISHINGS RESERVE</b>		<b>\$37,705</b>
		=====

**G.S.T. Reserve****HISTORY: New in 2003**

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
2003		\$37,800
2004	Operations – Surplus	\$28,626
2005	Dodge Caravan PRLS	(21,729)
2005	Operations – Allotment	(20,000)
2006	Moved to Operating Emergency Reserve	(24,697)
TOTAL G.S.T. RESERVE		\$0
		=====

**Operating Emergency Reserve****HISTORY: New in 2005**

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
2005	Transfer from Staff Contingency Reserve	\$23,537
2005	Transfer from Utility Contingency Reserve	\$34,779
2006	Transfer from G.S.T. Reserve	\$24,697
2007	Transfer from Surplus Reserves	\$83,410
2007	Transfer to Operating for Governance Review	(8,720)
2008	Transfer from Surplus Reserves	\$6,711
2008	Year-end deficit	(55,650)
2009	-----	
2010	-----	
2011	-----	
2012	Transfer from Surplus Reserves	\$49,096
2012	Moved to the newly created Unrestricted Operating Fund	(157,859)
2012	Discontinue Reserve	\$0
		=====

## Technology Reserve

Recommended Minimum Level - \$300,000

Recommended Maximum Level - \$500,000

### HISTORY:

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
1982	Operations - Surplus	\$50,000
1983	Operations - Surplus	\$50,000
1984	Operations - Deficit	(85,497)
1985	Operations - Surplus	\$92,177
1986	Computer Capital	\$206,653
1987	Computer Capital	\$190,593
1988	Desk-Top Publisher	(19,098)
	Re-Con Work	(13,446)
	Interest Earned to 1989	\$110,009
1989	Bibliofile	(51,571)
	Interest Earned to 1989	\$110,009
1990	Sobeco Contract	(212,958)
1991	Sobeco Contract	(20,597)
1992	Sobeco Contract	(3,442)
1993	NCR Memory	(8,000)
1994	Computer - 486	(2,662)
	MultiLIS Training	(3,304)
	Network	(35,941)
1995	Network additions	(47,311)
	Authority Control	(31,776)
	Sale of NCR Tower	\$560
1996	Automation Pilot Project	\$(4,244)
	Internet Set-up	(7,967)
	Computer Up-grade	(30,334)
1997	-----	

1998	APLEN & Restructuring Grant	\$79,783
	Dynix Automation System	(105,756)
1999	Operations - Surplus	\$48,898
1999	Transfer from Contingent Liability	\$58,053
1999	Dynix System Final Bill	(5,566)
2000	Operations - Surplus	\$48,070
2001	Computer hardware/software upgrades	(50,000)
2002	Transfer from Surplus Reserves	\$196,227
	Horizon System & Computer Upgrades	(212,075)
2003	-----	
2004	Operations – Surplus	\$29,932
2004	Unspent Computer Replacement Budget	\$601
2005	Operations – Surplus	\$80,582
2005	Designated 2005	\$42,556
2005	Unspent Computer Replacement Budget	\$163
2005	HIP	(22,780)
2006	Operations – Surplus	\$68,033
2006	Designated 2006	\$42,556
2007	-----	-----
2008	Designated 2008	\$25,685
2009	Designated 2009	\$3,823
2010	Designated 2010	\$7,068
2010	The net change invested in capital assets to the change in the net book value of respective capital asset accounts	\$25,754
2011	Per Budget	\$35,000
2011	Transfer from Unallocated Year-End Reserve	\$97,284
2011	Technology purchase	(31,707)
2011	The net change invested in capital assets to the change in the net book value of respective capital asset accounts	\$20,404

2012	CIP Grant	\$30,000
2012	Per Budget	\$35,000
2012	Technology Purchases and Project work	(134,136)
2012	Transfer of funds from Building Reserve	\$46,237
2012	Transfer of funds per board motion	\$19,294
2013	Per Budget	\$15,000
2013	Technology purchases	(19,013)
2014	Per Budget	\$45,620
2014	Technology purchases/computers for Libraries	(101,997)
2015	Technology purchases/computers for Libraries	(196,045)
2016	Technology purchases/computers for Libraries	(157,097)
2016	Transfer from Unrestricted Reserve	\$100,000
2017	Technology purchases/computers for Libraries	(61,675)
2017	Transfer from Unrestricted Reserve	\$200,000
2018	Technology purchases/computers for Libraries	(109,020)
2019	Transfer from Unrestricted Reserve	\$160,000
2019	Technology purchases/computers for Libraries	(84,481)
2020	Technology purchases/computers for Libraries	(65,996)
2021	Technology purchases/computers for Libraries	(104,623)
2021	Transfer from Unrestricted Reserve	\$190,000
2022	Transfer from Unrestricted Reserve	\$200,000
2022	Technology purchases/computers for Libraries	(34,833)
2023	Transfer from Unrestricted Reserve	\$200,000
2023	Technology purchases/computers for Libraries	(14,820)
2023	Technology Website Development	(200,000)
2023	Technology Wireless Project	(52,667)
2024	Technology purchases/computers for Libraries	(162,656)
<b>TOTAL TECHNOLOGY RESERVE</b>		<b>\$312,117</b>
		=====

## Vehicle Reserve

**Minimum Level:** An amount to be designated each year per vehicle as part of a five-year rolling vehicle acquisition and disposal plan, subject to the estimated salvage value of the retiring vehicles and the expected replacement cost.

**Replacement Cost:** A budgeted amount for future vehicle replacement shall be transferred to the Vehicle Reserve each year.

### HISTORY:

YEAR	SOURCE	AMOUNT
1982	Operations - Surplus	\$7,554
1989	Cube Van Purchase	(14,072)
	Interest Earned to 1989	\$6,518
1990	Balance of Rocky/Caroline Reserve	\$2,181
1993	Sale of Old van	\$800
1994	Transfer from ACRES	\$20,000
1995	Sale of Cube Van	\$4,774
1996	Purchase of 1996 Dodge van	(20,497)
	Trade in of ACRES van	\$1,500
1997	-----	
1998	Designated 97 & 98 minimum	\$10,000
1999	Designated 1999	\$5,000
2000	Operations Surplus	\$5,000
	Purchase of 2000 Chevy Van	(26,430)
	Sale of 1996 Dodge Van	\$4,245
	Designated 2000	\$5,000
2001	Designated 2001	\$5,000
2002	Designated 2002	\$5,000
2003	Designated 2003	\$5,000
	Purchase of 2003 Chevy Van	(27,804)
	Sale of 2000 Chevy Van	\$10,700
2004	Designated 2004	\$5,000
2005	Designated 2005	\$10,000

2006	Designated 2006	\$15,000
2007	Designated 2007	\$15,000
2007	Sale of 2003 Chevy Van	\$8,633
2008	Designated 2008	\$15,000
2008	Purchase Dodge Caravan	(22,348)
2008	Sale of Dodge Caravan	\$7,500
2009	Designated 2009	\$15,000
2009	Sale of 2006 Chevy Van	\$6,240
2010	Designated 2010	\$15,000
2010	The net change invested in capital assets to the change in the net book value of respective capital asset accounts	\$12,336
2011	Per Budget	\$15,000
2011	Purchase 2011 Cargo Van	\$(29,811)
2011	Sale of 2008 Cargo Van	\$5,333
2011	The net change invested in capital assets to the change in the net book value of respective capital asset accounts	\$7,370
2012	Per budget	\$15,000
2012	Purchase Ford Flex and 2012 Cargo Van	(58,728)
2012	Sale of 2008 Caravan and 2009 Cargo van	\$13,116
2013	Per Budget	\$15,000
2014	Per Budget	\$15,000
2014	Transfer from Unrestricted Reserve	\$75,000
2014	Sale of 2011 Cargo Van	\$8,976
2014	Purchase of 2014 Cargo Van	(28,578)
2015	Sale of 2012 Cargo Van	\$10,051
2015	Purchase of 2015 Cargo Van	(30,000)
2016	-----	
2017	Sale of 2014 Cargo Van	\$8,000
2017	Transfer from Unrestricted Reserve	\$30,000

2017	Purchase of two 2017 Cargo Vans	(62,146)
2018	Purchase Ford Transit and Dodge Caravan	(35,500)
2019	Transfer from Unrestricted Reserve	\$50,000
2020	Purchase of two 2020 Cargo Vans	(59,006)
2020	Sale of 2015 Cargo Van	\$13,179
2021	Transfer from Unrestricted Reserve	\$75,000
2022	Purchase 2022 Cargo Van	(33,500)
2023	Transfer from Unrestricted Reserve	\$100,000
2023	Purchase two 2023 Cargo Vans	(96,392)
2023	Sale of three Cargo Vans	\$60,000
2024	-----	-----
<b>TOTAL VEHICLE RESERVE</b>		<b>\$179,454</b>
		=====

## Operating Reserve

2004 As set by Board Policy = \$150,000

2005 As set by Board Policy = \$150,000

### HISTORY

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
1987	Operations – Surplus	\$4,617.73
1988	Operations – Surplus	\$5,753.95
1989	Change in accounting principles to recognize Warehouse books as inventory	\$55,479.94
	Operations – Surplus	\$31,647.99
1990	Operations - Interest on reserves no longer allocated to reserves	\$115,460.82
1991	Operations – Deficit	(23,293.39)
1992	Operations – Surplus	\$12,828.79
1993	Operations – Deficit	(29,454.70)
1994	Operations – Surplus	\$19,223.73
1995	Operations – Deficit	(2,178.58)
1996	Operating – Deficit	(38,902.89)
1996	Adjustment	(3,846.78)
1997	Operating - Surplus	\$12,944.76
1998	Operating - Surplus	\$66,309.10
1999	Transfers to Reserves	(72,108.42)
1999	Operating - Surplus	\$146,603.95
2000	Change in fund balance	(38,039.00)
	Transfer to Surplus Reserve	(101,769.00)
2001	Change in fund balance	\$12,929.00
2002	Change in fund balance	\$3,388.00
2003	Change in fund balance	\$10,411.00
2004	Change in fund balance	(38,006)
2005	-----	-----

2006	-----	-----
2007	-----	-----
2008	-----	-----
2009	-----	-----
2010	-----	-----
2011	-----	-----
2012	Transfer Fund Balance to the Unrestricted Operating Fund	(150,000)
2012	Discontinue Reserve	
TOTAL OPERATING RESERVE		\$0
		=====

**Unallocated Year-End Reserve****(Formerly Surplus Reserves; changed December 31, 2008)****HISTORY: New in 2000**

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
2000	Surplus	\$101,769
2001	Transfer funds to operating	(66,990)
	Setup Utilities Contingency	(34,779)
	Surplus	\$196,227
2002	Transfer funds to computer reserve	(196,227)
2003	Surplus	\$88,120
2004	Transfer to Building Reserve	(7,232)
2004	Transfer to Computer Reserve	(29,932)
2004	Transfer to Equipment/Furnishings Reserve	(22,330)
2004	Transfer to G.S.T. Contingency Reserve	(28,626)
2004	Surplus	\$80,582
2005	Transfer to Computer Reserve	(80,582)
2005	Surplus	\$74,427
2006	Transfer to Building Reserve	(6,393)
2006	Transfer to Computer Reserve	(68,034)
2006	Surplus	\$83,410
2007	Transfer to Operating Emergency	(83,410)
2007	Surplus	\$194,211
2008	Transfer to Building Reserve	(125,000)
2008	Transfer to Emergency Operating Reserve	(6,711)
2008	Transfer funds to Operating Reserve	(62,500)
2008	Year-end surplus	-----
2009	Year-end surplus	\$166,782
2010	Transfer to new Amortization Reserve	(128,000)
2010	Transfer to Operating (NetLibrary Furniture/Fixture purchases)	(38,782)

2010	Year-end surplus	\$109,784
2011	Transfer to Technology Reserve	(97,284)
2011	Transfer to Equipment/Furnishing Reserve	(12,500)
2011	Year-end surplus	\$49,096
2012	Transfer to Operating Emergency Reserve	(49,096)
2012	Discontinue Reserve	
TOTAL SURPLUS		\$0
		=====

**Unrestricted Reserve****(Formerly Unrestricted Operating Fund; changed September 17, 2020)****HISTORY: New in 2012**

<b>YEAR</b>	<b>SOURCE</b>	<b>AMOUNT</b>
2012	Transfer funds from the Operating Reserve	\$150,000
2012	Transfer funds from Operating Emergency Reserve	\$157,860
2012	Year-end Net Adjustments	(47,381)
2013	Opening Year-end Adjustment	\$13,475
2013	Year-end Net Adjustments	\$62,257
2014	Opening Year-end Adjustment	\$41,795
2014	Transfer funds to Vehicle Reserve	(75,000)
2014	Year-end Net Adjustment	\$29,206
2015	Opening Year Adjustment	\$9,457
2015	Purchase for Websites Project	(150,000)
2015	Year-end Adjustments	\$5,338
2016	Opening Year Adjustment	\$173,397
2016	Transfer funds to Building Reserve	(149,992)
2016	Transfer funds to Equipment Reserve	(22,827)
2016	Transfer funds to Technology Reserve	(100,000)
2016	Year-end Net Adjustment	\$34,270
2017	Opening Year-end Adjustment	\$225,208
2017	Transfer funds to Technology Reserve	(200,000)
2017	Transfer funds to Vehicle Reserve	(30,000)
2017	Transfer funds to Operations for eAudio Purchases	(35,000)
2017	Transfer funds to Operations for Compensation Review	(9,000)
2018	Opening Year-end Adjustment	\$95,728
2018	Transfer funds to Operations for Polaris migration	(37,494)
2018	Year-end Adjustment	\$10,098
2019	Opening Year-end Adjustment	\$253,355

2019	Transfer funds for Polaris	(87,506)
2019	Transfer funds to Vehicle Reserve	(50,000)
2019	Transfer funds to Technology Reserve	(160,000)
2019	Transfer funds for programming & marketing initiative projects	(29,664)
2019	Year-end Adjustment	\$37,180
2020	Opening Year-end Adjustment	\$265,708
2020	Transfer funds for Building Capital, expenditures and year-end adjustments	(4,222,223)
2021	Opening Year-end Adjustment	\$4,285,715
2021	Transfer for eMaterial purchases	(25,000)
2021	Transfer to Building Reserve	(25,000)
2021	Transfer to Contingent Liability Reserve	(45,000)
2021	Transfer to Technology Reserve	(190,000)
2021	Transfer to Vehicle Reserve	(75,000)
2021	Year-end Adjustment	\$97,094
2022	Opening Year-end Adjustment	\$228,345
2022	Transfer for eAudio books	(30,000)
2022	Transfer for Lucky Day Collection	(11,000)
2022	Transfer to Building Reserve	(25,000)
2022	Transfer to Technology Reserve	(200,000)
2022	Transfer for eMagazines	(3,392.88)
2022	Year-end Adjustment	\$108,429
2023	Opening Year-end Adjustment	\$211,979
2023	Transfer for Cooperative Collection	(35,000)
2023	Transfer to Vehicle Reserve	(100,000)
2023	Transfer to Building Reserve	(25,000)
2023	Transfer to Technology Reserve	(200,000)
2023	Transfer for 65 <sup>th</sup> Anniversary	(203)
2023	Year-end Adjustment	\$89,750

2024	Opening Year-end Adjustment	\$26,884
2024	Transfer to Contingent Liability Reserve	\$45,130
2024	Transfer to Building Reserve	\$25,000
2024	Transfer for 65 Anniversary	\$7,661
2024	Transfer for Website Enhancement	\$20,858
2024	Year-end Adjustment	(99,812)
2025	Opening Year-end Adjustment	\$99,343
<b>TOTAL SURPLUS</b>		<b>\$317,252</b>
		=====

## APPENDIX IV

### PROTECTION OF PRIVACY ACT Delegation Tables

#### Delegation Table – Provisions of the *Protection of Privacy Act* and Regulation for which Delegation of Authority Should be Considered

Duty, power or function of Head	Section reference	Retained by Head	Delegated to Privacy Officer
<b>Collection, Correction, Protection of Personal Information</b>			
Authority to set aside collection requirements	5(3), (4)	X	
Authority to decide on requests for correction of personal information	7(1)		X
Duty to correct, annotate or link personal information, duty to notify previous recipients	7(3), (4)		X
Duty to give notice to individual requesting correction	7(7)		X
Authority to transfer a request for correction	8		X
Duty to ensure protection of personal information by making reasonable security arrangements	10(1) Regulation (MIN) 2,3		X
Duty to notify the affected individual when there exists a significant risk of harm	10(2) Regulation (MIN) 4		X
Duty to ensure protection of data derived from personal information	20		X
Duty to ensure protection of data derived from non-personal data	24		X
<b>Use and Disclosure of Personal Information</b>			
Establishing rules for electronic consent	Regulation 2(4)(a)		X
Establishing rules for oral consent	Regulation 2(5)(a)		X
Authority to disclose to guardian of a minor	54(1)(e)		X
Authority to disclose to relative or adult interdependent partner of deceased individual	13(1)(s)		X

Authority to disclose to avert imminent danger to health or safety	13(1)(cc) Regulation 1(1)(b)		X
Authority to approve conditions for disclosure for research and statistical purposes and for administration of research agreements	15	X	
<b>Reviews and Complaints</b>			
Authority to ask the Commissioner for advice	28(1)		X
Authority to require Commissioner to examine original record on site	29(4)		X
Right to make representations to the Commissioner	41(6),(8)		X
Duty to comply with Commissioner's Order	44		X
<b>General Provisions</b>			
Duty to publish a directory of the body's personal information banks and keep it current	57(2),(5)		X
Duty to record uses or disclosures of personal information not included in directory	57(4)		X

**Delegation Table - Administrative Responsibilities in the Protection or Privacy Act and Regulation that May be Assigned**

<b>Duty, power or function or public body</b>	<b>Section reference</b>	<b>Retained by Head</b>	<b>Delegated to Privacy Officer</b>
<b>Collection, Accuracy and Retention of Personal Information</b>			
Establishing controls over the collection, use, and disclosure of personal information	2(a)		X
Authorizing routine correction of personal information	2(b)		X
Ensuring authorized purpose of collection	4		X
Assuring proper collection and notification	5		X
Assuring accuracy of personal information	6(a)		X
Applying retention standards	6(b)		X
<b>Use and Disclosure of Personal Information</b>			
Assuring appropriate uses	12		X
Assuring appropriate purposes of data matching	17		X
Assuring appropriate uses of data derived from personal information	18		X
Assuring appropriate purposes of disclosure of data derived from personal information	19		X
Assuring appropriate purposes for creation of non-personal data	21 Regulation (MIN) 5(1)		X
Assuring appropriate use and disclosure of non-personal data	22, 23 Regulation (MIN) 5(2)		X

Revision history	Date adopted	January 2019
	Date revised	November 2025