

13. Organizational Capacity

- a. **Personnel** – See 13 a. As addressed in 5b, ESPL does not have an Adult Services Librarian (see 13a.1 – Organizational Chart) which greatly limits the programming capacity. ESPL is also currently evaluating its compensation plans to ensure the library can continue to recruit quality, professional staff.
- b. **Technology Plan** – A Technology Plan is being developed with Daly consultants. It will include equipment for the new regional library and Heritage Center as well as NFL and a five year maintenance budget projection.
- c. **Facilities** – ESPL now owns only the Northampton Free Library which includes newly donated property behind the library. It is recommended that in five years, plans begin to evaluate whether to expand that facility, as was originally planned when it was built. The Parksley location will be owned by Accomack County for thirty years. Accomack County now owns the Accomac location. ESPL leases the Accomac location now (2022) and will lease the Parksley location. Excerpt from the Accomack County MOU with ESPL and the ESPL Foundation: “the County shall hold such title to the new library until the County has paid in full all the bonds financing the library. Subsequent to such repayment, the County shall immediately transfer title to the new library to the Trustees for no consideration.” Final maturity on the bond is June 1, 2039. Planning should start one in the new building as to how the maintenance will be financed so that a plan is in place by 2037. This may be in the form of a system-wide facility plan done by a consultant.
- d. **Disaster Plan** – ESPL has a basic facility Disaster Plan. This will be updated once in the new Parksley facility. The Heritage Center will need a specialized plan. This will be developed by the Heritage Center Manager in the next five years.