

Policy Type: Operational

Policy No: OP-03

Policy Title: Records Retention Policy

Motion Number: 09-23

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The Grey Highlands Public Library Board recognizes the importance of organizing and retaining business and personal records according to standards that ensure ease of retrieval while maintaining appropriate levels of security and confidentiality. It also recognizes the responsibility to adhere to provincial and federal legislation relating to retention, such as those of Canada Revenue Agency.

This policy establishes record definitions and a schedule of the minimum retention periods during which records must be kept by the Grey Highlands Public Library. This policy should be read in conjunction with *Privacy, Access to Information & Electronic Messages under the Library's CASL Compliance Policy OP-12-17*.

Section 1: Definitions:

Active record means records that are retained in the library and are required for the day-to-day business of the library.

Disposal/disposition means the decision regarding retention after a record is no longer considered active (i.e. retained as permanent, or destroyed).

Destruction/destroy means to eliminate permanently (e.g. through shredding) a record within a record series at a time indicated on the records retention schedule.

Permanent Records means those records determined to have a long-term value to the library in terms of recording its corporate, service, and cultural history. They are maintained for a variety of reasons, including documentation of the establishment of the Board as an entity, its policies, key historical events and milestones, and the evolution of the library system.

Record means recorded information in any format and includes, but is not limited to, documents, business records, financial statements, personnel files, minutes, accounts, correspondence, memoranda, plans, maps, drawings, photographs, and films.

Record Series means documents arranged in accordance with a filing system or kept together because they relate to a particular subject or function, result from the same activity, document a specific kind of transaction, take a particular physical form, or have some other defined commonality.

Records Retention Schedule means a description of the record series that are being managed, how long they need to be retained, and what their final disposition will be based on legal, business, and historical requirements.

Transitory Record means any record that has temporary usefulness and is not required to meet legislated requirements, establish guidelines and procedures, set policy, certify a transaction, become a receipt, or provide evidence of legal, financial, operational, or other decisions of the library. Examples of such records include duplicate copies, working documents, and notes from a meeting for which the reports and minutes have been finalized or adopted.

Section 2: Context for Retention

1. Within the framework of the *Ontario Municipal Act 2001*, there are parameters that library boards must follow. This includes the direction that records must be retained in a secure and accessible manner, and that subject to the *Municipal Freedom of Information and Protection of Privacy Act*, certain records, such as board meeting minutes, must be accessible to the public. This requirement is echoed in the *Public Libraries Act 28 (1)*.
2. Municipalities may establish retention periods that local boards are obliged to follow.
3. In addition, other bodies to which the Library must relate may have their own retention requirements (e.g., Canada Revenue Agency (CRA) requirement to maintain financial records for seven years and *Employment Standards Act* employment records for three years and vacation records for five years).

Section 3: Protection, Access, and Storage

1. The CEO or designate shall administer this policy and ensure that all relevant legal requirements are met.
2. All records will be clearly labeled and marked and, to ease retrieval, no document shall be created without the appropriate file name chosen and indicated at the bottom of the document.
3. Records shall be stored in such a manner to minimize the risk of loss or destruction due to flood, fire, etc.
4. The CEO shall ensure that records are stored in a manner that provides access only to those in charge of the records.

5. In responding to requests to examine records, employees must observe the library's standards of confidentiality and accessibility.

Section 4: Disposition of Records

1. Transitory records, unless they have become necessary for legal purposes or as otherwise provided for by law, will not be retained and may be destroyed at any time beyond their usefulness.
2. Active records will not be retained beyond the retention period without a valid reason.
3. Records are disposed of in accordance with the approved Records Retention Schedule.
4. Records retention schedules and disposition will be consistent across all media, including digital records.
5. Where records must be retained for pending tax audits or legal issues, the retention period is not changed for the entire record series, but only for those records that are required for audit or legal purposes.
6. The destruction of records must be conducted in a secure manner and be mindful of confidentiality requirements. The CEO as records manager holds the authority to destroy all documents that have been retained beyond their retention period as outlined in the Records Retention Schedule (**Appendix A**).

Related Documents:

Municipal Act, 2001 sections 253-255

Municipality of Grey Highlands Corporate Records Management Policy A09-C-07

Grey Highlands Public Library CASL Compliance Policy OP-12-17



Appendix A - Records Retention Schedule

Function	Records Series	Filing	Retention (years)	Notes
Board	Deed of Library Property		Permanent	
	Ministry - <i>Annual Survey of Public Libraries</i>	By year	Permanent	
	Strategic Plans	By year	Permanent	
	Annual Reports for the Library	By year	Permanent	
	Board Packages (including agendas, minutes, correspondence, reports, etc.)	By meeting date	Permanent	
	Committee Minutes	By committee	Seven (7)	
	Library Policies	By policy number	Current	
	Library Board Bylaws	By by-law number	Current	
	Contracts (e.g. Fire Hall lease, etc)	By contract	Seven (7), following end of agreement	
	Court cases pertaining to the Library	By case	Permanent	
	Insurance policies, records and claims	By year	Seven (7)	
Administration	Grant applications (successful) and responses	By year	Seven (7)	
	Banning notices	By series	Two (2)	
	Freedom of Information requests	By name	Permanent	
	Statistical reports	By year	Permanent	
	Capital assets inventory		Current	
	Request for reconsideration of materials in collection	By year	Two (2)	
Facility Management	Architects' or engineers' reports, plans, drawings	By project	Permanent	
	Inspection reports (routine and special maintenance)	By type	Four (4)	
Finance	Audited financial statements & Auditor's reports	By year	Permanent	See GOV-07 Financial Control/ Oversight
	Bequests	By series	Seven (7)	
	Bank statements	By year	Seven (7)	
	Cash records	By year	Seven (7)	
	Donation receipts (copies)	By year	Two (2)	



Function	Records Series	Filing	Retention (years)	Notes
	Charitable returns	By year	Seven (7)	
	Deposit records	By year	Seven (7)	
	Final budgets	By year	Seven (7)	
	Paid invoices	By year	Seven (7)	
	Written Quotations/ RFP	By project	Seven (7)	
	Year-end working papers	By year	Seven (7)	
Personnel	Current employee personnel files	By name	Current	
	Terminated employee personnel files	By name	Seven (7)	
	Employee WSIB claims and records	By name	Seven (7)	
	Job postings	By posting	Two (2)	
	Resumes/applications for employment – not hired	By posting	6 months	
	Pay equity/job evaluation reports and implementations documents	By year	Permanent	
	Payroll	By year	Seven (7)	
	Seniority list	By series	Current	
	Timesheets	By year	Seven (7)	
Labour Relations	Collective Agreements	By year	Permanent	
	Grievance forms, correspondence, and related documentation	By year	Permanent	
	Records relating to contract negotiations and letters of intent/understanding	By year	Permanent	
	Arbitration Awards	By year	Permanent	
Volunteers	Active volunteer files	By name	Current	
	Inactive volunteer files	By name	2, following the last volunteer activity	
Library Operations	Active library patron accounts	Database	Current	Koha
	Expired library patron accounts	Database	2, following the expiry	Koha
	Loan transactions	Database	Retained if patron account is active, then 2 years following expiry	Koha



Function	Records Series	Filing	Retention (years)	Notes
	Outstanding fines / lost/damaged charges	Database	Retained if patron account is active, then 2 years following the expiry	Koha
	Overdue notices	Database	Current	Koha
	Interlibrary loan records	Database	Two (2)	INFO/VDX database
Risk Management	Incident reports	By series	Ten (10)	
	Health & safety inspection reports	By year	Four (4)	
	Health & Safety Committee meeting minutes	By year	Four (4)	