



County of Fairfax, Virginia

To protect and enrich the quality of life for the people, neighborhoods and diverse communities of Fairfax County

PLACE: George Mason Regional Library
7001 Little River Turnpike
Annandale, VA 22003
(703) 256-3800

TIME: 7:00 P.M.

DATE: November 12, 2014

AGENDA

I. PUBLIC COMMENT

1. Jennifer McCullough, President, Fairfax County Public Library Employees' Association

II. MINUTES – October 2014

III. CHAIR'S REPORT

- A. Opening Remarks
- B. Board of Supervisors meeting with Library Board of Trustees - Tuesday, January 20, 2015 at 10:00 am in Rooms 9/10 at the Government Center
- C. December 2014 Library Board Meeting

IV. COMMITTEE REPORTS

- A. Library Foundation – Michael Donovan
- B. Budget Committee – Michael Donovan
- C. Evaluation & Communication Subcommittee–Status of Community Survey – Charles Fegan

V. DIRECTOR'S REPORT

- A. Financial Issues
 1. FY2015 Budget Status
 2. FY2016 Budget Discussions
- B. Capital Issues
 1. Woodrow Wilson Library Update
 2. Reston Regional Library and John Marshall Library Update
 3. Pohick Regional Library Update
 4. Tysons-Pimmit Regional Library Update and Temporary Library discussion
 5. Facilities Update – (Attachment 1) – Page 1

V. DIRECTOR'S REPORT (cont'd)

C. Technology Issues

1. Comprise and FCPL Staff Time, October 2014 (Attachment 2) – Page 3
2. Comprise Update (Attachment 3) – Page 5
3. Self Checkout RFP Status, 11/12/14 (Attachment 4) – Page 7
4. Holds Label and Staff Time, 10/15/14 (Attachment 5) – Page 9

D. New Pay Structure – General County Employees (Attachment 6) – Page 13

E. Legislative Issues Top 11 (Attachment 7) – Page 19

F. Branch Polling Places (Attachment 8) – Page 33

G. Staff Day Participant Survey - Summary (Attachment 9) – Page 35

H. Board of Trustees Email Retention

VI. CONSIDERATION ITEMS – None

VII. ACTION ITEMS - None

VIII. INFORMATION ITEMS

A. Adapting America's Public Libraries for the Digital Age (Attachment 10) – Page 65

B. Rising to the Challenge, Re-Envisioning Public Libraries (Attachment 11) – Page 67

C. Fairfax County Federation of Citizens Associations – Resolution on Fairfax County Public Library Collection Maintenance – Draft for FedBoard 10/23/14 (Attachment 12) – Page 73

D. Monthly Statistical Snapshot – September 2014 (Available at meeting)

E. Incident Report – October (Available at meeting)

IX. ROUNDTABLE

Attachment 1

Facilities Update: October 2014

JM

- The SCRAM Team has agreed to snake the drains each time they visit in an effort to proactively prevent the Mechanical Room drain from overflowing.

KP

- The fire sprinkler system is being replaced. This project is part of the CIP.

PO

- A customer complained about sediment build-up on several parts of the public drinking fountain. FMD is replacing those parts.

RR

- The meeting room was re-painted and new window blinds were installed.

SH

- Work started to Tuesday, 10/28 to replace part of the roof and internal gutters. The project may take 10 weeks to complete. A notice was posted on the branch webpage and flyers were printed for posting in the branch.

WW

- The renovation project continues to be on schedule. A more detailed timeline is forthcoming from Joan Beacham.

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**Comprise and Staff Time: Reston Regional
Rudy Rodela, Branch Manager**

Overall, RR staff spends about 25% less time with customer transactions than they did before Comprise.

- Circ staff spends significantly less time, as they don't have to manage cash, they don't have to work with the cash register and they don't spend as much time negotiating fines with the public. The kiosks are intuitive enough to allow customer self-service for most transactions.
- Info staff are spending a bit more time at present, as Reston has high PC usage and many customers who are new to Comprise. There is a wider variety of tasks Info staff support as well, including training customers using kiosks to print their own guest passes, make book sale purchases and pay by credit card.

The RR staff are spending noticeably less time training customers than they were in late July when the system was launched—customers new to Comprise (or new to FCPL) walk in the door all the time. Once Comprise has been in place for 6-12 months at RR, and is in place across FCPL, it's anticipated that time spent training customers will diminish.

**Comprise and Staff Time: Herndon
Laura Raymond, Branch Manager**

- At HE I would say that Circ staff spend about 20% less time while on the public desk on customer transactions than they did before Comprise. While they are no longer collecting money and processing credit cards, they are still communicating with customers about fines, directing them to the kiosks and demonstrating as needed, and billing for lost items, etc. I think it is important to make the distinction between total staff time and staff desk time. If a Circ aide typically spends 2-3 hours of a 4 hour shift on the desk, then the time savings amounts to something more like 10-15% of their total hours. Time saved for Circ management is at least 30 minutes per day because of the elimination of the cash reports and drawer counting. After considering time spent taking money in and out of the safe and handling Dunbar transactions, Circ management time saved at a community branch is about 10%. [Note: FCPL Financial Services is testing a system that will eliminate branch staff time currently expended for safe management and Dunbar interaction—MQ & MK]
- Info staff at HE are spending more time explaining printing and copying, but it isn't a huge increase since customers have always needed some assistance with these things. Info staff are also now assisting customers with book sale and fine payments because of Info Desk proximity to the kiosks. Guest passes are actually less time consuming to create than they were with Pharos. I would say now that things have settled down, Info staff time spent on these transactions has increased by maybe 5%, because their duties have expanded to include tasks they didn't previously perform.

Comprise Status 11/5/14

Attachment 3

As of 11/5/14, there were 6 branches live with Comprise: Herndon, Reston Regional, Fairfax Regional/Virginia Room, Tysons Regional, Patrick Henry and Sherwood Regional. A total of 20 kiosks using the Comprise software are now installed. 137 public PCs are using the Comprise software also.

While issues have arisen, they are being addressed by a team of library branch staff and library administration staff. Many customers use the system without assistance, and staff interest is high.

Training is currently going on for library staff, hosted at branches currently using Comprise.

Barring unforeseen developments, rollout to the rest of the branches will be complete by Friday, 12/12/14.

Questions regarding the Comprise project should be directed to Melanie Quinn, Deputy Director, or Margaret Kositch, Technology Director.

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The Library's contract for the self-checkout software expired October 30, 2014. A short-term contract extension with the current vendor has been negotiated.

The Library issued a request for proposal for all interested vendors that closed on May 8, 2014. The following actions have been completed to date:

- A Selection Advisory Committee has been formed with representatives from FCPL and the Department of Information Technology;
- Proposals have been reviewed and evaluated by the committee;
- Demonstration of vendor products is complete;
- Contract negotiations have begun;
- A recommendation of award has been submitted.

The final step in the procurement process will be a review of the agreement by the County Attorney and the issuance of a contract with multiple renewal options.

Additional information will be provided as this process unfolds. Questions regarding this process or the software can be directed to Margaret Kositch, Technology Director.

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Hold Label and FCPL Staff Time, October 2014 Attachment 5

Hold Label and Staff Time: Reston Regional Rudy Rodela, Branch Manager

Overall, RR staff spends a bit less time handling holds, but the end result is a much improved customer experience.

There are three kinds of labor involved in getting a hold to a customer, and each of these tasks is performed by a different person.

- Labor at the branch sending the holds: (time increased + time decreased with HL)
- Labor at the branch receiving the holds: (time decreased with HL)
- Labor by the customer: (time decreased with HL)

At the branch sending the holds, the average staff member can pull and sticker fewer books per hour in the stacks than he or she could with a paper pick list, which is a net increase in staff time. However, the process of getting the stickered books out the door requires less time per item, as the labeled books can simply be scanned to change status to "In Transit" and then can go directly to the delivery bins. In the previous process, each book was pulled, scanned to mark it "In Transit," its target branch was identified, and a slip was placed in the book to mark its destination branch. It takes less time to scan a book than to scan a book and place a slip in it.

Please note that at the same time the Holds Label system was deployed, new workroom copiers were installed, and a persistent issue with tray selection created problems for branches printing sheets of 8 holds labels. A software fix to eliminate this tray selection issue was put in place on 9/15/14 and since that time, significantly fewer issues with printing Holds Labels to the new copiers have been reported.

At the branch receiving the holds, the time to manage each hold is reduced. Previously, incoming holds were identified only by branch, and when each book was checked in, a hold slip was printed with the customer's name. In the new system, books arrive at the branch already labeled with the branch and customer name, and need to be simply checked in to change status to "Holds" before being shelved in the self-service holds area. It takes less time to check in a book than to check in a book and print a holds slip.

When customers pick up their holds, the stickers are easier to read, more difficult to remove by mistake and look better. Customers do not need to crane their necks to read the floppy slips, and can find their materials more quickly.

Hold Label and Staff Time: Herndon Laura Raymond, Branch Manager

I agree with Rudy's assessment of time spent with the Holds label solution.

Pick list processing time is about the same (savings in some ways, increased time in others) but there is definitely a time savings at the receiving end. However, much of this work is done by volunteers, and the time spent by staff to train and supervise the volunteers is about the same as it was before holds label.

Holds Label and FCPL Staff Time, October 2014

There is also a slight increase in time discharging returns when the holds labels have been left on the books by customers. Circ staff report that labels are left on about 50% of the time, although they are trying to educate them to remove the labels at checkout. Estimating based on about 15 labels removed per hour at a rate of 5 labels per minute, processing returns takes about 5% longer than before.

The customer experience is definitely improved with the new labels.

Holds Label and Staff Time: Technical Operations

Betsy Keefe, Cataloging Coordinator

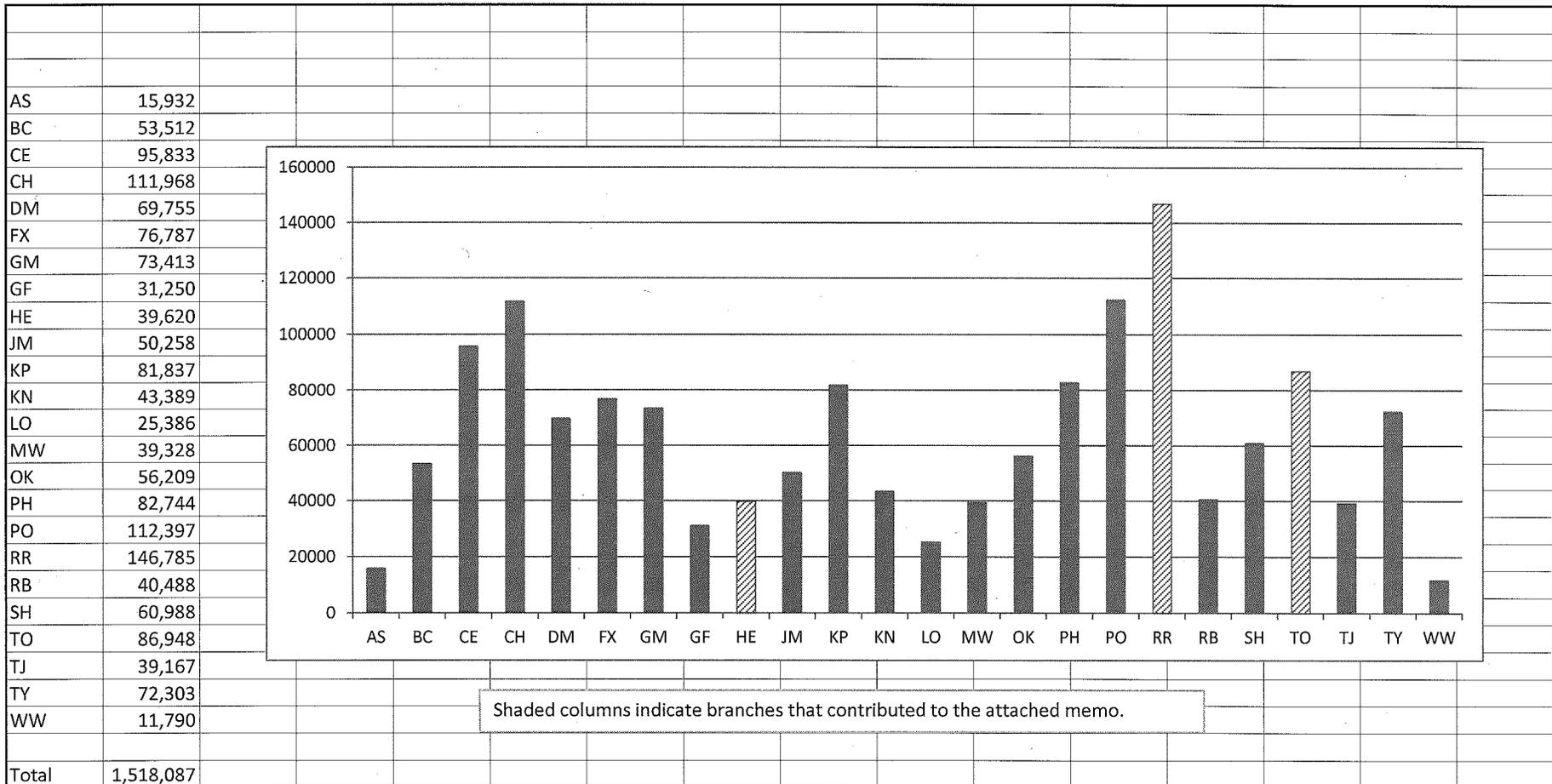
Vimala Raghavan, Processing Team Lead

The Tech Ops Department handled more holds in the past year than 19 of our 24 locations.

With the launch of the holds label solution, there is a time savings of 15-20 minutes per staff member per day when we trigger holds, and with our staff it adds up to a savings of 1.25 to 1.5 hours a day. This could certainly fall under the category of "Labor at the branch sending the holds" mentioned above.

Also I agree that at the branch receiving the holds, the time to manage each hold is reduced. Since the hold slip is already printed, the only thing that needs to be verified is the accuracy of the patron's name by looking at the screen and checking the item in to change status to "Holds" in Workflows.

Holds Processed Per Branch, Sept 2013-Sept 2014



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Subject: FW: New Pay Structure - General County Employees
Attachments: Action Item - 10-28-14-New Pay Plan.docx

From: Woodruff, Susan
Sent: Thursday, October 23, 2014 10:46 AM
To: FAIRFAX COUNTY-SMT
Cc: HR Managers; Payroll Contacts; Amiri, Leslie H.
Subject: New Pay Structure - General County Employees

As you probably know, the new pay structure for General County employees will go to the BOS on Tuesday, the 28th. I have attached the Board item for your information. DHR is working on an FAQ document that will address the questions that are being asked. Please share with me or Leslie Amiri any questions that you are hearing and we will ensure that they are included in the FAQ document which we would hope to post next week after Board approval.

Thanks!!

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October 28, 2014

ACTION ITEM -

Approval of a New Pay Structure for General County Employees

ISSUE:

Board approval of a new pay structure for General County employees.

RECOMMENDATION:

The County Executive recommends Board of Supervisors' approval of the new pay structure for General County employees. The Board Personnel and Reorganization Committee directed staff at the October 14, 2014 meeting to bring the new pay structure forward to the full Board for consideration.

TIMING:

Action is requested today to provide sufficient lead time for a July 2015 implementation.

BACKGROUND:

Included in the FY 2014 Budget Guidance was direction to staff to "work with employee groups to develop and refine an overall pay structure that provides compensation adjustments based on inflation and other economic factors; awards employees for satisfactory job performance; addresses longevity factors for long-tenured employees and develops a cohesive plan for conducting market studies and ensuring that county job classes maintain equity and competitiveness within the Region."

Action taken included the following:

- Chairman Bulova Board Matter introducing Workforce Dialogue process in summer, 2013
- Nine information sessions held in September 2013
- Six focus groups conducted in October/November 2013
- Countywide Employee Survey – November/December 2013
- Work Group 1 (Supervisors Gross and Cook, Randy Creller, Paula Woodrum, Sue Woodruff and Ed Long) – reported out at January 21, 2014 Personnel and Reorganization Committee meeting
- Work Group 2 (Supervisors Gross, Cook, Foust and Frey, Randy Creller, Major Clemens, Joe Wilhelm, Lisa McCorkle, Joe Mondoro, Christina Jackson, Cathy Spage, and Susan Holsneck) – reported out at the October 14, 2014 Personnel and Reorganization Committee

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- FY 2015 Budget Guidance directing that Work Group 2 recommendations be returned to the Board for consideration as part of the FY 2016 budget review process
- Discussions at seven Personnel and Reorganization Committee meetings to date (February 2013-October 2014)

After significant Board discussion, employee input, work group dialogue, and staff review over the past 18 months, the following general themes have remained generally consistent with respect to employee compensation.

An employee compensation system should:

- Be fair and equitable (among employee groups and as it relates to pay compression with new hires)
- Reflect the market and keep up with inflation
- Provide for employee movement through the pay range over course of career
- Provide predictability as to what employees can expect over course of career
- Recognize both performance and longevity
- Be sustainable and affordable

Work Group Summary and Recommendations:

Employee Compensation Work Group 2 met six times over the course of the past six months. As a result of those discussions, work group members gained a greater understanding of the issues, concerns, and constraints faced by the employee groups, Board members, and County staff. Building on that understanding, a number of pay system proposals were developed with lively discussion about the pros, cons, and costs. It was ultimately recognized that there was no "one right answer" to the compensation structure question and that compromise was needed to move the project forward. The Work Group has been successful in reaching consensus on a compromise compensation structure that meets the objectives of the Group.

At the October 14, 2014 Personnel and Reorganization Committee meeting, the Work Group recommended a General County Employee Pay Structure that:

- Retains the current open range pay structure.
- Includes annual funding of the Market Rate Adjustment (MRA).

- Provides annual performance increases based on an employee's position on the pay plan:

Position on Pay Plan		Performance Increase Eligible
Greater than or Equal to	Less Than	
0%	15%	3.00%
15%	30%	2.50%
30%	45%	2.00%
45%	60%	1.75%
60%	75%	1.50%
75%	100%	1.25% (or until hit maximum)

- Includes a 4 percent longevity for employees with 20 or 25 years of service as of July 1 (regardless of position on pay range, but employees cannot exceed maximum of pay range) instead of the performance increase otherwise eligible.
- Allows an employee hired at the minimum of the pay scale to reach the midpoint after 12 years and the maximum after 25 years (assuming full funding of performance increases each year).

Priority for Funding Decisions

The plan was developed with the assumption of full funding consistent with the guidelines of affordability and sustainability. The Work Group recommended that the performance increases be fully funded each year, and any flexibility needed by the Board of Supervisors in balancing the budget be drawn from the Market Rate Adjustment.

If budgetary restrictions do not allow for the full funding of employee compensation, including calculated Market Rate Adjustment for all employee groups, performance increases and longevities for General County employees, and merits and longevities for Uniformed Public Safety employees, the priority for funding decisions would be as follows:

- Adjustments should first be made to the Market Rate Adjustment, as appropriate, for all employees. These adjustments should be made gradually from full to partial to no Market Rate Adjustment, depending on affordability. The Work Group used an assumed Market Rate Adjustment of 1.5 percent, which is below historical averages, with the assumption that flexibility with the Market Rate Adjustment will need to be utilized by the Board of Supervisors given projected budget restrictions.
- Partial funding of performance increases/longevities and merits/longevities should be avoided. If these employee pay components cannot be funded in full,

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but some funding is available for pay increases, this funding should be used for an across-the-board adjustment to both salaries and scales for all employee groups.

- Additionally, as the Market Rate Adjustment is applicable to all employees, the County will continue to look at specific job classes with regard to their market comparators to determine if further adjustments are required.

FISCAL IMPACT:

In FY 2016, the estimated General Fund impact of implementing the recommended pay structure is \$15.26 million. The average General County employee increase in FY 2016 (excluding the MRA) would be 2.50 percent. Costs for implementation are higher in the first year, as all employees with at least 20 years of service as of July 1, 2015 would receive a 4 percent longevity increase. In subsequent years, only those employees reaching the 20 or 25-year benchmarks in that year would receive the increase.

It should be noted that the actual cost will be dependent on the actual employee population at the time of implementation and the funded MRA, as the MRA is applied first to employees' salaries.

Total projected employee pay costs for FY 2016, including an assumed 1.5 percent MRA, the pay structure for General County employees as described above, merit and longevity increases for uniformed public safety employees, and the estimated impact of market studies is \$44.0 million. This is an increase of \$10.7 million above the funding included in the FY 2016 multi-year budget.

ENCLOSED DOCUMENTS:

None.

STAFF:

Susan Datta, Chief Financial Officer
Susan Woodruff, Director, Department of Human Resources



www.fairfaxfederation.org P.O. Box 3913, Merrifield, VA 22116-3913

Thursday, October 16, 2014

Fairfax Delegation to the Virginia General Assembly

Cc: Fairfax County Board of Supervisors

Dear Fairfax Elected Official,

The Fairfax Federation of Citizen Associations, representing about 68,000 Fairfax residences, forwards to you the Federation's 2015 Legislative Program Top 11 Issues of community concern for your consideration and action. The Federation is available to assist you on any of these issues.

These issues are compiled from a two-part survey in September of Fairfax citizens. The first part asked citizens to rank by importance eight general public services in order to get a feel for areas of most concern or interest. Ranked highest is Education and Transportation, then Finance/Budget, Public Safety, Land Use/Development, Environment/Conservation, Human Services/Library, and Citizen Associations Services.

The second part of the survey asked our membership for specific comments and concerns. Over 400 responses were consolidated, researched, and evaluated by respective Federation committees. The Federation Board approved eleven of fifteen final proposals as the enclosed Top 11 Issues.

The Federation officers and members appreciate you representing our communities. We believe you understand our members' concern about these issues and will give them your qualified attention while communicating their status to the Federation.

Queries regarding these Top 11 Issues or the membership survey may be directed to the Legislative Committee Co-chairs at FedLegislationChr2015@fairfaxfederation.com.

Respectfully submitted,

Bill Barfield
2nd Vice President
Legislative Committee Co-Chair

Matt Bell
Treasurer
Legislative Committee Co-Chair

Tim Thompson
President

Enclosures:
Summary of the Top 11 Issues
Eleven Issue Evaluations

Fairfax County Federation of Citizens Associations
 Legislative Program Top11 Issues

**Federation 2015 Legislative Program
 Summary of the Top 11 Issues**

Committee	ID	Legislative Issue	Page
Public Safety	15P01	Law for hands-free driving	<u>3</u>
Education	15E01	Increase tobacco tax for schools	<u>4</u>
Education	15E02	School opening date	<u>5</u>
Education	15E03	Update LCI	<u>6</u>
Human Services/ Library	15H01	Remove state-funding formula limit	<u>7</u>
Human Services/ Library	15H02	Declare libraries to be essential services	<u>8</u>
Environment/Conservation	15C01	Climate change & energy conservation	<u>9</u>
Environment/Conservation	15C02	Solid waste/debris control	<u>10</u>
Environment/Conservation	15C03	Plastic bag fee/credit	<u>11</u>
Transportation	15T01	Guidelines on \$50M funds transfer	<u>12</u>
Land Use/ Governance	15G01	Redistricting laws	<u>13</u>

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15P01 - Law for hands-free driving
Date Submitted to Federation Board: 1 Oct 2014
Issue: Using hand-held cell phones while driving is hazardous to the car occupants and to public safety.
Background: Distracted Drivers are a recognized threat to themselves, vehicle occupants, and other vehicles or pedestrians on the road. In fact, DISTRACTION is the Number 1 cause of motor vehicle accidents in the US. Though cell conversations, while driving, should be held only under special circumstances, it is recognized that such events will occur. To increase safety to the citizens and property of the Commonwealth, the Federation requests Legislative action to make the use of Hands-Free equipment MANDATORY.
Existing Conditions/Impacts: Currently, full restrictions address young drivers, who are unable to text AND use a cell phone while driving. Restrictions addressing adult drivers ONLY prohibit TEXTING while driving. This initiative aims at prohibiting the use of cell phones for adult drivers, unless using a hands-free device. No impacts seen in terms of costs. However, saving even one life will have a great, positive impact and will relieve the social burdens resulting from loss of life or injuries.
Preferred Position: Distracted Drivers are a danger to themselves, vehicle occupants, and other vehicles or pedestrians on the road. Legislation should address the MANDATORY USE OF HANDS-FREE EQUIPMENT WHILE DRIVING.
Benefits: Increased safety on the roads. Decreased number of accidents with consequent loss of lives, property, and work productivity. NOTE: Psychological impacts on the individuals affected and social burdens resulting from loss of lives or injuries, are not addressed at this time.
Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations): Public safety officials, citizens
Lead Federation Committee: Public Safety
Prepared by: Daniela D. Cockayne, Chair, Public Safety Committee
Email & Phone: Daniela D. Cockayne -- d3a1@aol.com ; 361-739-4836 or Gabe Goldberg -- gabe@gabegold.com ; 703-204-0433.

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15E01 - Increase tobacco tax for schools

Issue: Because tobacco products sold in Virginia are taxed at a much lower rate than in neighboring states, Virginia is missing the opportunity to earn additional funding that can be allocated to education and health care services.

Background: In Virginia, the cigarette tax per pack is 30 cents. It was increased to this amount in 2004. Even so, Virginia has one of the lowest tobacco tax rates in the nation.

Existing Conditions/Impacts: Among all states, the average cigarette tax per pack is about \$1.50. Our neighboring major tobacco-growing states have a higher cigarette tax per pack than Virginia (Kentucky is 60 cents per pack, North Carolina 45 cents, and Tennessee 62 cents). The Campaign for Tobacco Free Kids says: "Tobacco prevention measures also have strong public support in the tobacco-growing states as demonstrated by the 71 percent of Virginia voters who supported a 75-cent per pack increase in a January 2004 poll."

Preferred Position: Support legislation to increase tobacco taxes, allocating the increased revenue to health care and education.

Benefits: Increasing tobacco taxes could help reduce smoking, especially among our youth, and thus reduce smoking related illnesses such as cancer. Also, by using these funds for both health care and education, an increase in this tax helps diversify the sources of educational funding, which have become increasingly reliant on local property taxes.

Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations):

Educational and health related organizations.

Lead Federation Committee: Education

Prepared by: Ed Saperstein and Nancy Trainer

Email & Phone: edsaperstein@cox.net and ntrainer@cox.net

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

<u>Issue ID:</u> 15E02 - School opening date
<u>Date Submitted to Federation Board:</u> 2 October 2014
<u>Issue:</u> Local school boards are not permitted to set their own opening date of the school year.
<u>Background:</u> The Kings Dominion” Law was adopted by the Virginia General Assembly in the 1980s to help amusement parks and other tourism attractions staff their businesses with a summer labor pool of high-school age workers. Today’s economy has changed; the tourism industry is attracting various workers in other age groups. But, now the tourism industry contends that a change of law would hurt tourism. As mentioned above, almost all states allow schools to start before Labor Day, including states whose economies are heavily dependent on tourism such as Florida and California. As Virginia Beach Public Schools said in supporting a change in law, “If a pre-Labor Day start was really damaging to a state’s economy, it would have been banned across the country long ago.”
<u>Existing Conditions/Impacts:</u> The Code of Virginia mandates under the so-called “Kings Dominion” Law that schools open after Labor Day. As a result, FCPS students have less classroom time before standardized tests such as the nationwide Advanced Placement (AP) and International Baccalaureate (IB) tests. The AP and IB tests, for example, figure substantively in college admissions, scholarships, course selection and advanced standing. The current law puts our students at a competitive disadvantage as almost all states allow schools to start before Labor Day. Over half the school divisions in Virginia get waivers to start school before Labor Day, but FCPS can’t qualify to participate in the early openings.
<u>Preferred Position:</u> Support legislation permitting local school boards to set the opening date of the school year.
<u>Benefits:</u> It would help our FCPS students as it would most likely provide more instructional time before major tests such as the AP and IB.
<u>Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations):</u> FCPS and about 120 of the 130+ school districts in Virginia, the Virginia PTA and Fairfax County PTA, and Fairfax County Chamber of Commerce.
<u>Lead Federation Committee:</u> Education
<u>Prepared by:</u> Ed Saperstein and Nancy Trainer
<u>Email & Phone:</u> edsaperstein@cox.net and ntrainer@cox.net

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15E03 - Update LCI

Date Submitted to Federation Board: 2 October 2014

Issue: The Local Composite Index (LCI) formula doesn't realistically account for the current economic conditions and resource needs of a school system.

Background: In Virginia, the LCI formula is used as a means to allocate state education funds among local school districts. This formula includes indicators of real property (weighted 50%), adjusted gross income (weighted 40%), and taxable retail sales (weighted 10%).

Existing Conditions/Impacts: The formula should be updated to better reflect the current economy and needs. For example, as indicated in the 2002 Joint Legislative Audit & Review Commission's (JLARC) findings, some potential changes in the LCI could include taking into account 1) impact of unequal city and county taxing authority, 2) cost of living, 3) exempt federal property, and 4) incorporating service costs such as for a) student demographics, b) limited English proficiency population, c) special education population and 4) other programmatic demands.

Preferred Position: Support legislation to update the Local Composite Index (LCI) formula to better reflect current economic conditions and resource needs of a school system.

Benefits: The LCI used to allocate state funds to local school districts would be more up-to-date for the current environment. By taking the time to make the formula fairer, the Commonwealth will increase support for its funding system.

Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations):

The School Board of FCPS, the Fairfax County Board of Supervisors, the Fairfax County Chamber of Commerce, the Northern Virginia delegation to the General Assembly, and perhaps government officials from other areas in Virginia that might benefit from the provision.

Lead Federation Committee: Education

Prepared by: Ed Saperstein and Nancy Trainer

Email & Phone: edsaperstein@cox.net and ntrainer@cox.net

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15H01 - Remove state-funding formula limit

Date Submitted to Federation Board: 2 October 2014, 14 October 2014

Issue: The calculation for library funding in the Virginia budget is based on county population. For the Fairfax County Public Library system, the calculation uses a maximum population cap of 600,000 even though Fairfax population is over 1.1 million. This results in a disproportionate funding shortfall for Fairfax county.

Background: At the request of the Fairfax Library Foundation over the past few years, Virginia Delegate Mark Sickles has attempted to achieve a more equitable calculator to determine state contribution. At the current time, the population cap remains in Virginia code regarding state aid to libraries.

Existing Conditions/Impacts: Because the funding calculator includes a population cap of 600,000, the citizens of Fairfax County do not receive an equitable share of state funding. Because Fairfax County funds its library system at a very low level, Virginia reduces funding in addition to what is lost by the population cap.

Preferred Position: Change the State library funding calculation to be based on actual county population size.

Benefits: Fairfax County supports a large segment of its population which does not have English as its first language. For 38% of Fairfax County residents, English is not their native tongue. In addition, an illiteracy rate of 10% is present in the adult population. While ESL can be provided to school children through the public schools, the public library supports those who do not have access to public schools. Families with functionally literate adults have more opportunities to increase their family income.

Many families that home school their children are dependent on the public library for educational materials. They would benefit from increased library funding.

Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations):

Fairfax Library Foundation, League of Women Voters, SEIUVA 512, associations of Virginia teachers, Parent teacher associations, community and citizen associations, Reston Citizens Association, county home school associations, Chamber of Commerce organizations.

Lead Federation Committee: Human Services/Library

Prepared by: Kathy Kaplan and Morgan Jameson

Email & Phone: kwkaplan@comcast.net and Morgan.W.Jameson@gmail.com

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15H02 - Declare libraries to be essential services

Date Submitted to Federation Board: 2 October 2014

Issue: The Federal government, but not Virginia, recognizes libraries as an essential service for their communities, serving, for example, as shelters, aid stations, and community information centers during crises.

Background: In Virginia, there is no legislation that requires libraries be supported by area jurisdictions.

Existing Conditions/Impacts: The traditional focus of libraries is to educate the population, promote literacy and enable the transmission of culture. But libraries are also part of the FEMA network for nodal communications in times of catastrophe or natural disaster. They are also part of the Homeland Security network for emergency assistance. Libraries serve as cooling and heating centers for the elderly. Libraries are locations where emergency supplies are distributed to the population. Libraries should be supported by the jurisdictions in which they are located.

Preferred Position: Support legislation to categorize public libraries as essential services.

Benefits: Ensures support for the broad-based services libraries can provide the communities in which they are located.

Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations):
Senior citizens, school districts, first responders, citizens in need.

Lead Federation Committee: Human Services/Libraries

Prepared by: Kathy Kaplan and Morgan Jameson

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Fairfax County Federation of Citizens Associations Legislative Program Top11 Issues

Issue ID: 15C01 - Climate change & energy conservation
Lead Federation Committee: Environment/Conservation
Date Submitted to Federation Board: 2 October 2015
Issue: Revise the renewable portfolio standards for electric power generation to require renewable emission credits come from new projects developed in the Commonwealth of Virginia. It would also require that the State Corporations Commission develop a registry of renewable projects in Virginia. The registry would evaluate environmental impacts of the projects and ensure that the greenhouse gas reductions are properly and consistently counted.
Background: There were several bills introduced that would have reformed the process but the changes that were made last year to the process were only minor. The one piece of legislation that was passed in 2014 SB 653 Renewable energy property tax credits: This bill provides tax credits for biomass, geothermal, hydroelectric, solar photovoltaic, solar thermal, and wind energy systems. Passed both houses and was signed by the Governor. Climate change and energy issues were identified by the most survey results of any issues in the Environmental area. Eleven respondents identified climate change or energy as proposed legislative priorities. The Federation has taken a similar position since 2009
Existing Conditions/Impacts: Virginia's renewable portfolio standards allows power generators to use renewable energy credits from outside the commonwealth and old projects such as hydroelectric dams on the west cost.
Preferred Position: What Virginia needs is a registry of renewable emission credits and a requirement that renewable energy credits for energy sold in Virginia come ONLY from renewable projects in Virginia.
Benefits: The climate is changing due to the buildup in greenhouse gasses - particularly carbon dioxide (CO2). Additionally the least disruptive approach to meeting the new Clean Power Plant regulations would be to increase the renewable power generation. Finally, between off-shore wind and solar, Virginia has sufficient renewable energy sources to be able to meet all of the Commonwealth's energy needs.
Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations): The following bills introduced in 2014 that would be examples of bills that would be supported by the proposed position: HB 821 Electric utility regulation; renewable energy portfolio standard program, etc.: The regulation would require the State Corporation Commission to establish a registry for renewable energy certificates. The bill was "Left" in the Commerce and Labor Committee. HB 1081 Electric utility regulation; renewable energy portfolio standard program: This bill would reform the renewable energy portfolio standards requirements. The bill was "Stricken" from docket by Health, Welfare and Institutions committee by voice vote.
Lead Federation Committee: Environment
Prepared by: Flint Webb

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15C02 - Solid waste-debris control
Lead Federation Committee: Environment/Conservation
Date Submitted to Federation Board: 2 October 2014
Issue: Give counties authority develop a regional approach to Solid Waste Management including implementing an aggressive County-wide Recycling programs to include recycling of Construction and Demolition Debris.
Background: As stated in the Comprehensive Plan for Fairfax County Environment Objective 13 states: "encourage the application of energy conservation, water conservation and other green building practices." including "recycling/salvage of non-hazardous construction, demolition, and land clearing debris. As evidenced by the recent decision to close the Lorton Landfill in 2018 the Fairfax County Planning Commission began drafting language to be included in the proffers for development projects requiring recycling of a significant portion of CDD. The County is in the process of developing a 20-year waste management plan. We are quickly running out of areas to bury our trash and must implement source point recycling programs in order to be able to continue to manage our Solid Waste (including CDD) at reasonable costs and not at the expense of the environment (or some other rural locality that becomes the recipient of our Solid Waste for burial). Last year the the Federation took a position supporting a bag tax. Recycling and reducing the need to landfill CDD wastes as the second highest environmental priority identified by the Members.
Existing Conditions/Impacts: With the closure of the Lorton Landfill in 2018 and recognizing that 75% of CDD could be recycled nationally by 2030 (or sooner as evidenced by Massachusetts already achieving this goal!) Developing a regional approach to this issue will provide Fairfax County with the opportunity to implement regulations that encourage source reduction, reuse and recycling over landfilling. Recycling programs should be expanded to include all residential, business, federal state and local government agencies in the Commonwealth of Virginia. The County needs authority to mandate recycling goals more stringent than are required by State and Federal regulation. This approach would discourage landfilling and support effective land use practices in a heavily urbanized area where continuing to bury our solid waste, or ship it to other less populated areas with landfills becomes less of an option while at the same time becomes more expensive.
Preferred Position: Give Counties authority to regulate the recycling of wastes generated and disposed of within the county. The regional solid waste management plan should expanding recycling to include CDD and requirements that all residential, business, federal, state and local government agencies actively engage in this activity that sets as a priority source point recycling and takes landfilling for the most part out of the set of options available forcing a more environmentally respectful approach setting us up to become leader in recycling for the US.
Benefits: Implementing a regional approach to Solid Waste Management and Recycling (including CDD) will provide us with the opportunity to become a leader and an example of best practice in our heavily urbanized area. The practice to recycle, and reuse vs dispose of in landfills can benefit urban as well as rural communities. Increased recycling within the County would reduce air pollution from truck traffic and improve property values by helping to keep trash off our roads and out of our streams.
Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations): This would include Developers (who for the Tyson's Corner Development are recycling a significant portion of CDD Solid Waste, and developer for the Laurel Hill Adaptive use project who has committed to recycling 100% of CDD Solid Waste), Environmental Groups, Federal, State and County Agencies and home owner associations and civic communities.
Prepared by: Cathy Ledec, Katherine Ward
Email & Phone: MVCCA rep to the Federation Katherine Ward, kward47@cox.net

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15C03 - Plastic bag fee-credit
Date Submitted to Federation Board: 2 October 2014
Issue: Litter from plastic shopping bags on our streets, in our neighborhoods, and in our streams
Background: A similar legislative issue was proposed and accepted by the Federation in 2013.
Existing Conditions/Impacts: Litter in general and plastic shopping bags in particular in our community: <ul style="list-style-type: none">• Clogs and undermines the storm water infrastructure,• Degrades our stream corridor parks for residents and wild life,• Gets blown onto our streets where it gets entwined in and damages our vehicles, and• Reduces home values. Ultimately this costs us not only money in repairs and lost value but in community pride and quality of life.
Preferred Position: Support legislation and measures to reduce litter from plastic shopping bags on our streets, in our neighborhoods and in our streams. Legislation could take the form of either increasing the cost to shoppers or retailers in the form of a plastic bag tax, or requiring that retailers provide a credit to shoppers that provide their own bags.
Benefits: Increased property values, fewer auto repair bills, less flooding of roadways and yards, and cleaner, healthier streams.
Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations): Soil and Water Conservation District, Park Authority, stream cleanup organizations such as the Friends of Accotink Creek and the Alice Ferguson Foundation.
Lead Federation Committee: Environment/Conservation
Prepared by: Flint Webb, PE
Email & Phone: FedEnvironmentChr2015@fairfaxfederation.org .

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15T01 - Guidelines on \$50M funds transfer **Date Submitted to Federation Board:** 2 October 2014

Issue: The maximum allowable funding for Major Transportation Improvement Projects in Northern Virginia/Fairfax County is not being allocated.

Background: Even with the large increase in transportation funding authorized by the General Assembly in the preceding governor's administration, revenues available for improvements to the regional transportation network continue to experience a significant shortfall. Furthermore, careful consideration should be made for project timing to ensure continuous progress from project conception to implementation to optimize resources and time.

Existing Conditions/Impacts: Fairfax County commuters experience heavy congestion on a daily basis and it can be expected to continue as the population grows, particularly at dense urban centers. Access to alternative transportation options and neighborhood connectivity is very limited. Businesses, the environment and quality of life standards are being negatively impacted. Fairfax County and its municipalities have actively reached out to communities during the last 30 years to develop a regional transportation improvement program. Key to the success of the program is the completion of identified improvement projects to local, county and federal roads that are critical to improving the regional network, foster high-value economic vitality, improve travelers safety, minimizes environmental impacts, relieve congestion and protects the standard of quality of life Fairfax County is known for.

Preferred Position: It is imperative to continue the momentum to building a comprehensive regional transportation network which includes amenities for public transit, pedestrians, bicycles and vehicles equally by ensuring all transportation funding dollars are returned to Northern Virginia for use on programs of local and regional significance. (Interstates 66, 95 and 495, and Routes 1, 7, and 28) and previously identified programs continue to be financially supported.

(1.) Support Gov. McAuliffe to amend the recently passed budget bill to make sure the state is not jeopardizing \$6B in transportation funding approved during the last session. Any and all revisions made to the state budget should not divert any funds away from transportation and thus initiating "the kill switch" in the transportation bill enacted July 1, 2013. Funding for crucial programs is being jeopardized by this including: \$50M required to be transferred to the transportation trust fund as well as the \$100B Transportation Bond which is about to be issued by the Northern Virginia Authority.

(2.) Obtain funding of \$4 million to start and complete Phase 2 Route 1 Multi-Modal Analysis Study (Environmental and Engineering) for FY 2015. Led by the Virginia DRPT, the Route 1 Multi-Modal Alternatives Analysis Study is close to conclusion with a Preferred Alternative identified by intensive collaboration efforts with citizens, local elected and appointed officials, governmental agencies. This project is poised and ready to move to the next phase to become eligible for Federal Funding and will be in compliance with all NEPA requirements.

Benefits: Strong transportation budget to support future projects, and operations and maintenance of existing infrastructure.

Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations):

Fairfax commuters, Fairfax communities, NVTA, MWCOG

Lead Federation Committee: Transportation

Prepared by: Karen Campblin, Jeff Parnes, Katherine Ward

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Fairfax County Federation of Citizens Associations
Legislative Program Top11 Issues

Issue ID: 15G01 - Redistricting laws
Date Submitted to Federation Board: 2 October 2014
Issue: Redistricting process is unfair
Background: Current redistricting frequently has as one of its goals ensuring that current legislators will be re-elected. Re-election is ensured by grouping precincts on the basis of their party votes. The process is call gerrymandering.
Existing Conditions/Impacts: Gerrymandering frequently groups people of considerably different interests and persuasions and frequently deprives voters from electing new officials. Virginia's Congressional Districts 10 and 11 are typical of the results of gerrymandering. Voters would be better represented if all races were competitive.
Preferred Position: Redistricting should be done such that the maximum number of races are competitive. A constitutional amendment might be used or the Iowa plan might be used. The Iowa plan would be the easier method. If it does not result in competitive races, a constitutional amendment would be used. The constitutional amendment might require that the district have a ratio of north-south to east-west dimensions of, for example, between 0.8 and 1.25.
Benefits: The beneficiaries of the resolution would be the voters.
Potential Supporters (Community leaders, Public/Private Partnership Opportunities, Organizations): Voters
Lead Federation Committee: Governance / Land Use
Prepared by: Fred Costello
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Library Branch Polling Locations - Election 2014

Library Branch	Election Function
Dolley Madison Library	Absentee voting location 3:30-7 pm weekdays, 9am – 5 pm on Saturdays
Great Falls Library	Election Day polling location
Lorton Library	Election Day polling location
Kingstowne Library	Election Day polling location
Technical Operations Computer Classroom	Election Day backup hot site

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Staff Day Participant Survey – Summary

Respondents to Date: 121

*Due to rounding, total percentages may not be equal to 100%.

Logistics

Parking: There was plenty of parking and the flow of traffic in and out of the Kena Center ran smoothly.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
67%	19%	14

Venue: The Kena Conference Center accommodated the needs of our group appropriately.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
62%	19%	20%

Venue: The Kena Conference Center would be a good location for future staff development days.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
44%	34%	22%

Registration: The registration check-in process was efficient and went smoothly.

Strongly Agree or Agree	Disagree	Neutral
89%	3%	8%

Info. Table: The Info Table was a helpful resource. (45% of respondents did not visit the Info. Table.)

Strongly Agree or Agree	Disagree	Neutral
34%	3%	18%

Giveaways: The drawstring bags, jr. pad portfolios and Unshelved book are enjoyable and useful keepsakes.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
69%	15%	17%

Food

Breakfast: The food and beverage items available during breakfast (bagels, pastries, fruit, yogurt, juice, coffee, water) were sufficient and met my dietary needs.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
77%	8%	16%

Lunch: The food and beverage items available during lunch (Zoe's Kitchen) were sufficient and met my dietary needs.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
74%	16%	10%

Snacks/Beverages: The variety of snacks and beverages available during Sessions B and D were sufficient and met my dietary needs.

Strongly Agree or Agree	Disagree	Neutral
66%	10%	24%

Sessions :

The audio and visual equipment in the sessions I attended was appropriate for the size of the room and group. If disagree, please specify session title.

Yes	No	
69%	31%	

There was sufficient time and resources (golf cart) to get from session to session.

Yes	No	
93%	7%	

Keynote - The keynote address by Unshelved (A Funny Thing Happened) was an enjoyable and appropriate start to Staff Day.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
91%	4%	6%

Keynote - The Unshelved presentation in the afternoon (See You in the Funny Pages) was enjoyable and an appropriate close to Staff Day.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
81%	3%	10%

Self-Defense: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Disagree	Neutral
94%	2%	4%

Busted! The Truth about Nutrition Myths: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Disagree	Neutral
52%	14%	33%

Meditation for Stress Reduction: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
45%	26%	29%

Meditation: A Tool to Balance Your Life: The format of this session met my expectations and the content was valuable.

Agree	Strongly Disagree or Disagree	Neutral
48%	29%	24%

Building Healthy Teams: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Disagree	Neutral
72%	16%	12%

Dealing with Challenging People: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Disagree	Neutral
58%	28%	14%

Healthy Eating for Busy Families: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree	Neutral
60%	5%	35%

Youth Literature Roundtable: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
0%	96%	4%

Being Smart with Your Personal Finances: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Disagree	Neutral
83%	6%	10%

Getting the Most from Your Mobile Device: The format of this session met my expectations and the content was valuable.

Agree	Strongly Disagree or Disagree	Neutral
5%	88%	7%

Retiring from Fairfax County: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Disagree	Neutral
71%	11%	18%

Outreach and Partnerships Roundtable: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
60%	15%	25%

Looking in the Mirror: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Disagree	Neutral
71%	6%	24%

Technology in the Classroom: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
65%	9%	26%

Diversity: Colleagues and Customers: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
56%	44%	0%

Exercise Disguised as Fun: The format of this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
82%	9%	9%

Benefits and Vendor Fair: The screenings and information in this session met my expectations and the content was valuable.

Strongly Agree or Agree	Strongly Disagree or Disagree	Neutral
87%	3%	10%

Please share any other comments or suggestions you may have regarding Staff Day. (open-ended)

Please share any other comments or suggestions you may have regarding Staff Day.

Much more coffee was needed and the available coffee wasn't very good. Suggest ordering boxes of coffee from breakfast vendor (Panera, etc.). Dessert items should be provided along with lunch - we may not NEED dessert, but people expect it. My workshop presenters were all good except for DIT reps - they did a poor job.

I didn't see the need of it. It was a great waste of time and money.

I appreciated all the work that was done for Staff Day. It was great to see people from other branches that I have worked with in the past and meet some people that I have dealt with but have never met them in person. I appreciated the gifts and the food and found the center to be very well suited for the amount of people who attended.

The Youth Literature Roundtable was a major disappointment. We expected to have some sort of content to the session other than 50+ people in a room, spitballing about their jobs. Participants were visibly frustrated and it was unfortunate that the session description was not at all accurate. The HR rep from FX County did not seem prepared for the session and seemed surprised that we had differing expectations.

In the future, I hope Staff Day sessions will provide more library-centered content. I wanted to participate in more sessions that would help me to be a better library professional.

The sessions that I attended were led by presenters who were obviously knowledgeable of the subject matter. However, the sessions would have been improved had they been less rushed. I'm not sure how long presenters had to prepare for staff day, but it seemed as if they were squeezing previously made presentations into the 40-60 minutes that they were allotted. We received valuable information, but either having fewer sessions or having presenters pare down their material to fit the time allotted would have improved the experience.

Several people I spoke with that attended the Youth Literature Roundtable were not pleased with the session. Apparently, the host of the event was not knowledgeable enough to lead the discussion. Perhaps someone from FCPL could have been tapped to lead this discussion or the description could have been clearer about how the session would work.

Not all of the rooms in the Kena Center were comfortable. Ex. I had two sessions in the Oasis room. The chairs were very comfortable, but the seating around the left side of the room actually made my back ache. The table cloth on the front table also appeared to have food residue stuck to it. This was directly in front of where I was seated and was not pleasant. I had to lay my notebook on top of it in order to take notes comfortably.

I particularly liked the Outreach and Partnerships Roundtable. They provided information that is valuable to me. However, I wish we had more time for discussion. Fewer sessions would perhaps have allowed for more group interaction.

Thanks for your hard work.

Thank you to the Staff Day Committee!

I know it is difficult to feed hundreds of people. That said, the vegetables (all) at lunch were soggy and unappealing. The roll-up sandwiches were odd and tasteless.

The Youth Lit session was not what anyone within earshot was expecting. I expected to hear a round-up of what would be "coming down the pike!" I was heartbroken that the most professional-sounding session was a discussion with peers.

The mobile device session was mostly devoted to accessing fairfaxnet from home - thank goodness I've been having trouble with this issue. If not, my time would have been squandered. I was hoping to hear things about mobile apps for library bar codes, etc. or texts for holds or ref. questions.

One class was taught by soft-spoken women. In the middle of class, Kena provided a sound system. That would have helped, but the women only used it very briefly.

I had no need for the giveaways, thoughtful as it was to provide them.

Many of the sessions (especially in the afternoon) ran out of handouts. The Managing Difficult People session in the Anek building was very crowded. Overall I thought it was a great day!

The location was okay except for the long walk between the two buildings.

There seemed to be a disconnect between what the speakers from the BOS and BOT expected from the day and the actual program content. The Staff Day committee did a good job in structuring a program that responded to the variety of preferences expressed by staff in the earlier survey, but I would have liked opportunities to gather together for workshops and discussions specifically about current and future libraries and library services.

need more coffee pots at breakfast

clearer session descriptions

lunch food was great

appreciated the attempt to cover dietary restrictions

STAFF DAY HAD A FEW PROBLEMS, BUT WAS PLEASANT ENOUGH. A NICE PAID BREAK FROM OUR ROUTINE, BUT I THINK IT WAS A HUGE WASTE OF OUR MONEY, AND NEXT TIME I WOULD MUCH RATHER HAVE GOTTEN A BONUS.

Although the content of the Youth Literature Roundtable was not what I expected, the conversation with colleagues about youth literature was helpful.

Not as bad as was expected. It was good to mingle and catch up with former coworkers. Food was alright. Motivated teachers kept class interesting. I hope people use feedback like this to make the next staff day even better!

This year's staff day was a good start coming after 10 or 15 years from the last staff day event. Hopefully, a refinement of some of the session can be more "library" specific or maybe more library specific topics can be added for learning opportunities in youth services, information services, and management. However, the Team that pulled together this event should be commended on an excellent job performed!! Everything was well done and enjoyable!! Thanks to the Library Board for bringing this event back for staff enrichment!

Flu shot was useful The Unshelved guys were very good and understand what it's like to work in a library. "Getting the Most of Your Mobile Device" program did not address the needs and expectations of this participant - DIT clearly did not understand the nature of branch library jobs.

Sessions: I enjoyed the sessions that were oriented towards personal-development, but found the sessions that I had anticipated being more related to my job duties pretty useless. Non-library county presenters were fine, but generally out of touch with the library and what we do. I understand the staff day committee's desire to not force staff to work by presenting, but it would have been infinitely more useful to have had library staff from other jurisdictions running the presentations. Loudoun and Falls Church City both have award-winning systems. Think what we could learn!

Food: Breakfast was okay, but coffee situation was dreadful. Lunch was delicious, but there was not enough vegetarian food. I was towards the end of the line and by the time I got to the table there were piles of chicken dishes (so much of it that some was being packed up -- and taken where???) but just a handful of spinach wraps, the dregs of the hummus, no veggie kabobs. And no dessert! I was disappointed by that. I would have much rather had a cookie at the end of my meal than any of the snacks provided during the sessions. I also found it distracting that people were rattling their chip bags and crunching away throughout sessions. Surely we can all go an hour or two without eating.

Swag: I personally have no use for branded conference swag. It's just junk, and mine is headed for Goodwill. At least a grocery tote would have been useful in the future, but I don't even think we needed that. A lot of people commented throughout the day that a PEN might have been useful. It was nice to get a book from Unshelved, but maybe if these expenses had been spared we could have afforded a nicer venue.

Site: Convenient and central, which was great, but otherwise the site was pretty unappealing. I know the system is going through hard times, but what a reminder it was to spend our day in such an unattractive space.

Summary: Staff Day was a mixed bag for me, but I enjoyed it overall, and loved seeing so many library staff gathered in one place. However, I would much rather that the Staff Day budget had gone towards preserving staff positions that are now on the chopping block. It was a nice gesture from admin to put Staff Day together, but staff morale has tanked and continues to drop lower than I ever thought possible. I'm not the only person asking what was the point?

I would have liked more library-related workshops. The Youth Literature Roundtable should have been run by an expert in Youth Literature. The Mobile Device workshop should have been named: "Technology that Fairfax County will have in the future which may not even be useful at the library."

The Youth Literature Round Table was not what I had expected; instead of discussing new and upcoming youth literature, it seemed that we were supposed to talk about the YS Department's duties.

During the Exercise Disguised as Fun session, I was not impressed with the gentleman who was leading; he was condescending towards the participants. The woman led a fun Zumba demonstration, though!

I believe that Staff Day was a missed opportunity. If we wanted to make it a training session day, we have the model for that: our own excellent library internal training program. I have attended training classes taught by my FCPL colleagues that were FAR more professional and valuable than any of the ones at Staff Day. We have an amazing resource in our staff - let's use that! If we want to free up those staff to attend sessions themselves, then we should at least have outside presenters who are experts in the library field (like the outsider who taught the book talk training in Spring 2013). At the minimum, if we are going to use county presenters, then please prepare them better. Overall, they seemed uninformed about what exactly they were supposed to accomplish in their session and/or didn't have time or advance notice to tailor their presentations accordingly to make them relevant to the library. OR they were trying to squeeze their normal 3 hour county training into a 1 hr block. In sum, it seemed like presenters were given little direction. Some did better than others in this situation, but it is a disservice to them to throw them into a situation where they are not set up to succeed. On this note, the most disappointing session was the Youth Literature Roundtable. This had the potential to be the most useful course of the day in terms of the actual work that we do in the library, but the lack of planning that went into this particular session was evident. It undermines the professionalism of our Youth Services and info staff to have someone lead that session who was completely unfamiliar with the topic.

Because this day did not address the critical issues of how to reshape the library system to avert continuous cuts and build the advocacy base for increased funding, it did not meet my expectations, especially given the cost of closing the libraries. Most of the sessions were fluff and none improved my professional skills or knowledge significantly.

I wish the second building had a accessible entrance and not steps. I also noticed many staff members who could have benefitted with more golf carts taking them to the second building. Thirdly I wish there was better signage when the dining hall got divided into sessions A or B. Overall I had a great experience meeting staff and picking classes that interested me. FCPL is a great place to work for and Fairfax County is a great place to have grown up at and a place to live at now.

The DIT session was not on topic and they didn't seem prepared. The Self defense session was fabulous! Meditation for stress reduction was very good but vendor fair next door was quite noisy so he was hard to hear. Overall - It was a great success! Kudos to all planners...

Only two challenges to note: ladies room access and running out of a.m. coffee...
I appreciate the time, effort, and thought put into the energizing Staff Day. Thank you very much.

Thank you to all of the committee members who work so hard at putting together a wonderful Staff Day event!

as a whole was a successful event. would like to see some improvement like starting at 930, better food, have several tables for shorter lines, and use library people to do the sessions instead of outsiders.

Fantastic event! My only suggestion is to maybe have the early arrivers not park by the entrance - they were probably event planners and would have been the last to leave, and we all had to make sure to carefully drive around their cars on the way out (not a big problem, just a thought).

The entrance to the Kena Center was hard to find. If held there again there should be balloons or signs or something indicating the location. The rooms were too small and hot.

The meditation - stress session would have been better if it had not been placed next to the room with the benefit fair - too much noise.

I would have liked a pen in my bag of goodies. I wish there had been more library /communication type sessions.

I enjoyed seeing people I have worked with over the years.

*Have more library centered sessions.

*Have a plan / outline for all of the sessions. The Youth Literature Roundtable was a DISASTER. I was under the impression that it was going to be more sharing of what is new and/or what is popular with in the world of Youth / Children's Lit with either a presenter or a moderator who was familiar with the topic. Instead we had an HR person, who was unfamiliar with youth literature and the youth services department, acting as a moderator and our small group sessions seems to dissolve into more of a complaint session rather than being about anything really useful. PLEASE talk to the YS managers, or members of the YS department for better input as to what would be useful for us, or what we feel would be useful for non YS staff, for future break out sessions. And tap into the skill sets of the YS staff that we have rather than automatically defaulting to a "professional" outsider.

*Have enough microphones available for all the presenters in a group. The Technology in the Classroom session only had one microphone and they were more of a tag team presentation rather than one person present and then pass the microphone and another person presents, and so on. So we did not necessarily have adequate amplification for the room we were in for that session.

The meditation class was beside the vendor fair: terrible location, could not hear speaker (ne did not want to use the microphone) and too noisy to meditate.

Lunch had too many veggie's. I like plan American looking food.

It was a great day to see just how big we are and to see friends from other branches.
Please have tea bags and hot water that comes from a pot not previously used for coffee.
The rooms in the annex were too small and too hot.
I hope we do this again next year but I suggest you book the venue NOW.
Keep it fun but add some sessions on topics of concern for management, circ, pages
The Unshelved guys were fantastic. Great choice.

Larger monitors and more monitors for the Key note speakers, it was difficult to see the screen.
Getting the Most from Your Mobile Device was not what I expected--did not get some interesting information from the class.
Maybe only 3 sessions for a longer period of time.

Meditation-given 9 minutes to meditate. Instructor spoke of 1 meditation and talked about himself for many minutes--cell phones were ringing constantly and noise from the adjacent ballroom didn't help.
Exercise-instructor had 2 people balance on 2 balls while he threw tennis balls at them (we are not circus animals). Zumba instructor was promoting her class at 4pm at GC two days a week. Did she not know that libraries are open until 9pm on the days of her class?
Glad we did not have dessert.
Liked the comics--notice the strip that was a winner have interpersonal involvement - no kiosks!

There needs to be a greater explanation of each session so people can better make choices. For instance, the Mobile Device one was not what people expected at all. It was more of a "DIT is doing this and this" than something useful.
I think for lunch something more "generic" could have been picked. Mediterranean food isn't something that appeals to everyone. More Panera, though less fancy, would have likely had a larger number of people that would enjoy it.
Overall staff day was fun and I hope we continue having this event in the future.

DESSERT with lunch or afternoon break - cookies, single serve ice cream, fruit, something sweet!
All in all, an enjoyable day. Thank you!

Please allow more time than one hour for each session and 15 minutes for walking to and from sessions and allow for wait time for using the restrooms. At least half of my lunch hour was spent trying to get a flu shot and visiting some of the vendor booths and then the rest of my time was trying to get to a bathroom and then finding what was left of lunch was a cold, soggy, disgusting mess. And although we had adequate parking (mostly because a lot of people chose to carpool) please pick somewhere that has more than ONE EXIT! The raffle prizes were fun, and it would've been nice to have been able to get my book signed or buy something from the Unshelved guys by the time I had a little wiggle room in my schedule they had packed everything up.

What a wonderful day and so well organized by the committee and Moira. I appreciate the time, effort and creativity that made the day a success. I wish there were bins for recycling the cans and the plastic bottles. The visual aids were not current with the times. The room wasn't conducive for this session.

Purpose of YS session was unclear - moderator knew nothing whatever about YS services - while most attendees expected to hear about new children's books & trends in literature.
Venue, food, speakers, parking, logistics all reflect much consideration and hard work, good for the committee!

Different staff (YS, INFO, CIRC) seemed to have different expectations for sessions.

I don't think there should have been a dress code. Otherwise, everything was great!

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The self-defense session was the best thing I attended. I would have liked it to be longer. I also thought the vendor fair was worthwhile, but it didn't require a whole hour. Retiring from Fairfax County needed to be longer and they needed more handouts. The session on managing personal finances was not very good - I couldn't relate. It was fun to see some colleagues from other branches that we wouldn't have seen otherwise, but other than that, I did not find much value in staff day or the contents of the goody bag.

I found it a fun and valuable day, and I think it went very well. I wasn't thrilled with the location, particularly the classroom size and arrangement of some of the sessions as well as the congested traffic flow of people in and out of various rooms - but it worked okay for the most part. People were disappointed not to have dessert, for what that's worth!

I was enjoy all the session I registered, it was a fun day and I would like to have it one per year.

the kena hall was very ugly; surely you could have found a much nicer place; the food was revolting; sessions were not carefully thought out to meet library staff needs, such as the mobile device session and the ya literature session

venue was dated, uncomfortable. lunch unappetizing. sessions not tailored to participants. particularly unhelpful and disappointing were mobile phone (ridiculously unprepared) and young adult literature (not even a librarian - hr person!!!). Ted Kavich ran a perfectly splendid book club conference about a year ago. Venue, gov center, boxed lunches from Potbellies and speakers that inspired, and enthralled - Michael Dirda for one. That's the way it should be done. This, while looked good on paper in reality was completely a disappointment in terms of information, inspiration or real usefulness. I wish the money had been used to address real staffing needs instead.

I found Staff day to be an enjoyable experience.

I am deeply concerned and dismayed that several of the sessions showed a complete misunderstanding of what we do and what our skill levels are. Dealing with Challenging People was much too basic--we need the advanced course. I understand from colleagues that the mobile devices class was for county devices FCPL staff don't use and Youth Literature was given by someone from HR. The content of Outreach & Partnerships was great but the session was frustrating because we cannot actually do what they suggest we do. I was looking forward to enhancing my skills. I did benefit from 1) laughs from Unshelved, 2) self-defense ideas, 3) a flu shot, and 4) seeing far-flung colleagues.

The "Youth Literature Roundtable" was a disaster at the beginning. Although the moderator was very pleasant, she basically just said "What do you want to talk about?" Since the title included the word "Literature" we all expected that we would learn something new about Youth Literature. Luckily, some one suggested we break into groups that each included several Youth Services Librarians. There was good conversation at our table and we concluded there needs to be much more sharing amongst YS Librarians (Why not use the same display at two different libraries?). We also discussed labeling the books and that it's a great idea to label the JP books with things like "ABC" or "123" books.

sound leaked from one room into another. Especially noticeable during meditation sessions. Facilitator couldn't find the right light switch to dim the lights in the meditation session and he hit a switch that plunged the whole building into darkness. Info in Personal finance session was stuff we'd all heard a million times before. Why are we sitting all day when we keep hearing how we are supposed to be moving around? The Kena Center is next door to a fabulous hiking trail. Why not incorporate a nature walk into the program. And a "Talk Like a Librarian" workshop.

The mobile devices class was very much not geared for its audience. Almost NOTHING pertained to library staff.

The venue was okay; the one caveat was traversing to classrooms inside others--the halls were too narrow for the amount of people moving through them. It did take me quite a while to be able to leave the parking lot -- like 15 minutes or so.

I am not sure whether the county spent its money wisely on this. I was hoping for more professional education, not fun. The money spent on the giveaways alone -- yeah, they were nice, but did we really need the extra money spent for logos and the notebook covers?

Maybe some time spent planning, as Ms. Bulova thought we would be doing, would have been appropriate. Or at least, updating us all on upcoming plans and getting valuable feedback.

Getting the flu shot out of the way was inspired though. Thanks for that! And for allowing overtime so the pages could attend. Also, having vegetarian options for the meals was very thoughtful.

Very much enjoyed the Unshelved guys! Thanks for getting them!

The presenters in the mobile device session should have been briefed beforehand. They geared the presentation to people who telecommute and have county-issued mobile devices which does not apply to the library.

The main ballroom area was OK. Auxiliary spaces/rooms not very comfortable or pleasant (over heated/gum stuck on back of chair 1st session/one room off another) Most sessions tried to cover too much information in too short a time period. Two sessions instead of 4 would have been more productive. Consensus of staff: personal enrichment sessions more enjoyable, professional not enough time to be useful. Some presenters did not seem to be able to scale program to time allotted. Gift bag odd choice and not much use. Would have preferred the Unshelved thumb drive. Retirement session ran out of handouts. Food was good but a menu or bigger signs in advance to clarify choices would have been helpful. Might have had cold drink choices that were not soda.

Loved having the flu shots available and appreciate all the hard work that went into the planning and successful outcome of such a large event. While the format was great I think a half-day and larger sessions of concentrated areas would be better use of staff time.

i really enjoyed the day and loved the keynote speakers. A bonus was being able to get a flu shot! I was disappointed the coffee ran out before the opening session though there was coffee available afterward. The mobile device session was very basic - I guess I was hoping it would have more about useful apps. Perhaps a more detailed description would have helped me when I was signing up. The venue was serviceable though a bit shabby. All in all it was a lovely day.

I'm not vegan or gluten free, but I would have liked more "regular" food, especially some dessert (preferably chocolate) and something non-carbonated to drink besides soda (like ice tea)

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I did not think that Staff Day accomplished its goal. I believe that it was an expensive day and an unnecessary expense in this time of budget cutting and job reduction.

The Facility was mediocre. The technology/wifi was poor and hindered effective presentations, especially the two technology sessions I attended. The restroom situation was inadequate for a group that is at least 80% female.

The food was mediocre. The lack of coffee and tea at the breakfast was unacceptable for a group that had to be there at 8 am. The food offerings didn't accommodate healthier eating. No salad or fruit at lunch. The food did not stay warm. The snacks were good to have in the room. Water and other beverage availability was adequate.

I thought the benefits and vendor fair was nice to have. So much of what is done with the Fairfax Government is government center focused and the FCPL employees can't access them easily since we do not work there. It was nice to have the flu shot without having to go to the Government Center. The other testing was helpful

The Self-Defense presentation was excellent. The officer gave us all very useful and helpful information in a non-threatening or frightening manner. He applied techniques to library situations. This was well worth attending. He was an excellent presenter.

The FCPS Tecnology in the classroom was lacking. The WiFi was inadequate for them to show us examples of what they did. They did not know that much about the library technology. I thought the initial activity with raising the hand to quiet us was not appropriate for adult staff of the library. I don't think the presentation was organized enough to effectively meld the two information systems - schools and libraries.

Mobile Devices was awful. It wasn't geared toward libraries and it was rambling. the Wifi didn't work and there was just dead air time while we waited for the computers to click in. Just a waste of time. I wasn't sure of the purpose of this day. It didn't really boost morale and a lot of us thought it was a great expenditure that could have been used to save a job. I am sure that the committee worked so very hard on this. I thought that the concept of training and exchange of ideas and information was not met. I would rather have had my personal free time instead of adding 8 hours to my work week. My time is valuable. I think either having a working group by cluster or within each library would have been much more effective and beneficial to employees

I thought Staff Day 2014 was good overall and not a disappointment. It was a good idea after the Beta Plan for staff to "renew", take a deep breath, and relax with colleagues. I would suggest having a Staff Day every year.

Exiting the place was not very well orgnized. Not good Lunch selection for Vegetarien. Runing one building to another was also to much.

Some of the sessions were very bland and generic. I was expecting something that addressed specific issues that the Library and our staff deals with.

I found the Diversity video to be too long, with too many examples of what NOT to do. It brought my mood down, and just seemed to insult everyone in the room. It seemed out of date as well. I would greatly prefer a shorter video presentation with examples of how to handle tough situations properly, and then discussion. The start of the day went very smoothly. Registration was quick and efficient and friendly. Breakfast was good. Rooms at the end of the day were hot and crowded, and I needed more water than was available. Full size water bottles would be more efficient I believe. Thank you for having something! Leaving the parking lot was a bit of a zoo. The lane of traffic closest to the building kept emptying, while the rest of us waited. We needed someone to direct traffic, and I saw a parking assistant going back into the building. He didn't help move the different lanes of traffic. I'm afraid lunch didn't agree with me, there was under cooked chicken, and then beef wraps with a LOT of onion. I felt sick the next day. I greatly enjoyed the social aspect of the day, getting to greet colleagues from many branches. Most of the classes were good, and I think we should do it again in 5 years.

Kena Center was a depressing venue.

Kudos to the staff planning committee, they did a nice job organizing, but I think, the Kena center was a very shabby looking and uninviting place to hold a large meeting. Some of the sessions I and my colleagues attended the presenters were not well prepared and not tailored towards FCPL audience but the Unshelve presenters were enjoyable!

The lines for food were very long and many items were gone by the time I got to the tables. With the number of staff attending it would be nice to have more tables to select food so that no one has to wait. I attended the first session of Dealing with Challenging People. I did not find it of any use. Self-Defense was helpful. Getting a flu shot was helpful. Exercise can be Fun did not live up to its name until we all got up to Zoomba. I enjoyed that but many people were not dressed to exercise.

1. Traffic was backed up on Rt. 50 westbound, waiting for the very short left turn signal for getting into the Kenu Center. The people guiding staff to parking spaces didn't seem experienced. When I arrived, they had people parking in a slow and inefficient manner. Also, there were no police officers directing traffic exiting after the final Unshelved session, at least not when I left, right after the session.
2. The Oasis room (upstairs in the main building) was too hot, even with the window open.
3. There were lines for the ladies restrooms everywhere. Also, one stall door didn't close in the ladies room in the small building, which meant that the line was even longer in there, since no one wanted to use that stall. That restroom (in the small building) had two entrances, which made traffic flow awkward for forming the line.
4. The Unshelved presentations would have been even better if they could have been centered in the room and if larger scale projection equipment had been available. It would have been nice to be able to read the comic strips from all parts of the room.
5. It was very nice of the Unshelved guys to sell merchandise and autograph their books at lunch time! I hope they got a break to eat as well. It was nice not to have to wait until after "See you in the funny pages" to get my book autographed.
6. I was happy to have time to walk through the Benefits and Vendor Fair during the lunch break, without having to use up a session to visit it.
7. The food was delicious and it was nice to have both meat and vegetarian choices available.
8. Thank you very much to everyone on the committee for all your hard work planning the day, arriving at 7 am to set up, and staying late to take down! All in all, it was a very successful day. The location wasn't perfect, but it was centrally located and easy for everyone to reach, including those who take public transportation.

Getting the Most of Your Mobile Device...was geared toward upcoming FXCO workers...not frontline customer service, like the library. I was also hoping for the tips and tricks for my own personal use of the device -- your device can do more than you think, and here's how. Was interesting to see what plans coming for county workers.

Assistance to and from buildings helpful (although one time cart expected to be there and it was not). Beautiful weather, not sure how it would have been if it rained.

Good handouts from all my sessions. Nice to get a book from presenters and notepad to take notes (needed a writing implement though, but I came prepared), and something in which to carry them. The "Ask Me" staff were very helpful, kind and responsive.

I missed the sign for ask for yogurt, but of course, I ate ahead of time, because I can never be guaranteed to get what I need nutrition-wise. The small pack of Crunchy Cheetos at the end was an indulgence. Nice variety of options for classes/workshops...just wish I could have attended a few more. Also wish I was able to mix and mingle, but it was great see old friends and past colleagues.

"Thank you" to volunteers who helped run the event - it went smoothly! But: the "Renewal" theme was misleading and nothing has been achieved on this front; "goodie bags" were absolutely NOT necessary; in the future please consider more library-related programs and free-format discussions with colleagues; it was good to see old friends from other branches; some workshops were helpful. The bottom line: we could easily do without Staff Day in the times of austerity.

If Staff Day is held again, most of the sessions should provide actual training that will help the staff better do their jobs, especially given our budget constraints and the cutting of staff. A lot of the content seemed frivolous and/or not library-centered. Also, unless a better way is developed to get people out of the parking lot and onto Arlington Boulevard at the end of the day, it should not be held at the Kena Center again.

Not enough in the Benefits fair to make it enough for the time allotted, esp in the last session of the day. Sessions were sometimes described inaccurately. Youth Literature, most notably, had people coming with different expectations.

Having two separate buildings for workshops not so good. A bit far to walk, especially if not wearing appropriate shoes. Was not aware of location of classes in annex prior to signing up. Had to trek back and forth twice. :(

What if weather had been bad? Freezing cold, pouring rain? Wouldn't have been fun. Otherwise, enjoyable, nice variety of training ops.

would like to see more opportunities for professional, as opposed to personal, development. Would like to talk more about the library, it's future, best practices, how other libraries do things, etc.

The descriptions of the workshops was sometimes poor. What I found was not what I had been expecting, if still somewhat interesting. The Busted presentation covered about 20 minutes of material in an hour, and the projector was not working. I had expected to see more of FCPS's student hardware, rather than a briefing on the software, which was still interesting, in Technology in the Classroom. I thought that the Retirement workshop would involve more advanced info. It was more of a basics thing; much of what was covered I already understood from reading the Employee Handbook at looking at FairfaxNET. Also, I was 0 - 4 for having my name on the workshop sign-in sheets. I have a screen capture of the old ELC screen on which I am "Enrolled" for four workshops. I also got four confirmation emails. However, my name was not on any workshops lists. I registered on my second day back from a two-week vacation, and this was only hours before ELC shut down, so maybe that had something to do with it. The question about parking should be two questions. There was enough parking, but the exiting did not go smoothly (though, perhaps, about as good as could be expected). Despite the problems, I liked Staff Day and hope that we can do it again without waiting a decade.

While I think it was appropriate for LBoT members to attend the morning kickoff, they should not have been attending individual sessions. And to see a Board member walk up on stage to accept her raffle prize was just appalling!!

That said, we haven't had a staff day in many years and I think it was beneficial. The event was well organized and ran smoothly. Nicely done!!

The registration process online was difficult and confusing. It needs to be improved. DIT is out of touch with what we do so their presentation was worthless. Getting the Most out of your Mobile device did not bring to mind a presentation on what DIT changes are in the pipeline and why we have such old equipment (duh, no money)

Due to staffing concerns, it's impossible to leave the building for a full-day session of useful training- Microsoft Office classes for example. It would have been great to be able to use Staff Day's 8-hours elsewhere for some real training.

Kena conference center wasn't a good location because it was one way in and one way out. Also I had to go up the street and turn around to get there. The Kena conference center wasn't a good location for people with bad backs or health issues due to too much walking. I didn't think unshelved was funny at all. The giveaways weren't that attractive either.

All the pages can join this time. It's great

I'm worried that the Outreach and Partnership presentation was above the level of most who attended as your average Info Staff member would not be able to really form partnerships in the way suggested. I think branch managers would even have to get permission for some of the suggestions made. It was a good session just maybe a little too "pie in the sky" for the average FCPL info department staff member. Wish we'd had some brownies or something for dessert at lunch though all the food was delicious!

Session B Workshop 4 - Youth Literature Roundtable

This workshop was not planned at all and the title was very misleading. People attended thinking it was about trends in youth literature and it was more like an open youth services discussion session and individual tables did whatever they wanted. Very disorganized. It ended up being useful but needs more thought and planning if there is another staff day.

I also think if we are going to have a day where we close libraries to go to Staff day, it should be more focused on professional development, development of the library system or how to improve services for the public. After all, the taxpayers paid for the training day it should be of benefit for them.

I felt that most of the sessions were frivolous and not very useful.

I really did not get much out of staff day. The sessions I attended were, for the most part, NOT informative or relevant. I did not think the venue was good and I do not think the money spent on the giveaways was worth it.

["+ " = plus/good; "- " = minus/needs improvement]

+ lots of "helpers" to guide participants throughout the day

- except at the lunch line; we were confused about where to stand

+ the lunch line moved easily enough: I stood in line from 12:20-12:33

+++ lunch was VERY TASTY

- would have liked a little fruit for dessert; I skipped the morning buffet and didn't have any snacks in session B

+ nice to have a raffle; however. . .

- the raffle lasted too long; maybe two segments? at lunch, I wanted to talk/visit with colleagues instead of listening to so many numbers

- needed a pen in the portfolio

- the podium was visually in the way for the Unshelved projection screen; I couldn't see most of the cartoons

- needed more accessible trash cans; could have had some at the doorway, not just by the food and there were none in some of the rooms

- there weren't any recycling bins for the bottles/cans

--- NOT ENOUGH STALLS FOR LADIES' ROOMS! Because of the constant use, some air fresheners would have been nice in each stall of those tiny bathrooms

- Session A/Myths: the slide show didn't work and no one tried to fix it during the whole presentation

- snacks needed some nuts for protein

+ glad to see that fruit was available as a sweet

- more water bottles, less juice bottles

- needed more cookies at last snack session of the day :-P

- Session B/Challenging People: room was very close because more folks showed up than were registered; Very Good Presentation!

- Session C/Mobile Devices: learning about county technology was not what I expected at all and he spent way too much time talking about teleworking to employees who cannot telework due to the nature of their jobs. :- (I thought it was going to be more of a tutorial about iPhones, Androids, and Apps

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- needed someone to monitor the coffee making for the afternoon: why didn't you use a big urn? Those little pots didn't last long with so many people needing caffeine
+ Overall, I was very impressed by how smoothly the event was run.
+ Kudos to those who spent so many hours before the day and on the day!
- I felt a little embarrassed that there weren't more sessions that explored how to make the library better/stronger when Sharon Bulova (or was it Library Board Fagan?) praised us for getting together to brainstorm ideas.
+/- The Unshelved presentation was appropriately humorous and informative although the morning session was a little long. It was very interesting to hear how they came to be where they are.
+/- I'm glad we had a staff day; I hope we don't have this every year, every three or five years would be beneficial and probably appreciated more.
+++ Thank you for your time and energy to make it happen!

I attended the 4th session of the benefits fair and was surprised to learn when I walked in that the screenings would end in about 20 minutes. The vendors all packed up shortly after that, leaving us with about 30 minutes of time to kill.

I think the Staff Day Committee did a fantastic job.

The attention to detail was fantastic! Making more rest rooms for women - good idea. Putting the name-tag station far away from the check-in tables - good crowd management. Having the police officer route traffic at the end of the session was brilliant . . . would have been better if he'd been there a little earlier. Getting the most from your mobile device had technical difficulties, and the speakers did not know their audience and the title was misleading. It was all about teleworking which we can't do. Food was fantastic. Vendor Fair and Health Services was wonderful - a fabulous idea!

Venue/Parking
Found the center to be very well suited for the amount of people who attended.
Not all of the rooms in the Kena Center were comfortable. Ex. I had two sessions in the Oasis room. The chairs were very comfortable, but the seating around the left side of the room actually made my back ache. The table cloth on the front table also appeared to have food residue stuck to it. This was directly in front of where I was seated and was not pleasant. I had to lay my notebook on top of it in order to take notes comfortably.
The location was okay except for the long walk between the two buildings.
Site: Convenient and central, which was great, but otherwise the site was pretty unappealing. I know the system is going through hard times, but what a reminder it was to spend our day in such an unattractive space.
Only two challenges to note: ladies room access and running out of a.m. coffee...
My only suggestion is to maybe have the early arrivers not park by the entrance - they were probably event planners and would have been the last to leave, and we all had to make sure to carefully drive around their cars on the way out (not a big problem, just a thought).
I wish the second building had a accessible entrance and not steps.
The entrance to the Kena Center was hard to find. If held there again there should be balloons or signs or something indicating the location. The rooms were too small and hot.
The rooms in the annex were too small and too hot.
And although we had adequate parking (mostly because a lot of people chose to carpool) please pick somewhere that has more than ONE EXIT!
I wish there were bins for recycling the cans and the plastic bottles.
Venue, food, speakers, parking, logistics all reflect much consideration and hard work, good for the committee!
I wasn't thrilled with the location, particularly the classroom size and arrangement of some of the sessions as well as the congested traffic flow of people in and out of various rooms - but it worked okay for the most part.
the kena hall was very ugly; surely you could have found a much nicer place;
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The venue was okay; the one caveat was traversing to classrooms inside others--the halls were too narrow for the amount of people moving through them. It did take me quite a while to be able to leave the parking lot -- like 15 minutes or so.
The main ballroom area was OK. Auxiliary spaces/rooms not very comfortable or pleasant (over heated/gum stuck on back of chair 1st session/one room off another)
The venue was serviceable though a bit shabby.
The Facility was mediocre. The technology/wifi was poor and hindered effective presentations, especially the two technology sessions I attended. The restroom situation was inadequate for a group that is at least 80% female.
Exiting the place was not very wel orgnized. Runing one building to another was also to much.
Rooms at the end of the day were hot and crowded. Leaving the parking lot was a bit of a zoo. The lane of traffic closest to the building kept emptying, while the rest of us waited. We needed someone to direct traffic, and I saw a parking assistant going back into the building. He didn't help move the different lanes of traffic.
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2. The Oasis room (upstairs in the main building) was too hot, even with the window open.

<p>3. There were lines for the ladies restrooms everywhere. Also, one stall door didn't close in the ladies room in the small building, which meant that the line was even longer in there, since no one wanted to use that stall. That restroom (in the small building) had two entrances, which made traffic flow awkward for forming the line. The Unshelved presentations would have been even better if they could have been centered in the room and if larger scale projection equipment had been available. It would have been nice to be able to read the comic strips from all parts of the room.</p>
<p>The location wasn't perfect, but it was centrally located and easy for everyone to reach, including those who take public transportation.</p>
<p>Assistance to and from buildings helpful (although one time cart expected to be there and it was not). Beautiful weather, not sure how it would have been if it rained.</p>
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<p>Having the police officer route traffic at the end of the session was brilliant . . . would have been better if he'd been there a little earlier.</p>

Food
Food was fantastic.
Much more coffee was needed and the available coffee wasn't very good. Suggest ordering boxes of coffee from breakfast vendor (Panera, etc.). Dessert items should be provided along with lunch - we may not NEED dessert, but people expect it.
I appreciated the gifts and the food.
I know it is difficult to feed hundreds of people. That said, the vegetables (all) at lunch were soggy and unappealing. The roll-up sandwiches were odd and tasteless.
lunch food was great
appreciated the attempt to cover dietary restrictions
Food: Breakfast was okay, but coffee situation was dreadful. Lunch was delicious, but there was not enough vegetarian food. I was towards the end of the line and by the time I got to the table there were piles of chicken dishes (so much of it that some was being packed up -- and taken where???) but just a handful of spinach wraps, the dregs of the hummus, no veggie kabobs. And no dessert! I was disappointed by that. I would have much rather had a cookie at the end of my meal than any of the snacks provided during the sessions. I also found it distracting that people were rattling their chip bags and crunching away throughout sessions. Surely we can all go an hour or two without eating.
Only two challenges to note: ladies room access and running out of a.m. coffee...
Food was alright.
better food, have several tables for shorter lines
Lunch had too many veggie's. I like plain American looking food.
Please have tea bags and hot water that comes from a pot not previously used for coffee.
Glad we did not have dessert.
I think for lunch something more "generic" could have been picked. Mediterranean food isn't something that appeals to everyone. More Panera, though less fancy, would have likely had a larger number of people that would enjoy it.
DESSERT with lunch or afternoon break - cookies, single serve ice cream, fruit, something sweet!
Venue, food, speakers, parking, logistics all reflect much consideration and hard work, good for the committee!
People were disappointed not to have dessert, for what that's worth!
the food was revolting;
lunch unappetizing.
Also, having vegetarian options for the meals was very thoughtful.
Food was good but a menu or bigger signs in advance to clarify choices would have been helpful. Might have had cold drink choices that were not soda.
I was disappointed the coffee ran out before the opening session though there was coffee available afterward.
I'm not vegan or gluten free, but I would have liked more "regular" food, especially some dessert (preferably chocolate) and something non-carbonated to drink besides soda (like ice tea)
The food was mediocre. The lack of coffee and tea at the breakfast was unacceptable for a group that had to be there at 8 am. The food offerings didn't accommodate healthier eating. No salad or fruit at lunch. The food did not stay warm. The snacks were good to have in the room. Water and other beverage availability was adequate.
Not good Lunch selection for Vegetarian.
Breakfast was good. and I needed more water than was available. Full size water bottles would be more efficient I believe. Thank you for having something!

I'm afraid lunch didn't agree with me, there was under cooked chicken, and then beef wraps with a LOT of onion. I felt sick the next day.

The lines for food were very long and many items were gone by the time I got to the tables. With the number of staff attending it would be nice to have more tables to select food so that no one has to wait.

The food was delicious and it was nice to have both meat and vegetarian choices available.

I missed the sign for ask for yogurt, but of course, I ate ahead of time, because I can never be guaranteed to get what I need nutrition-wise. The small pack of Crunchy Cheetos at the end was an indulgence.

Wish we'd had some brownies or something for dessert at lunch though all the food was delicious!

snacks needed some nuts for protein

+ glad to see that fruit was available as a sweet

- more water bottles, less juice bottles

- needed more cookies at last snack session of the day :-P

needed someone to monitor the coffee making for the afternoon: why didn't you use a big urn? Those little pots didn't last long with so many people needing caffeine

lots of "helpers" to guide participants throughout the day

- except at the lunch line; we were confused about where to stand

+ the lunch line moved easily enough: I stood in line from 12:20-12:33

+++ lunch was VERY TASTY

- would have liked a little fruit for dessert; I skipped the morning buffet and didn't have any snacks in session B

Sessions
Vendor Fair and Health Services was wonderful - a fabulous idea!
My workshop presenters were all good except for DIT reps - they did a poor job.
The Youth Literature Roundtable was a major disappointment. We expected to have some sort of content to the session other than 50+ people in a room, spitballing about their jobs. Participants were visibly frustrated and it was unfortunate that the session description was not at all accurate. The HR rep from FX County did not seem prepared for the session and seemed surprised that we had differing expectations.
In the future, I hope Staff Day sessions will provide more library-centered content. I wanted to participate in more sessions that would help me to be a better library professional.
The sessions that I attended were led by presenters who were obviously knowledgeable of the subject matter. However, the sessions would have been improved had they been less rushed. I'm not sure how long presenters had to prepare for staff day, but it seemed as if they were squeezing previously made presentations into the 40-60 minutes that they were allotted. We received valuable information, but either having fewer sessions or having presenters pare down their material to fit the time allotted would have improved the experience.
Several people I spoke with that attended the Youth Literature Roundtable were not pleased with the session. Apparently, the host of the event was not knowledgeable enough to lead the discussion. Perhaps someone from FCPL could have been tapped to lead this discussion or the description could have been clearer about how the session would work.
I particularly liked the Outreach and Partnerships Roundtable. They provided information that is valuable to me. However, I wish we had more time for discussion. Fewer sessions would perhaps have allowed for more group interaction.
The Youth Lit session was not what anyone within earshot was expecting. I expected to hear a round-up of what would be "coming down the pike!" I was heartbroken that the most professional-sounding session was a discussion with peers.
The mobile device session was mostly devoted to accessing fairfaxnet from home - thank goodness I've been having trouble with this issue. If not, my time would have been squandered. I was hoping to hear things about mobile apps for library bar codes, etc. or texts for holds or ref. questions.
Many of the sessions (especially in the afternoon) ran out of handouts. The Managing Difficult People session in the Anek building was very crowded.
Although the content of the Youth Literature Roundtable was not what I expected, the conversation with colleagues about youth literature was helpful.
Hopefully, a refinement of some of the session can be more "library" specific or maybe more library specific topics can be added for learning opportunities in youth services, information services, and management.
clearer session descriptions
Motivated teachers kept class interesting.
Flu shot was useful The Unshelved guys were very good and understand what it's like to work in a library. "Getting the Most of Your Mobile Device" program did not address the needs and expectations of this participant - DIT clearly did not understand the nature of branch library jobs.
Sessions: I enjoyed the sessions that were oriented towards personal-development, but found the sessions that I had anticipated being more related to my job duties pretty useless. Non-library county presenters were fine, but generally out of touch with the library and what we do. I understand the staff day committee's desire to not force staff to work by presenting, but it would have been infinitely more useful to have had library staff from other jurisdictions running the presentations. Loudoun and Falls Church City both have award-winning systems. Think what we could learn!

I believe that Staff Day was a missed opportunity. If we wanted to make it a training session day, we have the model for that: our own excellent library internal training program. I have attended training classes taught by my FCPL colleagues that were FAR more professional and valuable than any of the ones at Staff Day. We have an amazing resource in our staff - let's use that! If we want to free up those staff to attend sessions themselves, then we should at least have outside presenters who are experts in the library field (like the outsider who taught the book talk training in Spring 2013). At the minimum, if we are going to use county presenters, then please prepare them better. Overall, they seemed uninformed about what exactly they were supposed to accomplish in their session and/or didn't have time or advance notice to tailor their presentations accordingly to make them relevant to the library. OR they were trying to squeeze their normal 3 hour county training into a 1 hr block. In sum, it seemed like presenters were given little direction. Some did better than others in this situation, but it is a disservice to them to throw them into a situation where they are not set up to succeed. On this note, the most disappointing session was the Youth Literature Roundtable. This had the potential to be the most useful course of the day in terms of the actual work that we do in the library, but the lack of planning that went into this particular session was evident. It undermines the professionalism of our Youth Services and info staff to have someone lead that session who was completely unfamiliar with the topic.

I would have liked more library-related workshops. The Youth Literature Roundtable should have been run by an expert in Youth Literature. The Mobile Device workshop should have been named: "Technology that Fairfax County will have in the future which may not even be useful at the library."

The Youth Literature Round Table was not what I had expected; instead of discussing new and upcoming youth literature, it seemed that we were supposed to talk about the YS Department's duties.

During the Exercise Disguised as Fun session, I was not impressed with the gentleman who was leading; he was condescending towards the participants. The woman led a fun Zumba demonstration, though!

Most of the sessions were fluff and none improved my professional skills or knowledge significantly.

The DIT session was not on topic and they didn't seem prepared. The Self defense session was fabulous! Meditation for stress reduction was very good but vendor fair next door was quite noisy so he was hard to hear.

use library people to do the sessions instead of outsiders

The meditation - stress session would have been better if it had not been placed next to the room with the benefit fair - too much noise.

I wish there had been more library /communication type sessions.

*Have more library centered sessions.

*Have a plan / outline for all of the sessions. The Youth Literature Roundtable was a DISASTER. I was under the impression that it was going to be more sharing of what is new and/or what is popular with in the world of Youth / Children's Lit with either a presenter or a moderator who was familiar with the topic. Instead we had an HR person, who was unfamiliar with youth literature and the youth services department, acting as a moderator and our small group sessions seems to dissolve into more of a complaint session rather than being about anything really useful. PLEASE talk to the YS managers, or members of the YS department for better input as to what would be useful for us, or what we feel would be useful for non YS staff, for future break out sessions. And tap into the skill sets of the YS staff that we have rather than automatically defaulting to a "professional" outsider.

Getting the Most from Your Mobile Device was not what I expected--did not get some interesting information from the class.

Maybe only 3 sessions for a longer period of time.

Keep it fun but add some sessions on topics of concern for management, circ, pages

The Unshelved guys were fantastic. Great choice.

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Meditation-given 9 minutes to meditate. Instructor spoke of 1 meditation and talked about himself for many minutes-cell phones were ringing constantly and noise from the adjacent ballroom didn't help.
Exercise-instructor had 2 people balance on 2 balls while he threw tennis balls at them (we are not circus animals). Zumba instructor was promoting her class at 4pm at GC two days a week. Did she not know that libraries are open until 9pm on the days of her class?
Liked the comics-notice the strip that was a winner have interpersonal involvement - no kiosks!
There needs to be a greater explanation of each session so people can better make choices. For instance, the Mobile Device one was not what people expected at all. It was more of a "DIT is doing this and this" than something useful.
Please allow more time than one hour for each session and 15 minutes for walking to and from sessions and allow for wait time for using the restrooms.
The visual aids were not current with the times. The room wasn't conducive for this session.
Purpose of YS session was unclear - moderator knew nothing whatever about YS services - while most attendees expected to hear about new children's books & trends in literature. Venue, food, speakers, parking, logistics all reflect much consideration and hard work, good for the committee!
Different staff (YS, INFO, CIRC) seemed to have different expectations for sessions.
The self-defense session was the best thing I attended. I would have liked it to be longer. I also thought the vendor fair was worthwhile, but it didn't require a whole hour. Retiring from Fairfax County needed to be longer and they needed more handouts. The session on managing personal finances was not very good - I couldn't relate.
I was enjoy all the session I registered
sessions were not carefully thought out to meet library staff needs, such as the mobile device session and the ya literature session
sessions not tailored to participants. particularly unhelpful and disappointing were mobile phone (ridiculously unprepared) and young adult literature (not even a librarian - hr person!!!).
I am deeply concerned and dismayed that several of the sessions showed a complete misunderstanding of what we do and what our skill levels are. Dealing with Challenging People was much too basic--we need the advanced course. I understand from colleagues that the mobile devices class was for county devices FCPL staff don't use and Youth Literature was given by someone from HR. The content of Outreach & Partnerships was great but the session was frustrating because we cannot actually do what they suggest we do. I was looking forward to enhancing my skills.
The "Youth Literature Roundtable" was a disaster at the beginning. Although the moderator was very pleasant, she basically just said "What do you want to talk about?" Since the title included the word "Literature" we all expected that we would learn something new about Youth Literature. Luckily, some one suggested we break into groups that each included several Youth Services Librarians. There was good conversation at our table and we concluded there needs to be much more sharing amongst YS Librarians (Why not use the same display at two different libraries?). We also discussed labeling the books and that it's a great idea to label the JP books with things like "ABC" or "123" books.
sound leaked from one room into another. Especially noticable during meditation sessions. Facilitator couldn't find the right light switch to dim the lights in the meditation session and he hit a switch that plunged the whole building into darkness. Info in Personal finance session was stuff we'd all heard a million times before.
The mobile devices class was very much not geared for its audience. Almost NOTHING pertained to library staff.
Very much enjoyed the Unshelved guys! Thanks for getting them!

The presenters in the mobile device session should have been briefed beforehand. They geared the presentation to people who telecommute and have county-issued mobile devices which does not apply to the library.

Most sessions tried to cover too much information in too short a time period. Two sessions instead of 4 would have been more productive. Consensus of staff: personal enrichment sessions more enjoyable, professional not enough time to be useful. Some presenters did not seem to be able to scale program to time allotted. Retirement session ran out of handouts.

While the format was great I think a half-day and larger sessions of concentrated areas would be better use of staff time.

I loved the keynote speakers. A bonus was being able to get a flu shot! The mobile device session was very basic - I guess I was hoping it would have more about useful apps. Perhaps a more detailed description would have helped me when I was signing up.

I thought the benefits and vendor fair was nice to have. So much of what is done with the Fairfax Government is government center focused and the FCPL employees can't access them easily since we do not work there. It was nice to have the flu shot without having to go to the Government Center. The other testing was helpful

The Self-Defense presentation was excellent. The officer gave us all very useful and helpful information in a non-threatening or frightening manner. He applied techniques to library situations. This was well worth attending. He was an excellent presenter.

The FCPS Technology in the classroom was lacking. The WiFi was inadequate for them to show us examples of what they did. They did not know that much about the library technology. I thought the initial activity with raising the hand to quiet us was not appropriate for adult staff of the library. I don't think the presentation was organized enough to effectively meld the two information systems - schools and libraries.

Mobile Devices was awful. It wasn't geared toward libraries and it was rambling. the Wifi didn't work and there was just dead air time while we waited for the computers to click in. Just a waste of time.

Some of the sessions were very bland and generic. I was expecting something that addressed specific issues that the Library and our staff deals with.

I found the Diversity video to be too long, with too many examples of what NOT to do. It brought my mood down, and just seemed to insult everyone in the room. It seemed out of date as well. I would greatly prefer a shorter video presentation with examples of how to handle tough situations properly, and then discussion.

Some of the sessions I and my colleagues attended the presenters were not well prepared and not tailored towards FCPL audience but the Unshelve presenters were enjoyable!

I attended the first session of Dealing with Challenging People. I did not find it of any use.

Self-Defense was helpful.

Getting a flu shot was helpful.

Exercise can be Fun did not live up to its name until we all got up to Zoomba. I enjoyed that but many people were not dressed to exercise.

It was very nice of the Unshelved guys to sell merchandise and autograph their books at lunch time! I hope they got a break to eat as well. It was nice not to have to wait until after "See you in the funny pages" to get my book autographed.

I was happy to have time to walk through the Benefits and Vendor Fair during the lunch break, without having to use up a session to visit it.

Getting the Most of Your Mobile Device...was geared toward upcoming FXCO workers...not frontline customer service, like the library. I was also hoping for the tips and tricks for my own personal use of the device -- your device can do more than you think, and here's how. Was interesting to see what plans coming for county workers. Good handouts from all my sessions.

Nice variety of options for classes/workshops...just wish I could have attended a few more. Also wish I was able to mix and mingle, but it was great see old friends and past colleagues.

<p>If Staff Day is held again, most of the sessions should provide actual training that will help the staff better do their jobs, especially given our budget constraints and the cutting of staff. A lot of the content seemed frivolous and/or not library-centered</p>
<p>in the future please consider more library-related programs and free-format discussions with colleagues; some workshops were helpful</p>
<p>Not enough in the Benefits fair to make it enough for the time allotted, esp in the last session of the day.</p>
<p>Sessions were sometimes described inaccurately. Youth Literature, most notably, had people coming with different expectations.</p>
<p>would like to see more opportunities for professional, as opposed to personal, development. Would like to talk more about the library, it's future, best practices, how other libraries do things, etc.</p>
<p>The descriptions of the workshops was sometimes poor. What I found was not what I had been expecting, if still somewhat interesting. The Busted presentation covered about 20 minutes of material in an hour, and the projector was not working. I had expected to see more of FCPS's student hardware, rather than a briefing on the software, which was still interesting, in Technology in the Classroom. I thought that the Retirement workshop would involve more advanced info. It was more of a basics thing; much of what was covered I already understood from reading the Employee Handbook at looking at FairfaxNET. Also, I was 0 - 4 for having my name on the workshop sign-in sheets. I have a screen capture of the old ELC screen on which I am "Enrolled" for four workshops. I also got four confirmation emails. However, my name was not on any workshops lists. I registered on my second day back from a two-week vacation, and this was only hours before ELC shut down, so maybe that had something to do with it.</p>
<p>DIT is out of touch with what we do so their presentation was worthless. Getting the Most out of your Mobile device did not bring to mind a presentation on what DIT changes are in the pipeline and why we have such old equipment (duh, no money)</p>
<p>I didn't think unshelved was funny at all. The giveaways weren't that attractive either.</p>
<p>I'm worried that the Outreach and Partnership presentation was above the level of most who attended as your average Info Staff member would not be able to really form partnerships in the way suggested. I think branch managers would even have to get permission for some of the suggestions made. It was a good session just maybe a little too "pie in the sky" for the average FCPL info department staff member.</p>
<p>ession B Workshop 4 -Youth Literature Roundtable</p> <p>This workshop was not planned at all and the title was very misleading. People attended thinking it was about trends in youth literature and it was more like an open youth services discussion session and individual tables did whatever they wanted. Very disorganized. It ended up being useful but needs more thought and planning if there is another staff day.</p> <p>I also think if we are going to have a day where we close libraries to go to Staff day, it should be more focused on professional development, development of the library system or how to improve services for the public. After all, the taxpayers paid for the training day it should be of benefit for them.</p> <p>I felt that most of the sessions were frivolous and not very useful.</p>
<p>I really did not get much out of staff day. The sessions I attended were, for the most part, NOT informative or relevant. I did not think the venue was good and I do not think the money spent on the giveaways was worth it.</p>
<p>Session A/Myths: the slide show didn't work and no one tried to fix it during the whole presentation</p>

Session B/Challenging People: room was very close because more folks showed up than were registered; Very Good Presentation!

- Session C/Mobile Devices: learning about county technology was not what I expected at all and he spent way too much time talking about teleworking to employees who cannot telework due to the nature of their jobs. :(I thought it was going to be more of a tutorial about iPhones, Androids, and Apps

I felt a little embarrassed that there weren't more sessions that explored how to make the library better/stronger when Sharon Bulova (or was it Library Board Fagan?) praised us for getting together to brainstorm ideas.

+/- The Unshelved presentation was appropriately humorous and informative although the morning session was a little long. It was very interesting to hear how they came to be where they are.

Getting the most from your mobile device had technical difficulties, and the speakers did not know their audience and the title was misleading. It was all about teleworking which we can't do.

I attended the 4th session of the benefits fair and was surprised to learn when I walked in that the screenings would end in about 20 minutes. The vendors all packed up shortly after that, leaving us with about 30 minutes of time to kill.

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General
While I think it was appropriate for LBoT members to attend the morning kickoff, they should not have been attending individual sessions. And to see a Board member walk up on stage to accept her raffle prize was just appalling!!
That said, we haven't had a staff day in many years and I think it was beneficial. The event was well organized and ran smoothly. Nicely done!!
I didn't see the need of it. It was a great waste of time and money.
I appreciated all the work that was done for Staff Day. It was great to see people from other branches that I have worked with in the past and meet some people that I have dealt with but have never met them in person.
Thanks for your hard work.
Thank you to the Staff Day Committee!
One class was taught by soft-spoken women. In the middle of class, Kena provided a sound system. That would have helped, but the women only used it very briefly.
I had no need for the giveaways, thoughtful as it was to provide them.
Overall I thought it was a great day!
There seemed to be a disconnect between what the speakers from the BOS and BOT expected from the day and the actual program content. The Staff Day committee did a good job in structuring a program that responded to the variety of preferences expressed by staff in the earlier survey, but I would have liked need more coffee pots at breakfast
opportunities to gather together for workshops and discussions specifically about current and future libraries and library services.
STAFF DAY HAD A FEW PROBLEMS, BUT WAS PLEASANT ENOUGH. A NICE PAID BREAK FROM OUR ROUTINE, BUT I THINK IT WAS A HUGE WASTE OF OUR MONEY, AND NEXT TIME I WOULD MUCH RATHER HAVE GOTTEN A BONUS.
Not as bad as was expected. It was good to mingle and catch up with former coworkers.
I hope people use feedback like this to make the next staff day even better!
This year's staff day was a good start coming after 10 or 15 years from the last staff day event. However, the Team that pulled together this event should be commended on an excellent job performed!! Everything was well done and enjoyable!! Thanks to the Library Board for bringing this event back for staff enrichment!
Swag: I personally have no use for branded conference swag. It's just junk, and mine is headed for Goodwill. At least a grocery tote would have been useful in the future, but I don't even think we needed that. A lot of people commented throughout the day that a PEN might have been useful. It was nice to get a book from Unshelved, but maybe if these expenses had been spared we could have afforded a nicer venue.
Summary: Staff Day was a mixed bag for me, but I enjoyed it overall, and loved seeing so many library staff gathered in one place. However, I would much rather that the Staff Day budget had gone towards preserving staff positions that are now on the chopping block. It was a nice gesture from admin to put Staff Day together, but staff morale has tanked and continues to drop lower than I ever thought possible. I'm not the only person asking what was the point?
Because this day did not address the critical issues of how to reshape the library system to avert continuous cuts and build the advocacy base for increased funding, it did not meet my expectations, especially given the cost of closing the libraries.
I also noticed many staff members who could have benefitted with more golf carts taking them to the second building. Thirdly I wish there was better signage when the dining hall got divided into sessions A or B. Overall I had a great experience meeting staff and picking classes that interested me. FCPL is a great place to work for and Fairfax County is a great place to have grown up at and a place to live at now.

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Overall - It was a great success! Kudos to all planners...
I appreciate the time, effort, and thought put into the energizing Staff Day. Thank you very much.
Thank you to all of the committee members who work so hard at putting together a wonderful Staff Day event!
as a whole was a successful event. would like to see some improvement like starting at 930
Fantastic event!
I would have liked a pen in my bag of goodies.
I enjoyed seeing people I have worked with over the years.
*Have enough microphones available for all the presenters in a group. The Technology in the Classroom session only had one microphone and they were more of a tag team presentation rather than one person present and then pass the microphone and another person presents, and so on. So we did not necessarily have adequate amplification for the room we were in for that session.
The meditation class was beside the vendor fair: terrible location, could not hear speaker (ne did not want to use the microphone) and too noisy to meditate.
It was a great day to see just how big we are and to see friends from other branches.
I hope we do this again next year but I suggest you book the venue NOW.
Larger monitors and more monitors for the Key note speakers, it was difficult to see the screen.
Overall staff day was fun and I hope we continue having this event in the future.
All in all, an enjoyable day. Thank you!
At least half of my lunch hour was spent trying to get a flu shot and visiting some of the vendor booths and then the rest of my time was trying to get to a bathroom and then finding what was left of lunch was a cold, soggy, disgusting mess. The raffle prizes were fun, and it would've been nice to have been able to get my book signed or buy something from the Unshelved guys by the time I had a little wiggle room in my schedule they had packed everything up.
What a wonderful day and so well organized by the committee and Moira. I appreciate the time, effort and creativity that made the day a success.
Venue, food, speakers, parking, logistics all reflect much consideration and hard work, good for the committee!
I don't think there should have been a dress code. Otherwise, everything was great!
It was fun to see some colleagues from other branches that we wouldn't have seen otherwise, but other than that, I did not find much value in staff day or the contents of the goody bag.
I found it a fun and valuable day, and I think it went very well.
it was a fun day and I would like to have it one per year.
Ted Kavich ran a perfectly splendid book club conference about a year ago. Venue, gov center, boxed lunches from Potbellies and speakers that inspired, and enthralled -Michael Dirda for one. That's the way it should be done. This, while looked good on paper in reality was completely a disappointment in terms of information, inspiration or real usefulness. I wish the money had been used to address real staffing needs instead.
I found Staff day to be an enjoyable experience.
I did benefit from 1) laughs from Unshelved, 2) self-defense ideas, 3) a flu shot, and 4) seeing far-flung colleagues.
Why are we sitting all day when we keep hearing how we are supposed to be moving around? The Kena Center is next door to a fabulous hiking trail. Why not incorporate a nature walk into the program. And a "Talk Like a Librarian" workshop.
I am not sure whether the county spent its money wisely on this. I was hoping for more professional education, not fun. The money spent on the giveaways alone -- yeah, they were nice, but did we really need the extra money spent for logos and the notebook covers?

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Maybe some time spent planning, as Ms. Bulova thought we would be doing, would have been appropriate. Or at least, updating us all on upcoming plans and getting valuable feedback.
Getting the flu shot out of the way was inspired though. Thanks for that! And for allowing overtime so the pages could attend.
Gift bag odd choice and not much use. Would have preferred the Unshelved thumb drive.
Loved having the flu shots available and appreciate all the hard work that went into the planning and successful outcome of such a large event.
i really enjoyed the day. All in all it was a lovely day.
I did not think that Staff Day accomplished its goal. I believe that it was an expensive day and an unnecessary expense in this time of budget cutting and job reduction.
I wasn't sure of the purpose of this day. It didn't really boost morale and a lot of us thought it was a great expenditure that could have been used to save a job. I am sure that the committee worked so very hard on this. I thought that the concept of training and exchange of ideas and information was not met. I would rather have had my personal free time instead of adding 8 hours to my work week. My time is valuable. I think either having a working group by cluster or within each library would have been much more effective and beneficial to employees
I thought Staff Day 2014 was good overall and not a disappointment. It was a good idea after the Beta Plan for staff to "renew", take a deep breath, and relax with colleagues. I would suggest having a Staff Day every year.
The start of the day went very smoothly. Registration was quick and efficient and friendly.
I greatly enjoyed the social aspect of the day, getting to greet colleagues from many branches. Most of the classes were good, and I think we should do it again in 5 years.
Kudos to the staff planning committee, they did a nice job organizing
Thank you very much to everyone on the committee for all your hard work planning the day, arriving at 7 am to set up, and staying late to take down! All in all, it was a very successful day.
Nice to get a book from presenters and notepad to take notes (needed a writing implement though, but I came prepared), and something in which to carry them.
The "Ask Me" staff were very helpful, kind and responsive.
"Thank you" to volunteers who helped run the event - it went smoothly! But: the "Renewal" theme was misleading and nothing has been achieved on this front; "goodie bags" were absolutely NOT necessary;
it was good to see old friends from other branches;
The bottom line: we could easily do without Staff Day in the times of austerity.
The question about parking should be two questions. There was enough parking, but the exiting did not go smoothly (though, perhaps, about as good as could be expected). Despite the problems, I liked Staff Day and hope that we can do it again without waiting a decade.
The registration process online was difficult and confusing. It needs to be improved.
Due to staffing concerns, it's impossible to leave the building for a full-day session of useful training- Microsoft Office classes for example. It would have been great to be able to use Staff Day's 8-hours elsewhere for some real training.
I didn't think unshelved was funny at all. The giveaways weren't that attractive either.
All the pages can join this time. It's great
I really did not get much out of staff day. The sessions I attended were, for the most part, NOT informative or relevant. I did not think the venue was good and I do not think the money spent on the giveaways was worth it.

["+ " = plus/good; "- " = minus/needs improvement]

+ nice to have a raffle; however. . .

- the raffle lasted too long; maybe two segments? at lunch, I wanted to talk/visit with colleagues instead of listening to so many numbers

- needed a pen in the portfolio

- the podium was visually in the way for the Unshelved projection screen; I couldn't see most of the cartoons

- needed more accessible trash cans; could have had some at the doorway, not just by the food and there were none in some of the rooms

- there weren't any recycling bins for the bottles/cans

--- NOT ENOUGH STALLS FOR LADIES' ROOMS! Because of the constant use, some air fresheners would have been nice in each stall of those tiny bathrooms

+ Overall, I was very impressed by how smoothly the event was run.

+ Kudos to those who spent so many hours before the day and on the day!

+/- I'm glad we had a staff day; I hope we don't have this every year, every three or five years would be beneficial and probably appreciated more.

+++ Thank you for your time and energy to make it happen!

The attention to detail was fantastic! Making more rest rooms for women - good idea. Putting the name-tag station far away from the check-in tables - good crowd management.

I think the Staff Day Committee did a fantastic job.

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Attachment 10

Government Executive

Adapting America's Public Libraries for the Digital Age

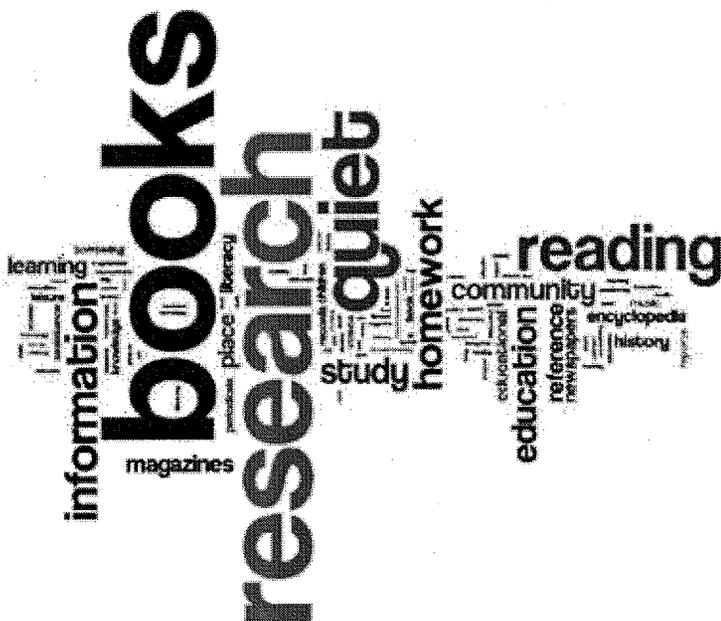
By Lex Berko

October 15, 2014

Book circulation is not the central focus of America's public libraries anymore. Or rather, it shouldn't be if our libraries want to remain relevant, according to a new report released today by the Aspen Institute Dialogue on Public Libraries. The report is the result of a multiyear conversation about the future of America's public libraries and how they can best serve the emerging needs of their communities.

As we move forward into the digital age at what sometimes feels like warp speed, our communities continue to change—and what we need from our libraries continues to change, too. "While the public library was conceived in an age of information scarcity, today's networked world is one of information abundance and mobility," states the report. "Public libraries have the DNA needed to thrive in this new information-rich, knowledge-based society."

It's not just librarians and policymakers who see this need for adaptation; library users also feel the need for the institution to become more dynamic. As Deborah Fallows wrote last week in *The Atlantic*, the Columbus Metropolitan Library of Columbus, Ohio, recently asked its Facebook fans to share five words describing their childhood libraries and five words describing how they imagine libraries two decades from now. Here are the results, presented in two word clouds:



Words describing libraries of yesterday.

RISING TO THE CHALLENGE

Re-Envisioning Public Libraries



Expanding access to education, learning opportunities and social connections for all is one of the great challenges of our time. It is a challenge made more urgent by the rapid transition to a new economy in which knowledge and creativity are the drivers of productivity and economic growth, and information, technology and learning are central to economic performance and prosperity.

Public libraries are essential institutions for meeting this challenge.

THE ASPEN INSTITUTE
Communications and Society Program
DIALOGUE ON
PUBLIC LIBRARIES

STRATEGIES FOR SUCCESS

1. ALIGN LIBRARY SERVICES IN SUPPORT OF COMMUNITY GOALS

Public libraries that align their services to support local community goals will find the greatest opportunities for success in the years ahead. This will require a level of flexibility and adaptability to change as community needs change.

It will also require collaboration among libraries, policy makers and community partners to redefine the role of libraries as institutions that inspire learning, drive development, grow social capital and create opportunities.

2. PROVIDE ACCESS TO CONTENT IN ALL FORMATS

As the public library shifts from a repository for materials to a platform for learning and participation, its ability to provide access to vast amounts of content in all formats is vital. Libraries face two immediate major challenges in providing access to content in all forms:

- Being able to procure and share e-books and other digital content on the same basis as physical versions
- Having high capacity, easily scalable broadband technologies in every library that deliver and help to create content

Stakeholders must work together to find solutions to these challenges that meet the community's needs and work for content creators, publishers and the public.

3. ENSURE LONG-TERM SUSTAINABILITY OF PUBLIC LIBRARIES

Public libraries need to transform their service model to meet the demands of the knowledge society while securing a sustainable funding base for the future. Achieving this means libraries need to:

- Identify reliable revenue resources for both daily operations and long-term planning and investment
- Explore alternative governance structures and business models that maximize efficient and sustainable library operations and customer service
- Become more skilled at measuring outcomes rather than counting activities
- Balance the local and national library value proposition to consider economies of scale in a networked world without compromising local control

4. CULTIVATE LEADERSHIP

Leadership is needed to build communities and public libraries that thrive and succeed together. Every community needs a vision and a strategic plan, with input from all stakeholder groups. Key steps include

- improving communications with community leaders
- developing community champions
- strengthening intersections with diverse communities and communities of color
- reaching out to and engaging with young-professional organizations and demonstrating the collective impact of partners working together

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RIISING TO THE CHALLENGE

*Re-Envisioning
Public Libraries*

Everyone has a stake in the healthy, engaged community that the public library helps to sustain. There are specific steps that individuals and organizations can take to set their communities and libraries on a path to success in the 21st century knowledge society.

15 ACTION STEPS for LIBRARY LEADERS

1. Define the scope of the library's programs, services and offerings around community priorities, recognizing that this process may lead to choices and trade-offs.
2. Collaborate with government agencies at the local, state and federal levels around shared objectives. This includes partnerships with schools to drive learning and educational opportunities throughout the community.
3. Partner with local businesses, chambers of commerce and community colleges to provide access to curricula and resources, to technology and certification programs and to job search resources to maintain a highly skilled yet highly flexible workforce.
4. Engage the community in planning and decision making, and seek a seat at tables where important policy issues are discussed and decisions made.
5. Connect resources from other agencies or libraries to the library platform rather than reinventing the wheel or always going solo.
6. Develop partnerships and collaborations with other libraries and knowledge networks that can contribute to efficiencies, using the opportunities provided by digital technologies.
7. Support the concept of a national digital platform to share collections nationally while continuing to maintain a local presence and focus; participate in content-sharing networks and platforms.
8. Deploy existing resources in new ways.
9. Collaborate in negotiations with publishers on reasonably priced and easily accessible access to e-content and develop win-win solutions like "buy-it-now" options.
10. Provide mobile devices for in-library, in-community and at-home use.
11. Measure library outcomes and impacts to better demonstrate the library's value to the community and communicate these outcomes to key partners and policy makers.
12. Communicate the library's story of impact directly to the public, partners, stakeholders and policy makers. Include the new vision built on the library's people, place and platform assets.
13. Develop a richer online library experience and stronger competencies in using digital and social media to demonstrate the library's role in the digital transformation.
14. Change long-held rules and operating procedures that impede the development of the library's spaces and platform.
15. Take proactive and sustained steps to brand the library as a platform for community learning and development.

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15 ACTION STEPS for POLICYMAKERS

1. Use the authority of office to bring together community stakeholders to create a comprehensive strategic plan for the library and other knowledge institutions in the community.

2. Define libraries as part of the community's priority infrastructure along with other established infrastructure priorities such as schools, transportation and parks, and make sustainable, long-term funding that reflects the library's value to the community a budget priority.

3. Develop strategic alliances and partnerships with local library leaders to advance educational, economic and social goals.

4. Leverage the economic development potential of the public library as a community platform.

5. Make access to government information a model for curating open data.

6. Integrate librarians and state library agencies into development planning and policy making in all departments and at all levels of government.

7. Reduce barriers to libraries' ability to access some funding sources in authorizing and appropriations legislation.

8. Review state-level policies that affect the public library's ability to transform itself for the future.

9. Support a study on funding and governance structures for public libraries to identify strengths, weaknesses and opportunities that will lead to the development of stronger, more efficient public libraries.

10. Support and accelerate deployment of broadband, including high-speed, scalable broadband, to all libraries.

11. Develop local, state and national plans to address digital readiness.

12. Promote the deployment of wireless hotspots in libraries and other public places, especially in economically disadvantaged and minority communities where there are fewer Wi-Fi hotspots, to access the library's platform anytime, anywhere.

13. Support rural and small libraries to ensure that all residents have access to world-class resources regardless of where they live.

14. Promote and invest in the infrastructure for a national digital platform that is scalable, flexible and serves diverse needs and new uses.

15. Be an informed champion for the library and what it offers in the community.

THE ASPEN INSTITUTE
Communications and Society Program
DIALOGUE ON

PUBLIC LIBRARIES

RISING TO THE CHALLENGE

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15 ACTION STEPS for the COMMUNITY

1. Collaborate on the development of a comprehensive strategic plan for the community's information and knowledge ecosystem, including the library and other knowledge institutions in the community.
2. Develop strategic partnerships and alliances with public libraries around content or specific organizational or community needs.
3. Bring diverse expertise to bear on helping libraries create and share technology tools.
4. Connect knowledge resources in the community to the library's knowledge networks.
5. Participate in the library's platform for curating local history and culture.
6. Leverage the economic development potential of the public library as a community platform.
7. Bring resources, including financial resources and technical expertise, to partner with libraries where objectives align well.
8. Volunteer organizational and technical expertise to mentor and support learning that takes place in library spaces and on its platform, including in innovation labs (especially those aimed at youth), maker and hacker spaces and resource-rich coworking spaces.
9. Structure grant opportunities in ways that small and rural libraries can take advantage of them; for example, not always emphasizing cutting-edge technology.
10. Leverage foundation or corporate donations to public libraries through the creation of a public-private trust for libraries.
11. Support the deployment of broadband, Wi-Fi and digital literacy skills throughout the community, especially to economically disadvantaged, underserved and other special needs populations.
12. Advocate on behalf of the long-term sustainability of public libraries.
13. Collaborate with libraries in areas of mutual interest.
14. Explore the library's people, place and platform assets.
15. Support efforts to re-envision and rebrand the library as a vital community institution in the digital era.

FAIRFAX COUNTY FEDERATION OF CITIZENS ASSOCIATIONS

RESOLUTION ON FAIRFAX COUNTY PUBLIC LIBRARY

COLLECTION MAINTENANCE

Draft for FedBoard 10/23/14

Background

Since 2005, hundreds of thousands of books have been discarded from the Fairfax County Public Library as noted in the library's internal documents, the FCPL Collection Overview 2006-2014. Because of current and projected budget constraints, FCPL should make all efforts to maintain and preserve its current collection of books.

Resolution

WHEREAS, the Board of Supervisors voted to cancel the Beta Plan November 2013, and

WHEREAS, the Board of Supervisors voted November 2013 that books in the collection should be mended and,

WHEREAS, the Board of Supervisors voted November 2013 that donated books should be added to the collection and,

WHEREAS, thousands of nonfiction books in good condition are being discarded due to low activity, including last copies, and

WHEREAS, Library Board Trustee Michael Cutrone asked the Library Board and the Library Director for a pause in the discarding of nonfiction books designated low activity until such time as a thorough reassessment of policy can be made, and

WHEREAS, Jennifer McCullough, President of the Fairfax County Public Library Employees' Association stated that many library branches do not have staff to mend and repair books, and

WHEREAS, books in otherwise good condition needing minor mending are being discarded as bad condition, and

WHEREAS, books with no condition problems other than a previous and successful mending are being discarded as bad condition, and

WHEREAS, books bearing FCPL identification that are currently on the shelves, but not in the online catalog, are being discarded, and

WHEREAS, single copies of donated new books that are not already in the online catalog are not added to the catalog by Technical Operations because of a rule that there must be four copies of a single title added to the catalog, and those donated new books are subsequently donated to Friends groups,

THEREFORE

BE IT RESOLVED that Fairfax County Federation of Citizens Associations calls for the Fairfax County Public Library to pause discarding nonfiction books based on low activity criteria until a comprehensive collection inventory has been completed, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for nonfiction books in good condition to not be discarded until an evaluation of the collection is completed to assess the state of the collection, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for retained low activity nonfiction books to be sent to branches with empty shelves and to not to be discarded, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for a halt to discarding last copies of books in the FCPL collection, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for books needing simple repairs of torn pages, a loose page, cracked spines, broken spines, and shaken bindings to be mended by library staff or volunteers, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for previously mended books with successful mending to not be discarded, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for library staff and library volunteers to be trained to mend FCPL books and to mend FCPL books, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for books that bear FCPL library markings and are on the shelves, but for unknown reasons are not in the online catalog, to be added to the catalog and not discarded, and

BE IT RESOLVED that the Fairfax County Federation of Citizens Associations calls for donated new books to be added to the collection even if there are less than four copies donated.