

**Fort Dodge Public Library  
Board of Trustees  
Meeting Agenda  
Monday, August 28, 2023  
Board Room  
3:30 p.m.**

- I. Call to Order/Determination of Quorum
- II. Agenda Approval
- III. Approval of Minutes
- IV. Comments/Questions from the Public
- V. Bills & Financial Reports
- VI. Communications/Board Education
- VII. Committee Reports
- VIII. Director's Report
- IX. Old Business
- X. New Business
  - a. Date of December Board Meeting
- XI. Adjournment

Next Meeting: Monday, September 25, 2023 3:30 p.m.

# **Fort Dodge Public Library Board of Trustees**

## **Meeting Minutes**

July 24, 2023

### **I. Call to order/Roll Call**

President Kelly Hindman called to order the regular meeting of the Fort Dodge Public Library Board of Trustees at 3:30 p.m. on July 24, 2023 at the Fort Dodge Public Library.

The following persons were present: Rita Schmidt (Director), Alexis Powers (staff), Deb Kelleher, James Kramer, Merrily Dixon, Sheryl Griffith and Kelly Hindman.

### **II. Approval of Agenda**

A motion to approve the agenda was made by Kelleher, and seconded by Griffith. Motion carried.

### **III. Approval of Minutes**

A motion to approve the June meeting minutes was made by Kramer and seconded by Dixon. Motion carried.

### **IV. Comments/Questions from the Public**

#### **V. Bills and Financial Reports**

- A. Kelleher moved payments in the amount of \$12,448.43 to be approved in the Gift and Memorial Accounts. Griffith seconded. Motion carried.
- B. Griffith moved payments in the amount of \$13,476.71 to be approved in the City Funds Accounts. Dixon seconded. Motion carried.

#### **VI. Communications/Board Education**

#### **VII. Committee Reports**

- A. Foundation – Meets July 25<sup>th</sup>
- B. Friends – Revenue is up. The bookstore will no longer be open Tuesday evenings. They have received 165 memberships and 12 business members.

#### **VIII. Directors Report**

##### Budget

- The Deardorf Foundation granted the library's request for \$50,000.00.

##### Building

- The ceiling noise above the board room was a sensor for the HVAC and has been fixed.
- Baker Electric replaced a light switch for the fireplace area bank of lights.

##### Technology

- The 3 new AWE workstations for the Children' Dept. have been installed.

##### Programming

- National Night Out will be held on the Square, Tuesday, August 2<sup>nd</sup>.
- Summer Reading Programs now have 948 children and 64 teens registered. Tuesday Adventures- The dinosaur adventure was one of the largest we've ever hosted with 488 attendees.

#### Website

- The website team is meeting weekly. They are currently determining what needs to be added and deleted as far as information and pages. A recommended reads page and one for community resources have been chosen as additions.
- Rick Maehl took photos for the library to use on the new website with no stipulations.

#### **IX. Old Business**

#### **X. New Business**

- A. IFC Security Cameras/Network Change - This change will allow the library to switch its cameras to the city's network so police/detectives would be able to access them remotely when needed. The exterior cameras will be upgraded and an additional camera added to cover the staff parking area. This project will be funded with Hillesland monies and cost approximately \$10,915.00. A motion to approve the purchase was made by Kelleher. Seconded by Kramer. Motion carried.
- B. Personnel Policy – The policy needs updated to remove references to the union contract and include the changes related to holidays. The board needs to address what happens when the building closes due to inclement weather or an emergency. The board recommended changing the 'Inclement Weather' heading to 'Closings' and to add 'However,' to the chosen paragraph for closure by the Director or City Manager. Dixon moved the approval of this revised policy. Seconded by Kelleher. Motion carried.

#### **XI. Adjournment**

Kelleher moved a motion to adjourn. Seconded by Griffith. The motion carried. The meeting was adjourned at 4:26 p.m.

**FDPL Memorial Account  
Ending August 31, 2023**

<b>Accounts</b>	<b>Beginning Balance</b>	<b>August Income</b>	<b>August Expense</b>	<b>YTD Expense</b>	<b>Remaining Balance</b>	<b>% Expended</b>
Children's Programming	5,168.28		1,460.07	3,103.02	2,206.90	58%
Adult Programing	370.38		84.17	194.17	176.21	52%
YA Programming	1,481.74		321.67	466.37	1,015.37	31%
Magazine/Newspapers	2,981.98			639.80	2,342.18	21%
General Donations & Gifts	3,196.63	89.01	152.47	302.75	3,382.89	8%
Donation Box	3,751.57	6.25	94.25	94.25	3,672.32	3%
Vend Print	10,213.82	19.24	278.90	424.29	10,465.39	4%
Meeting Room	2,789.36			-	2,789.36	0%
Lost & Paid/Processing Fees	1,796.27	115.69	30.16	135.81	1,904.39	7%
Interlibrary Loan	3,956.19			-	3,956.19	0%
Library Cards	331.55	2.00		-	338.55	0%
Administrative Programming	245.16	75.63		-	320.79	0%
Ann Smeltzer Charitable Trust	2,937.09			278.77	2,658.32	9%
Maxine Hillesland Trust	39,153.76		319.00	9,537.91	29,615.85	24%
Shiny Top Adult Programming	44.74			11.98	32.76	27%
Dolores Schermer Estate	10,492.42			-	10,492.42	0%
	<b>88,910.94</b>	<b>307.82</b>	<b>2,740.69</b>	<b>15,189.12</b>	<b>75,369.89</b>	<b>17%</b>
Scharfenberg Monies	701,102.77			-	701,102.77	0%

**Fort Dodge Public Library**  
**Gift Memorial - Checks for Approval**

<u>Check #</u>	<u>Date</u>	<u>Vendor</u>	<u>Vendor#</u>	<u>Line Item</u>	<u>Amount</u>	<u>Line Item</u>
4858	8/15/2023	WellsFargoVisa# 4968,4138,3342 supp, ch prg, summer rdg, website	070440	6419	\$ 1,756.12	\$237.50 YA Prg, \$1105.37 Ch Prg (Friends), \$94.25 donation, \$319.00 Hillesland
4859	8/22/2023	Amazon Capital Services DVDs, supplies, programming	002348	6419	\$ 827.95	\$84.17 Adult Prg, \$84.17 YA Prg, \$354.70 Ch Prg (Friends), \$26.01 gen gift, \$278.90 vendprint/reimb deardorf
4860	8/28/2023	Ingram gifts/memorials, L&P	056900	6419	\$ 130.38	\$100.22 general gifts, \$30.16 L&P
4861	8/28/2023	Gale/Cengage Learning gift book	001693	6419	\$ 26.24	general gifts
total					\$ 2,740.69	

# Accounts Payable Invoice Report

Invoice Date Range 08/01/23 - 08/31/23  
 Report By Vendor - Invoice  
 Summary Listing

Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount
<b>Vendor 747 - ACCESS SYSTEMS</b>									
34652338	copier lease	Edit		08/14/2023	08/28/2023	08/28/2023			288.62
			Vendor 747 - ACCESS SYSTEMS Totals			Invoices	1		<u>\$288.62</u>
<b>Vendor 41865 - ACCO BRANDS USA LLC</b>									
42980946789	lamin	Edit		08/14/2023	08/28/2023	08/28/2023			167.04
			Vendor 41865 - ACCO BRANDS USA LLC Totals			Invoices	1		<u>\$167.04</u>
<b>Vendor 2348 - AMAZON CAPITAL SERVICES</b>									
174V-9CXM-7NPG	misc office supp, DVD	Edit		08/14/2023	08/28/2023	08/28/2023			98.18
1HHR-613K-737J	dvds, supplies	Edit		08/14/2023	08/28/2023	08/28/2023			106.39
1JV4-7Y9X-PR6R	misc office supp, DVDS	Edit		08/14/2023	08/28/2023	08/28/2023			50.08
			Vendor 2348 - AMAZON CAPITAL SERVICES Totals			Invoices	3		<u>\$254.65</u>
<b>Vendor 130266 - AUNT FLOW CORP</b>									
INV5503	misc bldg supp	Edit		08/14/2023	08/28/2023	08/28/2023			280.00
			Vendor 130266 - AUNT FLOW CORP Totals			Invoices	1		<u>\$280.00</u>
<b>Vendor 2383 - BAKER ELECTRIC OF FORT DODGE</b>									
32123	inspect noise & change switch	Edit		08/14/2023	08/28/2023	08/28/2023			220.40
			Vendor 2383 - BAKER ELECTRIC OF FORT DODGE Totals			Invoices	1		<u>\$220.40</u>
<b>Vendor 1874 - ECHO GROUP, INC.</b>									
S010041040.001	lamp for ballast	Edit		08/14/2023	08/28/2023	08/28/2023			48.78
			Vendor 1874 - ECHO GROUP, INC. Totals			Invoices	1		<u>\$48.78</u>
<b>Vendor 40455 - FRONTIER COMMUNICATIONS</b>									
8723	line charge	Edit		08/14/2023	08/28/2023	08/28/2023			60.15
			Vendor 40455 - FRONTIER COMMUNICATIONS Totals			Invoices	1		<u>\$60.15</u>
<b>Vendor 52495 - IOWA COMMUNICATIONS NETWORK</b>									
677996 LIB	internet	Edit		08/14/2023	08/28/2023	08/28/2023			249.90
			Vendor 52495 - IOWA COMMUNICATIONS NETWORK Totals			Invoices	1		<u>\$249.90</u>
<b>Vendor 2329 - KOCH OFFICE GROUP</b>									
INV477928	microfilm svc agreement	Edit		08/14/2023	08/28/2023	08/28/2023			940.10
			Vendor 2329 - KOCH OFFICE GROUP Totals			Invoices	1		<u>\$940.10</u>
<b>Vendor 73975 - MID-AMERICAN ENERGY</b>									
542877223	electricity charges	Edit		08/14/2023	08/28/2023	08/28/2023			4,598.62
			Vendor 73975 - MID-AMERICAN ENERGY Totals			Invoices	1		<u>\$4,598.62</u>
<b>Vendor 88000 - PITNEY BOWES, INC.</b>									
1023721990	quarterly postage meter charges	Edit		08/14/2023	08/28/2023	08/28/2023			77.40
			Vendor 88000 - PITNEY BOWES, INC. Totals			Invoices	1		<u>\$77.40</u>
<b>Vendor 90670 - QUILL CORP.</b>									
33868818	misc office supp	Edit		08/14/2023	08/28/2023	08/28/2023			175.28
			Vendor 90670 - QUILL CORP. Totals			Invoices	1		<u>\$175.28</u>
<b>Vendor 115620 - WOODMAN CONTROLS COMPANY</b>									
2003	tech support program billing	Edit		08/14/2023	08/28/2023	08/28/2023			1,200.00
			Vendor 115620 - WOODMAN CONTROLS COMPANY Totals			Invoices	1		<u>\$1,200.00</u>
<b>Vendor 2253 - WOODRIVER ENERGY LLC</b>									

# Accounts Payable Invoice Report

Invoice Date Range 08/01/23 - 08/31/23  
 Report By Vendor - Invoice  
 Summary Listing

Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount
353499	#6323	Edit		08/14/2023	08/28/2023	08/28/2023			478.73
		Vendor	<b>2253 - WOODRIVER ENERGY LLC</b>	Totals		Invoices		1	\$478.73
				Grand Totals		Invoices		16	\$9,039.67

## **Director's Report – August 2023**

### **Technology**

- The new security camera on the south side of the building has been installed and the software for the new system loaded on the computers at the circulation desk.
- Fort Dodge Fiber is working on the logistics of getting our new Internet connection into the building. They may have to drill a hole to get it done but they are also working on possibly using the existing ICN conduit.
- Todd plans to clean up the server room this fall by removing all of the old phone system equipment and installing the new server cabinet. Once that's done he can reorganize our existing equipment so it has some breathing room, is easier to access and will allow for expansion/new equipment.

### **Programming**

- The Summer Reading Programs wrap up Saturday, August 26<sup>th</sup>. I should have a complete report next month as to how things went. Based on my own observations, I think things went really well. I did have to order more Legos this year (3,696) so the kids were definitely checking out books and the attendance at most of our Adventure programs was fantastic. Staff seemed to be constantly putting out more logs for the adult summer reading program and there were lots of entries in all of our contests.
- Storytimes will start back up in September. Laurie plans to hold one session on Wednesday mornings at 10:30 a.m. and the other one on Thursday afternoons at 4:00 p.m. She has also scheduled the fall open house for Wednesday, October 25<sup>th</sup>.
- We are going to start holding the evening session of adult coloring again in September. Sue works Tuesday nights now so she will be able to monitor them and was thrilled when I asked.

### **Website**

- We are looking at color palettes for the website and are considering using one similar to the City's logo. Team members are also working on configuring the calendar, including creating standard logos and descriptions for regularly held programs. We have written descriptions for the meeting and study rooms, our databases, and summaries for library policies. Several other staff members are working on creating a simplified version of our logo for the website.

### **Board**

- With Christmas falling on the fourth Monday of December this year, we will need to choose a different date for the board meeting. The Library will close at 12:00 on Friday, December 22<sup>nd</sup> for the holiday and reopen Tuesday, December 26<sup>th</sup> at 9:00 a.m. Best alternative dates are December 21<sup>st</sup> (Thursday), December 26<sup>th</sup> (Tuesday), December 27<sup>th</sup> (Wednesday), or December 28<sup>th</sup> (Thursday). A decision doesn't need to be made this month, this is more of an FYI so you can start thinking about alternative dates.
- The State Library will be starting up the Boardroom Series in September (continuing education opportunities for board members via zoom). The series this fall will explore three key areas where close cooperation between city government and city boards is essential. Listed below are the details from the State Library's website:



## **Intersections: Where City and Library Meet (Webinar Series)**

“Intersections: Where City and Library Meet” is a three-part series, designed for library boards and cities, highlighting best practices for city governments and libraries to meet in the middle comparing policy and practice. Join us throughout the fall for sessions on Facilities, Budgets, and Personnel. We hope to help foster good communication and cooperation between city and library.

Register at the links below. A full description of each session is available on the Zoom registration page.

- **[Part 1: Facilities](https://zoom.us/webinar/register/WN_OQquPIZPS4eTIsJW9TurDg#/registration)** | Thursday, September 21 | 6:00 p.m. - 7:00 p.m.  
[https://zoom.us/webinar/register/WN\\_OQquPIZPS4eTIsJW9TurDg#/registration](https://zoom.us/webinar/register/WN_OQquPIZPS4eTIsJW9TurDg#/registration)

We'll cover best practices for working with city administration for improved day-to-day facilities management and on bigger projects. We'll offer clarification of city responsibilities vs library responsibilities, and we'll touch on service hours and who should have keys to the library.

- **[Part 2: Budgets](https://zoom.us/webinar/register/WN_KOIW3qZjT56IScaH0bSyyQ#/registration)** | Thursday, October 26 | 6:00 p.m. - 7:00 p.m.  
[https://zoom.us/webinar/register/WN\\_KOIW3qZjT56IScaH0bSyyQ#/registration](https://zoom.us/webinar/register/WN_KOIW3qZjT56IScaH0bSyyQ#/registration)

We'll cover what library directors and boards need to understand about public finance and how to do their part to support the city in complying with the state law.

- **[Part 3: Personnel](https://zoom.us/webinar/register/WN_yRwG90dSxe04uIN9eIBOQ#/registration)** | Thursday, November 30 | 6:00 p.m. - 7:00 p.m.  
[https://zoom.us/webinar/register/WN\\_yRwG90dSxe04uIN9eIBOQ#/registration](https://zoom.us/webinar/register/WN_yRwG90dSxe04uIN9eIBOQ#/registration)

We'll cover Board and City roles in setting and applying personnel-related policies such as travel reimbursement, holidays, leave, and compensation.

## 7/27 Staff Meeting

- New security system/cameras approved at Board Meeting.
- New personnel policy approved. Closed by city/director for weather/emergency will be paid excused absence.
- Bill Loehr was in again. Call police immediately.
- FD schools leaving consortium. May disrupt catalog searching next week. E-resources will start from scratch.
- Cataloging training for SOP + reports + fast add.
- If you see odd things when c/o let Rita know + take note of patron as some rules in ~~the~~ <sup>TLC</sup> were applied wrong. May need fixed.
- Limited access to book drop weekend of August 17<sup>th</sup>.
- Sticky notes in Board room are outline of website in progress.

## 8/3 Staff Meeting

- Thank you for hard work this summer!
- Website layout/sitemap is coming along.
- Next week is country concert on the square. Roads may be closed off.
- If Bill comes in + you call police be sure to let management/other staff know.

**Ending August 31, 2023**

**FDPL Foundation Fund**

	<b>YTD Budget</b>	<b>August Expense</b>	<b>YTD Expense</b>	<b>Beginning Balance</b>	<b>Remaining Balance</b>	<b>% Expended</b>
<b>Accounts</b>						
228 Advertising	7,552.77	350.00		7,552.77	7,202.77	5%
248 Adult Programming	11,916.51	68.93		11,916.51	11,847.58	1%
___ Young Adult Programming	3,000.00			3,000.00	3,000.00	0%
260 Technology	70,700.63	2,822.89		62,283.60	59,460.71	16%
268 Audio/Visual Materials	16,122.83			15,275.19	15,275.19	5%
278 Staff Development	5,932.45	100.00		5,932.45	5,832.45	2%
301 Building Supplies	7,784.16	70.24		2,648.09	2,577.85	67%
321 Operating Supplies	2,223.32			2,223.32	2,223.32	0%
610 Adult Materials	71,724.70			67,135.76	67,135.76	6%
620 Children Materials	29,572.14			29,572.14	29,572.14	0%
640 Young Adult Materials	19,734.94			18,814.35	18,814.35	5%
Fawkes Monies	31,192.11	217.04		30,786.87	30,569.83	2%
	<b>277,456.56</b>	<b>3,629.10</b>	<b>-</b>	<b>257,141.05</b>	<b>253,511.95</b>	<b>9%</b>

**FDPL-F Deardorf**

	<b>YTD Budget</b>	<b>August Expense</b>	<b>YTD Expense</b>	<b>Beginning Balance</b>	<b>Remaining Balance</b>	<b>% Expended</b>
<b>Accounts</b>						
___ Technology/Non-Print	12,500.00			12,500.00	12,500.00	0%
510 Adult Materials	20,004.19	2,660.94		20,004.19	17,343.25	13%
520 Children's Materials	10,000.00	771.85		9,905.64	9,133.79	9%
540 Young Adult Materials	5,030.48	409.89		5,030.48	4,620.59	8%
568 Adult Audio/Visual Materials	43,576.39	435.95		43,576.39	43,140.44	1%
570 Childrens' Audio/Visual Materials	18,195.34			7,514.58	7,514.58	59%
Children's Department Enhancement	1,540.07			1,540.07	1,540.07	0%
Public Access Computers	312.12			312.12	312.12	0%
Games Programs Project	30.58			30.58	30.58	0%
FD Writers' Workshop	4,587.96			1,823.30	1,823.30	60%
Public Art Monies	9,489.66			9,489.66	9,489.66	0%
	<b>125,266.79</b>	<b>4,278.63</b>	<b>-</b>	<b>111,727.01</b>	<b>107,448.38</b>	<b>14%</b>

**FDPL-F AXY Fdn Grant**

	<b>YTD Budget</b>	<b>August Expense</b>	<b>YTD Expense</b>	<b>Beginning Balance</b>	<b>Remaining Balance</b>	<b>% Expended</b>
<b>Accounts</b>						
670 AXY Grant	4,657.46		-	4,657.46	4,657.46	0%
	<b>4,657.46</b>	<b>-</b>	<b>-</b>	<b>4,657.46</b>	<b>4,657.46</b>	<b>0%</b>

GENERAL FUND

	<b>Budget</b>	<b>MTD</b>	<b>YTD</b>	<b>% Received</b>
<b>Revenues</b>	<b>886,697</b>	<b>6,193</b>	<b>6,193</b>	<b>0.70%</b>
<b>GENERAL REVENUES</b>				
(41005) PROPERTY TAX, PUBLIC LIBRARY	521,425	4,426	4,426	0.85%
(43915) WEBSTER CO- LIBRARY	142,000		0	0.00%
(44810) LIBRARY CHARGES, FEES	4,000	1,157	1,157	28.93%
(45020) LIBRARY FINES, FORFEITURES	2,000	64	64	3.20%
(46010) INTEREST - LIBRARY	1,500	546	546	36.38%
(49110) LIBRARY EMPL BENEFITS REIMB	215,772	0	0	0.00%
	<b>Budget</b>	<b>MTD</b>	<b>YTD</b>	<b>% Expended</b>
<b>Expenses</b>	<b>886,697</b>	<b>63,175</b>	<b>63,175</b>	<b>7.12%</b>
<b>PERSONNEL SERVICES</b>				
(6100) ALL PERSONAL SERV	568,125	32,582	32,582	5.73%
(6129) FICA CONTRIB	35,225	2,584	2,584	7.34%
(6130) MEDICARE CONTRIBUTION	8,238	604	604	7.34%
(6131) CITY CONTRIB FOR IPERS	53,632	4,043	4,043	7.54%
(6137) GROUP INSURANCE	118,677	9,887	9,887	8.33%
<b>CONTRACTUAL SUPPLIES &amp; SVCS</b>				
(6207) PROFESSIONAL FEES	750	0	0	0.00%
(6249) POSTAGE	3,000	0	0	0.00%
(6251) FREIGHT	150	0	0	0.00%
(6259) MAINTENANCE CONTRACTS	24,000	6,741	6,741	28.09%
(6264) EQUIPMENT-REPAIR/MAINTENANCE	10,000	291	291	2.91%
(6268) INTERNET SERVICES	3,600	0	0	0.00%
(6271) TELEPHONE SERVICE	800	60	60	7.52%
(6281) GAS/ELECTRICITY COMBINED	48,000	5,945	5,945	12.39%
<b>COMMODITIES</b>				
(6301) BUILDING SUPPLIES	12,500	437	437	3.50%
(6321) OPERATING/VEHICLE SUPPLIES	7,500	254	254	3.38%
	5,000	184	184	3.68%











July

<b>CAPITAL PROJECTS</b>	<b>Budget</b>	<b>MTD</b>	<b>YTD</b>	<b>% Expended/Received</b>
<b>BUILDING FUND</b>				
Revenues				
(46110) GO BOND, LIBRARY CONSTRUCTION		0	0	
Expenses				
(6431) BUILDING RENOVATION	36,693	-	0	0.00%
<b>PUBLIC LIBRARY STATE GRANT</b>				
Revenues				
(43377) STATE GRANT, PUBLIC LIBRARY	3,000	0	0	0.00%
Expenses				
(6480) BOOKS, ADULT	3,000	0	0	0.00%
<b>ENRICH IOWA FUNDS</b>				
Revenues				
(43379) ENRICH IOWA GRANT	6,500	0	0	0.00%
Expenses				
(6480) BOOKS, ADULT	6,500	0	0	0.00%

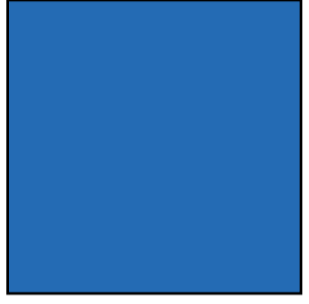




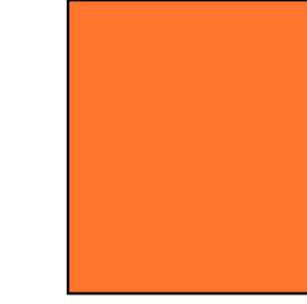

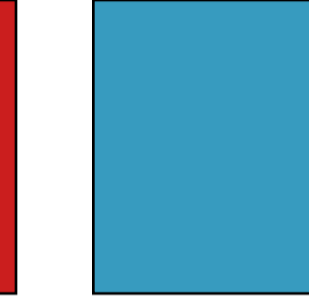
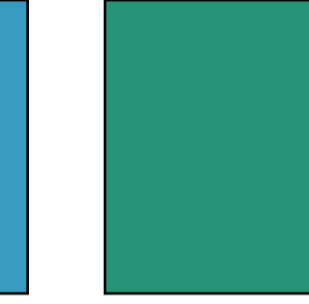
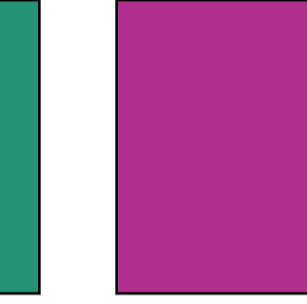



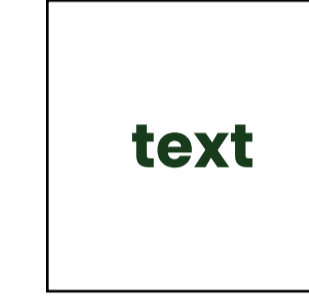
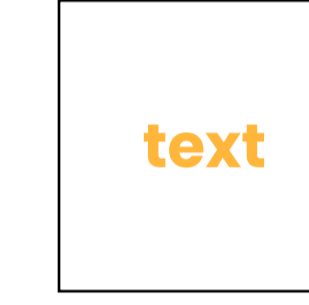
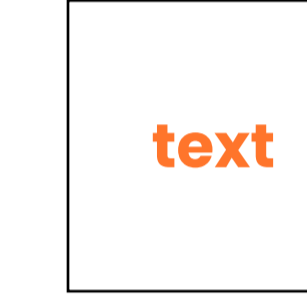
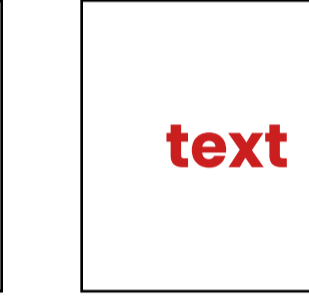
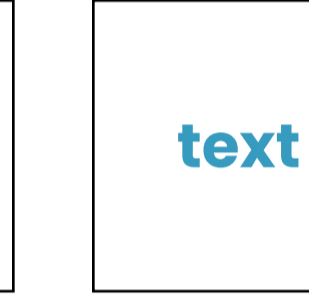
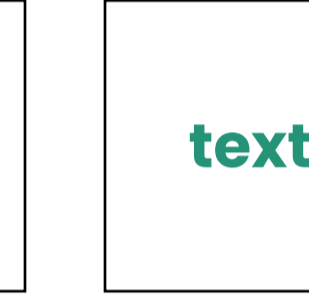
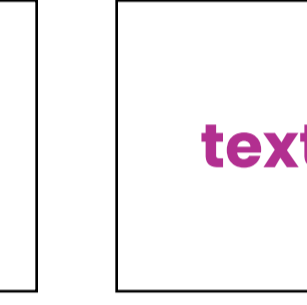







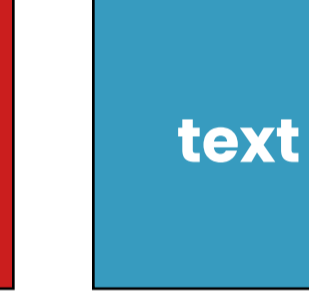
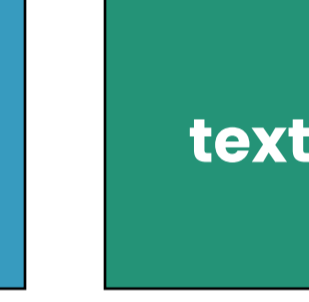











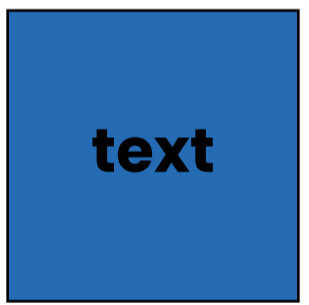

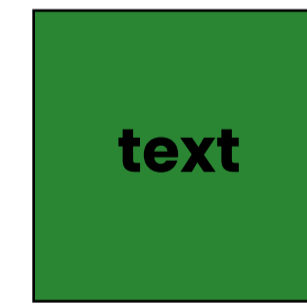

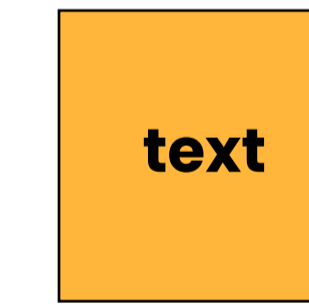
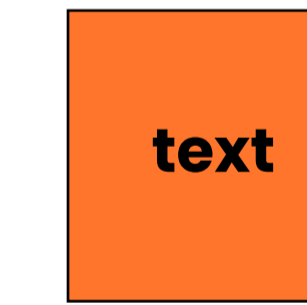
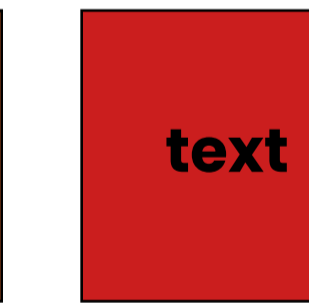
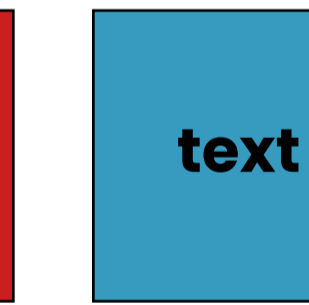
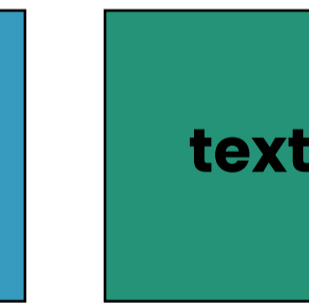
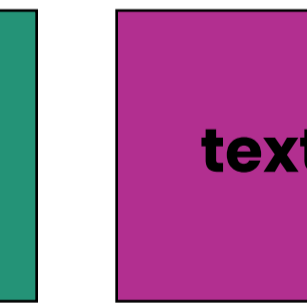
Need to edit this color palette? Use this link to start editing:

<https://coolors.co/246bb4-152b51-2c8a34-173b1b-ffb63b-ff752b-cb1e1e-379bbf-249377-b22f90>

## COLORS

#246BB4	#152B51	#2B8633	#173B1B	#FFB63B	#FF752B	#CB1E1E	#379BBF	#249377	#B22F90
									
<b>PRIMARY</b>	<b>HOVER</b>	<b>SECONDARY</b>	<b>HOVER</b>	<b>ACCENT</b>	<b>ACCENT</b>	<b>ALL AGES</b>	<b>KIDS</b>	<b>TEENS</b>	<b>ADULTS</b>

## TEST RESULTS

										
as text on white background										
as background for white text										
pass or fail	AA	AAA	AA	AAA	×	×	AA	AA+	AA+	AA
as text on dark background										
as background for dark text										
pass or fail	AA	×	AA	×	AAA	AAA	AA+	AA	AA	AA

**×** Please don't use these color combinations; they do not meet a color contrast ratio of 4.5:1, so they do not conform with the standards of Section 508 for text. This means that some people would have difficulty reading the text. These color combinations can still be used as

## USAGE

<b>primary link color</b>
<b>primary hover color</b>
<b>secondary link color</b>
<b>secondary hover color</b>

### H1 Page Title

### H2 Heading

Lorem ipsum dolor sit amet, consetetur sadipscing elitr, sed diam nonumy

### H3 Heading

Lorem ipsum dolor sit amet, consetetur sadipscing elitr, sed diam nonumy

