

00:25

so i just thought i'd be cheerful here

00:27

with the background if it's

00:28

distracting for anybody please just let

00:30

me know i'll take it back and we can all

00:32

look at my curtains

00:35

i like it we're on the page now thanks

00:42

kristen

00:44

it's very hopeful jeff i'm i gotta be

00:47

yeah i gotta be there

00:54

so i think are we waiting for uh carolyn

00:58

i didn't hear from her but okay

01:05

there she is there she is

01:10

great are we all set to go

01:15

yeah okay great i want to call the

01:17

january 11th

01:18

2021 um board meeting to order

01:22

um the first order of business would be

01:24

the public any public participation

01:27

i have one email uh didn't come in

01:30

exactly

01:30

the normal way this was in response to

01:33

our weekly

01:34

news and notes rather than directly to

01:36

the director but i'll go ahead and read

01:37

it

01:38

anyway just as in yesterday's libraries

01:40

news and notes you included a link to an

01:42

article about the violence that occurred

01:43

in the us capitol this week you may have

01:45

been unaware that an

01:46

article assigns blame in a very broad

01:48

way to all trump supporters

01:50

the library made no attempt to denounce

01:51

the violence looting and writing that

01:53

occurred over the summer and which was

01:54

committed by a small number of black

01:56

lives matter the organization supporters

01:58

and anti-fascist anti-fall which

02:00

resulted in death's injury and the

02:01

destruction of both public and private

02:03

property

02:04

instead during the closure of the

02:05

library and cancellation of most library

02:07

events the library

02:08

offered multiple anti-racist book club

02:09

meetings which seemed to be in direct

02:11

response to the protests

02:13

this topic is highly controversial and

02:14

viewed by many as racist please condemn

02:16

all similar bad acts or direct your

02:18

communications elsewhere

02:20

for a library that purports to serve a

02:21

demographically diverse community it has

02:23

tacitly exhibited a bias which i do not

02:25

believe to be appropriate for a public

02:26

library

02:27

libraries and far more progressive

02:28

enclaves such as the five boroughs of

02:30

new york city have avoided these issues

02:32

and have instead focused on subjects

02:33

that enable

02:34

communities to come together i would

02:36

suggest this library do the same please

02:38

remember that the library is supposed to

02:39

serve the entire bethlehem community

02:41

when i moved to this town two years ago

02:43

the first monetary contribution i made

02:44

was to the library

02:46

given the direction that this library

02:47

has taken i do not anticipate showing

02:49

further financial support

02:54

okay thank you jeff any other public

02:57

comment we'll note that comment for the

02:59

record

02:59

yep nothing else

03:03

okay moving on to our previous meeting

03:06

minutes on page two through seven

03:09

people can take a quick look at those

03:11

and see if there's any corrections or

03:13

additions deletions

03:26

there's actually two sets of minutes

03:27

right so

03:45

mary i make a motion to

03:48

accept the uh meeting minutes as

03:51

presented on

03:52

um as presented in the board packet both

03:54

both the meeting minutes

03:56

great thanks mary second

04:00

charmaine second okay all those in favor

04:02

please raise your hand

04:03

quick you oppose objections okay

04:07

that motion carries

04:10

um go into the finance report

04:15

the budget is uh tracking it about three

04:17

percent

04:18

under budget as of december 31st um

04:22

this month we received almost 17 600

04:25

in on state aid which is about 73

04:28

of the budgeted amount um

04:32

also included in this month's report is

04:34

the detailed report of expenditures

04:36

through december 31st so you can

04:38

you can see more detailed lines of

04:42

expenses that roll up to the total in

04:46

the summary report

04:49

i want to draw your attention to

04:52

interest income which is considerably

04:54

under budget

04:56

uh interest rates that have been are

04:58

historically low

04:59

due to the economy in the pandemic we

05:02

plan to have a discussion about this

05:03

at the finance committee meeting when we

05:05

meet in a couple of weeks

05:08

as part of a larger discussion about the

05:10

budget and

05:11

will at that time determine whether we

05:14

need to make any changes in

05:18

our policies in our investment policy

05:21

one of the things that i want to make

05:23

sure that we talk about when we talk

05:24

about is

05:26

to take a look at the way we've written

05:28

the investment policy we

05:29

we wrote it um and we talked about doing

05:33

some things that haven't been done yet

05:34

as far as

05:36

setting up brokerage accounts etc etc

05:39

um so i want to make sure that we're all

05:41

aware of what we

05:42

had planned to do and these these may be

05:45

tools that we don't

05:46

um need to use right now or wouldn't

05:48

want to use right now

05:50

but i think we want to look at whether

05:52

we want to go through

05:53

and get all of our tools in place

05:56

for when we need them um and also

06:00

whether the policy

06:02

doesn't really reflect how we are

06:04

managing our investments

06:05

not to say that there's anything

06:07

inappropriate about what we're doing

06:09

but i wouldn't want us to have a policy

06:12

that um

06:15

might portray to somebody that we're

06:16

doing something we're not we could um

06:18

if we're if we put in some in there that

06:20

we have a policy that we have

06:22

xyz tools in our box and osc comes into

06:26

audit

06:27

we don't have all those tools in our box

06:29

we might

06:31

be opening ourselves up to some

06:32

questions so um

06:34

just some things to think about so not

06:37

that i not that i have

06:38

see any problems but many what i hear

06:42

you saying is the policy should match

06:43

the practice is that what you're saying

06:45

basically

06:46

i kind of think so oh i i believe so i

06:49

mean so i would just

06:50

reaffirm that yeah so

06:54

yeah a lot allow us uh like the way you

06:57

put it to have all the tools that we

06:59

we may be using or you may need actually

07:01

yeah

07:02

yeah that sounds good i did have one

07:05

question on the expense line

07:07

um on on the retirement

07:10

line um

07:13

you're sure are you showing a difference

07:16

year to year

07:17

287 versus 23. like the retirement i

07:19

think the retirement's going to be uh

07:21

funky this year with the with the

07:23

performance of the

07:24

pension funds and such so i don't know

07:26

when we see that do we see that in this

07:28

year's budget or is that going to be in

07:29

next year's budget it will be

07:31

uh in next year's budget so this was

07:33

this really represents last year's

07:34

um uh salaries so it's a little bit up

07:38

and it's always

07:39

it's close but um it comes in one big

07:41

chunk so you see we're 101.7

07:43

expense of what we had over budget so

07:46

we're you know 1.7

07:47

over budget but there's no more to pay

07:49

that it's a it's a single

07:50

one time it's a one time a year expense

07:53

it comes in and it gets

07:54

you know the whole and your budget line

07:57

gets consumed one time a year it's

07:58

either up a little bit or down a little

07:59

bit

08:00

but we receive uh um we receive an

08:01

estimate from the uh comptroller's

08:03

office and that's

08:04

you know as close as the numbers we can

08:05

figure yeah that's fine i'm not worried

08:07

about that then i was

08:08

i was just worried i've been hearing

08:10

that there's gonna be like a like 11

08:12

or some some bigger number than it has

08:14

been over the over the past

08:16

10 years 11 is is so we received already

08:19

our estimate for next year and we'll

08:20

talk about that when we get to the

08:21

budget we'll talk about the finance

08:23

committee

08:23

uh it's about 11 they're estimating

08:25

about 11 11

08:26

increase in that line um next year's

08:30

due in december okay well that's next

08:32

year's okay

08:33

all right i i have a question about

08:37

something on the warrants um on it

08:40

i think it's the date of the check is on

08:42

january 12

08:43

21 for the ebSCO host services

08:46

uh for eight thousand eight hundred and

08:48

change i wasn't just wasn't sure how

08:51

what at what cycle that amount is paid

08:54

to ebSCO

08:55

so ebSCO is our magazine um

08:58

supplier so it's paid once a year okay

09:01

so that's

09:02

you got it yep and that's actually

09:05

significantly down because we we have

09:06

canceled

09:07

a number of the in-person magazines just

09:11

it's not worth having them right now

09:12

right i just wanted to know the cycle i

09:14

wasn't sure if it was

09:15

biannual or quarterly or whatever thank

09:17

you

09:20

any other questions on the uh uh report

09:26

no so you're showing a three percent um

09:28

but

09:29

isn't the uh but our services like the

09:32

you know not being open sunday and being

09:34

open less hours

09:35

seem to be lower than three percent so

09:37

are you is there any correlation for the

09:39

service hours in the budget

09:40

or is that a dif is that two different

09:42

concepts i should be thinking about

09:46

well i think you know the the biggest um

09:50

impact of the budget is salaries so

09:53

you know salaries are are down uh and

09:56

many employees are salary employees not

09:59

part-time well we do have some part-time

10:01

employees obviously

10:03

and those costs are down as well but i

10:05

think there's some open positions that

10:06

haven't been filled

10:07

and that has helped to uh attribute the

10:10

the

10:11

underspending yeah so the the sunday

10:15

not being open unless they're

10:17

part-timers

10:18

then it doesn't really matter right

10:20

correct because they're just working

10:22

during the week there's working a

10:23

different day

10:24

okay all right yeah

10:27

yeah we don't pay our full-time staff

10:29

separately to work on the weekends they

10:31

work a rotation

10:32

where they'll they'll slide out of a day

10:34

during the week and work on the weekend

10:35

okay so it's in that it's in that zero

10:37

to salary right

10:42

okay anyone other questions on the

10:44

finance report i just

10:45

i wanted to take one minute and point

10:48

out

10:48

page nine of the report which is the

10:51

final

10:52

and i mean final reconciliation of the

10:55

hvac project

10:56

um sherry was able to pull this together

10:59

with some

11:00

discussion with several different people

11:03

and the bottom line does show you

11:04

basically the total cost of the project

11:07

less our grant revenue and the net cost

11:10

to the library which is

11:12

nicely wrapped up in a summary on one

11:14

page so

11:15

um doesn't give due to how many hours

11:18

we've put into it

11:19

on many levels by many people but it's

11:22

done

11:22

put away final piece of paper in the

11:24

file so thank you sherry jeff

11:25

and tanya for your work on this yeah and

11:28

it came in under budget right

11:30

a little bit yeah we had about 9 900 of

11:33

savings

11:33

um from the original budget yeah that's

11:36

great

11:37

you can call that pain and suffering

11:40

that's that's yeah that's for sure

11:44

excellent good okay great do we have to

11:47

vote on you want to vote on that

11:48

report yeah i'll take them all

11:54

wait a second i'll second

11:58

okay great all's in favor please raise

11:59

your hand

12:01

you pose objection okay motion carries

12:04

okay um personnel report

12:08

hey we have a very rare personnel report

12:12

it's one which i am not requesting any

12:14

actions

12:15

so um the positions that are been

12:17

approved to fill we're holding open

12:20

um for now some of these we are we're

12:22

still trying to actively fill

12:24

some page positions and just taking a

12:25

little little while there is um

12:28

you know but that's where i have no new

12:30

no new resignations

12:31

um nothing to ask no positions to try to

12:34

fill this

12:38

did we um because things have changed

12:42

month to month with everything going on

12:44

at one point we were talking about

12:46

looking for

12:47

some part-time people to fill weekend

12:50

hours

12:51

and i think right after we talked about

12:52

that there was another round of changes

12:55

with

12:56

with things going on did we ever fill

12:58

any of those positions or are those now

13:00

on hold

13:00

no we did so that's uh that's great so

13:02

on page 17 if you'll see the top

13:05

the very topest one that previously

13:06

approved to fill a full-time librarian

13:09

um we filled two part-time

13:13

temporary librarians with that with that

13:16

line

13:16

so they're in they are working for us

13:18

and they were super critically helpful

13:20

to us

13:21

over um the holiday weekend and when

13:24

we've had staff

13:25

who are unexpectedly absent they have

13:28

been able to fill in

13:29

um a lot for us so they are proving

13:33

nice thing uh both of them have worked

13:35

for our library

13:37

previously uh some one of them more

13:39

recently than the other one

13:40

and so they were able very quickly to

13:42

slot in and help out

13:43

um right away okay good thank you

13:47

welcome

13:51

great any questions on the personal

13:53

report

13:56

okay uh director's report okay so i'll

13:59

hit right into it here

14:00

just uh wrap up really quickly we had to

14:02

replace the hot water heater

14:04

it it died it was a residential model so

14:07

we replaced it with a commercial model

14:09

um should be able to supply a little bit

14:11

more um

14:12

hot water and a little bit a little bit

14:14

faster and and the tank will be a little

14:15

bit larger than our residential model

14:17

from before so that was good done

14:20

quickly

14:21

um i wanted to um

14:24

just take note of the fact and i'm going

14:25

to mention it here kristen will be

14:27

putting out a lot more information about

14:29

this she has put together a pathway for

14:31

us

14:31

our facebook page was um

14:34

purloined uh stolen from us and

14:38

um you know we have we are the victims

14:40

of a cyber

14:42

crime or something so um

14:45

we we don't have any admins on the page

14:47

right now we have a do have a few people

14:49

who are

14:49

able to post to the page but we don't

14:53

have control of the page

14:55

so kristin is moving us over to a new

14:57

page we will be

14:58

de-emphasizing the old facebook page we

15:00

will be putting up a post that

15:02

asks people to move and like the new

15:04

page and

15:05

we'll put up a final post that just says

15:07

no more on this page

15:08

uh find us over here and we'll put out

15:10

our messaging around that it really we

15:12

have uh

15:13

all the way up through colin poltanko we

15:15

have tried to uh

15:16

seek assistance for this this is

15:17

apparently a thing that happens they're

15:19

after the credit card

15:20

um for you know that was attached to the

15:23

to the account but the credit card that

15:24

attached the account was so old

15:26

um it was not valid and so there was

15:28

really nothing for them to get or steal

15:30

so um you know there's no negative

15:32

impact on

15:33

on to us except for they've stolen our

15:36

facebook page and we are

15:37

continuing to seek remedy if only to be

15:40

able to take it back and delete it once

15:41

we get everybody moved over to the new

15:43

facebook page so it stinks but there it

15:44

is

15:45

and um kristin has it well in hand you

15:47

know it's just

15:48

in a year of lots of things where we

15:50

have to make do this is one of those

15:51

things so

15:52

um you know we're we're going to be

15:54

doing different sorts of authentication

15:55

with the accounts

15:56

uh with that going forward so you know

15:59

unfortunately this is a type of

16:00

uh thing that is becoming more common

16:04

uh we'll get a little bit into program i

16:06

just want to mention again one of my

16:07

favorite things is the

16:08

new year's at noon uh you know where

16:10

kids don't get to celebrate new year's

16:12

because they're all asleep right or if

16:13

they're awake they shouldn't be they

16:14

should be in bed

16:15

so um we did a virtual new years at noon

16:18

we had lots of families participate

16:20

and then a countdown to noon and then

16:22

you do fireworks we were able to do it

16:23

virtually

16:24

not as much fun as doing it in person

16:27

but

16:27

um we were able to do that and we had

16:29

about 58 participants total

16:31

uh at the maximum you know people came

16:33

in and out but i think that's uh that's

16:35

just a

16:36

a really good program so lots of other

16:39

good programs in there please

16:40

um just uh take a take a quick minute to

16:44

read through

16:45

we're doing a lot more programming

16:46

december's kind of a slow month for

16:47

programming in general anyway

16:48

everybody's got lots of other things to

16:49

worry about even in a regular year

16:52

um but we did have some good programs

16:53

and we do have a new story walk that is

16:55

going up there's a picture attached to

16:56

my report so that's um you know to keep

16:58

that fresh

17:00

over there at the elm avenue park so

17:02

that's good we continue to do our

17:04

outreach we're um you know working with

17:05

the schools

17:07

um to that i want to mention a couple

17:10

well maybe six months ago we started

17:11

hearing about this new

17:13

product called sora um the school

17:16

district uses overdrive to supply their

17:18

e-books

17:19

we also use overdrive to supply our

17:21

e-books and

17:22

with um a partnership through the

17:25

capital region boces

17:27

the school district was able to sign on

17:30

once we allowed

17:31

um kids who are in the school district

17:34

who are automatically our patrons right

17:36

they live in the school district they

17:37

are our patrons

17:38

um they can using their live their uh

17:41

school library account

17:42

have access to ebooks from our

17:46

collection to supplement the collection

17:47

of the school district so

17:49

uh already this year we're already

17:50

seeing those uh checkouts happen you

17:52

know we

17:53

would invite and love all of those kids

17:55

to come get a bethlehem public library

17:56

card too they may in fact have one

17:58

but it just provides another access

18:00

point for our collection

18:02

and allows us to help support the

18:03

curriculum in the school so that's

18:05

just all all really good that makes us

18:07

happy

18:09

other program stuff coming up we're

18:10

going to be starting this month

18:13

we already started a little bit on our

18:14

new facebook page uh

18:16

kindness kindness matters we're gonna

18:18

have a program we're gonna talk about uh

18:20

you know this month we're gonna talk

18:21

about uh just being

18:23

kind to ourselves and to our neighbors

18:25

we're gonna feature

18:26

uh examples of people in our community

18:28

and and what they're doing to to help

18:30

keep

18:30

care of other folks in the community so

18:32

that's our that's our push

18:34

um for the next little bit and we'll be

18:35

starting up this month you'll start

18:37

you'll be starting to see that uh

18:38

included in that we're gonna be sticking

18:40

some just sort of random things into the

18:43

book bundles and other

18:44

uh we're going to put notes into people

18:46

who are picking up book bundles and

18:48

all of you are invited if you're

18:50

interested if you want to just write a

18:52

you know a

18:52

quick note to a patron we will be happy

18:54

to include that in one of their book

18:56

bundles just try to brighten up

18:57

someone's day

18:58

for either books to people people or

19:01

book bundles uh just sort of surprise

19:03

people a little bit with

19:04

uh just something just to say hi and

19:06

that we're thinking about you

19:08

so um as well the friends have funded

19:12

the just for me book bond book book

19:14

boxes which is going to be a

19:15

subscription service for teens

19:17

we're going to be taking up uh sign ups

19:19

for that we're quarterly we're going to

19:20

deliver

19:21

a box of activities and books to the

19:24

teenagers

19:25

for those folks those teenagers who want

19:27

to

19:28

subscribe to that to that box so that's

19:30

kind of neat for us

19:32

we're going to talk a little bit about

19:34

circulation in a minute i'll talk about

19:36

the report that i added

19:37

to that and then i did want to mention

19:40

that we turned on the bill notices i

19:42

think i emailed everybody that we were

19:44

going to be doing this and then it

19:46

happened

19:47

bill notices as it turns out are a very

19:49

effective way of getting back

19:51

long long overdue materials uh you know

19:53

that sort of is a little kick

19:55

that some folks needed uh even in the

19:56

absence of fines

19:58

to just say hey oh that book is super

20:00

overdue it's been since

20:01

june time to bring that back and uh it

20:04

really did

20:05

you know spark a little mini flurry of

20:07

returns so

20:08

um we'll keep that going again for right

20:11

now uh there's no negative impact you

20:14

bring that book

20:14

back uh it's uh all is forgiven we just

20:17

want the books back so

20:18

um you know until we reinstitute fines

20:22

that will be um that will be the case

20:23

but it is just a good reminder we mail

20:25

those out to people

20:26

and it's just like hey we're still

20:27

thinking about you need to bring those

20:29

materials back

20:30

so uh i want to point out

20:33

do you do that by email or is it is it

20:35

physical no it's mailed

20:36

so when we get to a bill when we get to

20:38

a bill so the overdue notices go out via

20:41

email usually right um i know that yeah

20:44

yeah yeah that's like hey let me bring

20:46

this back uh you know minor infraction

20:48

but when we get three weeks past the due

20:50

date we'll you know it gets to

20:52

you know you haven't renewed it or it's

20:53

not able to be renewed um

20:55

you'll get a bill and we do mail those

20:57

out so uh you know the

20:59

part of the reason our postage was down

21:00

over the summer was we weren't mailing

21:02

any of those bills out they were turned

21:03

off for the whole system

21:04

so we'll we're mailing those out and um

21:06

you know we were able to

21:08

to sort through them really quickly it's

21:10

a physical mailer that we get and print

21:12

at the library so we can um

21:14

look through them if there's anything

21:15

weird we can okay

21:17

so do you do you find using the us post

21:21

office seems like a more official

21:23

missive than just an

21:24

email yeah yeah i mean i think it gets

21:26

attention in a way that it's easy

21:29

um some of our patrons are very much

21:31

dialed into those emails right they

21:32

are aware they're getting their emails

21:34

they're paying attention to it

21:35

but an email is also easy to ignore

21:38

swipe gone

21:39

you know when something comes in the

21:40

mail it just is a little bit more

21:42

it is a little bit more official cost

21:43

more got to pay for the mailer pay for

21:45

the time to people to print it out

21:46

put it together and stick it in the mail

21:48

but you know it does work it is an

21:50

effective way to get those things back

21:53

it always has been if we got to the

21:55

point

21:56

where we had a lot of books

21:59

out okay and i'm not saying don't do the

22:02

postage but

22:03

would there be a benefit to doing both

22:05

at some point i mean if we're sending

22:07

out a thousand notices or something do

22:09

we think there'd be any bang if we sent

22:11

both the postal and then

22:12

i don't know followed it up four days

22:14

later within with an email

22:16

or or is that like oh my god don't ask

22:18

us to do that that would be so

22:19

difficult to put that together we'd have

22:22

to all the emails are automated

22:25

they're they they come from the system

22:27

so they're not hand

22:29

sent out and there's emails um long

22:32

before the item is overdue sent to the

22:34

public

22:34

um for for build items okay

22:40

sorry and just um not everyone has email

22:43

a lot of our users still use the phone

22:45

oh yeah forgot about that right so then

22:48

the call that call system is

22:50

okay but there is no phone calling

22:53

system that's particularly good

22:54

certainly no phone calling system that

22:56

the libraries of albany and rensselaer

22:57

county can afford

22:58

that uh works really really well

23:02

that method of delivering notices is

23:06

a weakness okay so yeah you guys have it

23:08

under control as usual

23:10

thanks but it is uh just the the

23:13

it's always on for us so the difference

23:15

is the thing that's notable is that it

23:16

was off all

23:17

summer long and fall long and then it

23:19

was turned off so we were able to see

23:20

the impact of that

23:21

which is a rare sort of again natural

23:23

experiment that we have never done

23:25

before

23:25

so

23:30

all right i want to talk a little bit

23:32

about circulation and this will come

23:34

back up i'm going to try to share my

23:36

screen here

23:38

just for a second

23:44

all right now you should be looking at a

23:46

page that is included in your board

23:48

packet and this is the checkouts are

23:51

sort of

23:51

compared us to the similar enough

23:55

local libraries uh for us to get a

23:57

little bit of a comparison

23:59

you'll notice the first thing to always

24:00

notice is all of our graphs are exactly

24:03

the same just shifted

24:04

a little bit for sort of scale of the

24:06

library itself

24:08

um that's always the most uh sort of

24:10

humbling thing

24:11

is all that we try to do to increase

24:13

circulation basically the circulation

24:15

patterns exist in the world

24:16

across the entire system but um

24:21

in the physical checkout box so the

24:23

first one is all the

24:24

top one is all checkouts uh on this is

24:27

on page 22 of your packet if you prefer

24:29

to look there rather than on your uh the

24:30

shared screen

24:32

um the second one

24:35

is physical checkouts from uh for the

24:38

past year november 2019 to december

24:40

2020. so you can see in the left half of

24:42

that this is our

24:42

normal everything's bumping along like

24:44

normal physical checkouts

24:46

um everything's normal uh march and

24:49

april happens circulation drops physical

24:51

checkouts drop to zero

24:53

and then they start to come back and

24:54

here in july is where we are doing

24:57

um curbside pickup once again that's

24:59

that's this whole

25:01

um whole circulation is physical

25:04

checkouts

25:05

then in september is when we start

25:07

in-person browsing

25:09

so when we're talking we'll be having a

25:12

conversation about um

25:15

in-person browsing a little bit later on

25:17

uh just

25:18

thanks to catherine again for producing

25:20

these numbers when we're talking about

25:22

um what we're missing through

25:25

[Music]

25:26

curbside only or in-person browsing it's

25:29

just the difference between

25:31

this line and the bump that you see

25:34

from sort of september to december you

25:36

can see when we started curbside pickup

25:38

or in-person browsing and when in-person

25:40

browsing ends

25:41

in december when we had to go back to

25:42

curbside the difference between those

25:44

curves that bump as opposed to going

25:46

down and following all the other curves

25:48

that the other libraries have there

25:50

that's the difference in circulation

25:52

that we're talking about

25:53

um basically i just want to say uh it's

25:55

just another sign that um the

25:57

folks in the circulation department are

25:59

doing an amazing

26:01

amazing job to be able to really the

26:03

bulk of our checkout

26:04

happens through curbside pickup and

26:06

they're just doing um

26:08

they're just doing a great job i just

26:09

wanted to to mention that i think that's

26:12

uh you know i keep saying that but i

26:13

don't know that there's enough ways that

26:15

i can say that

26:16

um for people so that chart's there we

26:19

can roll back and talk about it again as

26:21

we talk about our phase reopening plan

26:22

but i just want to mention that and

26:23

again

26:24

thanks to catherine for producing the

26:25

numbers um

26:28

and it's just a good idea you know we

26:29

like to see you know where we are

26:31

compared to other libraries i think

26:32

that's helpful for you you know we are

26:34

steeped in these numbers all the time

26:35

and

26:36

and a lot of the board members are not

26:37

so this is all good

26:39

good information for you to have you can

26:40

see you know sort of hoopla comparisons

26:42

um

26:44

on uh the statistical port the regular

26:47

statistical port on page 24

26:49

you will see uh circulation again about

26:52

75 percent of normal we've been

26:54

averaging between

26:55

um 70 and 80 of our normal

26:59

non-pandemic time checkouts so again

27:02

this is just

27:03

you know circulation isn't the only

27:04

service offered by the library but it is

27:06

an indicator generally of services of

27:08

the library it's an easy number to get

27:09

to

27:10

and um you know so are we serving all

27:13

the people

27:13

in all the traditional ways that we used

27:15

to be serving them even for checkout no

27:17

but i think uh doing three quarters of

27:20

the traditional work that we're doing

27:21

under the conditions that we are doing

27:23

them is uh pretty impressive and so

27:25

um i just want to to point that out

27:28

again

27:29

and then on the bottom block into the

27:31

miscellaneous all of the sort of random

27:34

statistical items down there you'll see

27:36

ebook use towards the bottom e

27:38

audiobook use all huge gains ebook use

27:41

42

27:41

over last year e audio 26 over last year

27:44

e magazine 46

27:46

over last year streaming video up 80

27:48

obviously this time last year we hardly

27:50

had

27:50

uh any streaming video just a very

27:52

little uh just we had just dipped our

27:54

toe

27:54

into the canopy thing last year so

27:56

that's um you know now we have multiple

27:58

platforms

27:59

both through hoopla and canopy for for

28:00

streaming video and then

28:02

uh the new one that i added is that bcsd

28:05

use via overdrive that's the sora

28:07

product that i was talking about

28:09

um so so far this year we've had 650

28:11

checkouts

28:12

through of our ebooks through the school

28:14

district um that we were not capturing

28:16

before so that's another yet

28:17

increase in the sort of the domain of

28:19

ebook checkouts

28:21

um that we are making available uh to

28:23

the can can you explain that again what

28:25

does that mean exactly

28:26

sure so this is where the students can

28:28

through

28:29

their bethlehem school district library

28:33

right so

28:33

they have overdrive there just like we

28:35

do it's a little bit different

28:37

but there's a backdoor connection to our

28:41

ebooks that are available to the

28:43

students

28:44

directly without having to log in again

28:47

using a bethlehem public library card

28:49

they can just use their student id

28:51

because if they're in the school

28:52

district

28:52

they are automatically our patrons this

28:55

geographically the same those are our

28:56

people

28:57

so um through boces and the school

28:59

district they had

29:00

both of these places had to turn on this

29:02

connection

29:03

students can use ebooks to supplement

29:06

the ebooks that are available through

29:07

the school district

29:09

we have a very large ebook collection uh

29:10

in upper hudson so

29:12

this makes those um necessary books to

29:15

help

29:16

with their studies more available to

29:18

them without a second

29:19

um a second login that would be required

29:22

to have a bethlehem public library card

29:24

now some students will have a bethlehem

29:25

public cloud card we'd love every one of

29:27

them to have a bethlehem public library

29:28

card

29:29

but why if they're automatically our

29:31

patrons there's no reason for them not

29:32

to have access

29:33

to a collection that their parents pay

29:35

taxes to to have

29:36

so yeah just makes it just opens that up

29:39

a little bit more and that's happening

29:40

sort of district by district across

29:42

upper hudson so

29:44

um you know some school districts i

29:46

think the ones that are a little bit

29:47

more aware

29:48

of how libraries work are signing up for

29:51

that

29:51

others may not or may not be aware of it

29:54

so we were just lucky that bethlehem

29:56

school district was right on the ball as

29:57

usual

29:58

and uh signed right up for it so we've

29:59

been we've been cruised along for a

30:01

couple months now it sort of bumps along

30:02

in the background

30:03

and it's enough that i wanted to report

30:04

it so jeff did that

30:07

explain because i noticed that the young

30:08

adults audio

30:11

books had jumped by 100 is that do you

30:14

think

30:14

do you attribute that to the connection

30:16

to the school district it went up 150

30:18

from us some of that yes some of that is

30:22

we were for years

30:26

assigning our e-concept to ebooks and

30:29

e-audiobooks for both adult and young

30:31

adult and juvenile

30:33

using a static ratio because we could

30:36

not get at

30:37

the categories we couldn't categorize

30:39

the e-content the way we wanted to

30:41

so we had done a sample a massive

30:43

project to create a sample of this

30:44

several years ago

30:45

many years ago and create a sort of a

30:47

static ratio and now that the reporting

30:49

the tool has improved um

30:51

the reporting tools have improved and

30:53

catherine has been able to go in and

30:54

actually create

30:55

real categories for the actual checkouts

30:58

so whereas before we were reporting uh

31:00

you know as the whole thing went up or

31:02

down the ratio wouldn't change between

31:04

those items

31:05

reporting the actual things so for a

31:06

little bit for the next

31:09

it doesn't really matter but for a while

31:10

we've been reporting the actual

31:11

categories

31:12

so some of that is probably the solar

31:14

connection in those

31:15

audio books some of that uh is just

31:17

general increase in e-content and some

31:19

of that is the sort of reshuffling of

31:21

those categories

31:22

as we recognize where they're really

31:23

being used as opposed to uh

31:25

sort of a one-time snapshot um i mean we

31:28

went through every checkout

31:29

for an entire month and and assigned uh

31:32

categories to them back when we just had

31:34

no categorization tools

31:36

for ebook um use but there the company

31:39

itself is much more sophisticated than

31:40

it was

31:41

you know five or six years ago so

31:44

um thank you three factors yeah

31:50

all right so uh what colony is doing

31:54

so colony is interesting they're a town

31:56

library but they have two

31:57

two school districts so i think one of

31:59

the school districts has signed on and

32:01

one may

32:01

not or just has yet so um

32:04

they're they're coming but they don't

32:07

have the same

32:08

automatic connection with the school

32:09

district i mean

32:11

they're both contained in the in the

32:13

town right but

32:14

um you know we have a sort of a deeper

32:17

and automatic connection with the school

32:19

district because the geographies are

32:20

exactly the same so we don't have any of

32:21

the issues where we're trying to say oh

32:23

this person

32:23

might be outside the district they're

32:25

not they're in our district so

32:28

yep but i know they're getting some

32:32

checkouts

32:32

uh from colony they were i just saw that

32:34

post posted on their facebook page that

32:36

they were

32:37

um that they were had just been recently

32:38

connected i think we've been collected

32:39

for longer than that

32:40

so um gas electric usage again

32:45

uh there it is for your viewing pleasure

32:47

and um

32:48

thank you you're welcome and i think

32:50

this uh this

32:52

makes a lot more sense than the tabular

32:54

data that i have been reporting for

32:55

years

32:56

so again uh thanks to catherine and

32:58

tableau for creating those

33:00

and um and then our facebook and

33:01

instagram um

33:03

reports just uh if you look on page 27 i

33:06

just

33:06

like to mention the

33:10

the just massive increases in e-content

33:14

use across

33:14

all um across all formats that's just

33:18

you know that's this year so uh you know

33:20

lots of

33:21

of new people just continue to be amazed

33:24

by how much people are are continuing to

33:26

use that e-content i think there was a

33:28

spike

33:29

in the early spring and early summer

33:30

when there wasn't much else available

33:32

then our physical circulations picked

33:33

back up with curbside and the pop-up

33:35

library

33:36

so that went down a little bit but it

33:37

didn't go down

33:39

back to where it was it went down to its

33:42

new normal

33:43

and um particular if you look at the

33:45

sort of pink line

33:47

is the e audiobooks that line

33:51

really even wasn't super impacted by

33:55

um the library being closed that is a

33:57

number that just

33:58

fewer physical ebooks will be checked

34:00

out every month

34:02

forever from now on that's just gonna

34:04

happen and more and more digital ebooks

34:06

there's just a shift that is just based

34:08

on the availability of people being able

34:10

to

34:10

check out at an audiobook on their phone

34:13

and bluetooth that thing right into

34:14

their car

34:15

it's so simple now you don't have to go

34:17

through all the special cables and

34:18

everything every time someone has a new

34:20

car it's just made easier and easier and

34:21

easier so it's just a slow transition to

34:23

downloadable audiobook and i don't think

34:24

that's a trend that will be going back

34:26

anytime soon i think the

34:27

ebooks eventually will stabilize um you

34:30

know and had begun to

34:32

and now you know we've got us an

34:33

increase again we'll see where the new

34:34

normal is but uh

34:35

some formats they're just it's the

34:37

perfect format and it's not going to go

34:39

back

34:42

that will actually be in the budget

34:44

process so uh you know there's some

34:46

things you know

34:46

for ebooks oh in total we we adjust that

34:49

up but we're not saying oh we're

34:50

buying fewer books for audiobooks

34:54

we're going to be buying fewer physical

34:56

audiobooks and buying more e-audiobooks

34:58

that's just

34:59

um you know that's what the demand is

35:06

i think that's it for me

35:10

great any uh questions for jeff on the

35:12

report

35:13

okay thanks jeff uhls report

35:16

anything to report there lisa well as i

35:20

reported last month we didn't meet in

35:22

december but we

35:23

had met in november and at that point

35:25

had approved the central library budget

35:28

but uh in the last week we heard

35:31

that there was a change in uh overdrive

35:34

pricing

35:36

seemingly lowered which

35:39

i'm shocked by um which resulted in

35:42

about a ten thousand dollar uh line that

35:46

allowed us to

35:47

we're going to be pushing some of that

35:48

into non-fictiony content

35:51

which will make some people happy

35:54

and the rest will be going to albany

35:56

public library

35:58

because they're the central library

36:00

library

36:01

so and they have a staffing line for

36:03

that so

36:04

that's what we'll be doing this month

36:06

and that's about

36:07

it at this point lisa i finally got a

36:11

hand i'm on the central

36:12

library committee and i finally have a

36:13

handle on what happened

36:15

no one needs to know i am not going to

36:16

explain it uh extra money is there

36:18

and for some reason we have way more

36:20

magazines than we've ever had if you

36:22

look at overdrive magazines now there's

36:23

3 000 titles there

36:25

and um there's there's a lot of really

36:28

good magazines there overdrive has come

36:30

up we still like

36:31

flipster we have two competing um

36:34

magazine formats but uh overdrive really

36:38

they bought a company they bought

36:39

another um

36:41

e-magazine company and integrated all

36:42

that stuff into their

36:44

their content so lucky break

36:50

thank you okay yeah uh any new business

36:54

uh budget process okay so i mentioned

36:57

let me bring that back

36:59

up um just quickly uh

37:02

sherry and i met we went over the the

37:06

my sort of skeleton budget most of the

37:08

numbers that i

37:10

need um we've already received from the

37:12

school district which is fantastic thank

37:13

you judy kehoe over there

37:15

for being so quick and also from the

37:18

school district we've received the

37:19

deadline so just we'll go over that

37:21

quickly here it is in the email that i

37:22

sent to all of you

37:24

and we'll just uh we'll just keep

37:26

rehashing this as we move forward so

37:28

um sometime in mid to late january with

37:32

a finance committee we'll be meeting

37:34

and we'll be going over that same

37:36

skeleton budget we'll be explaining the

37:37

thought processes for where those

37:39

numbers came from uh that sherry and i

37:40

have already done

37:42

um and we'll you know we've had some

37:44

conversations or some decisions to be

37:45

made

37:46

um but we'll be bringing that to the

37:47

finance committee we'll come up to

37:48

something and then in the february

37:50

meeting or before the february meeting

37:51

we will have that draft budget out in an

37:53

email to all of you on the board so that

37:55

you can sit with it look and see what's

37:57

going on

37:58

and then the february meeting we can

37:59

discuss it we'll go through it

38:02

and then um luckily the

38:06

budget isn't due to the school district

38:08

for their public notice deadlines

38:10

is not due to them to the 12th of march

38:12

which is after our march 8th board

38:14

meeting so

38:15

we can vote on the budget if everybody

38:17

was super happy and comfortable with it

38:19

we can vote on that in february

38:21

but we also have a whole another month

38:22

we can vote on that in march and still

38:24

not be late no special meetings i'm

38:25

trying to squeeze it in any place

38:27

there's time to have those discussions

38:29

and tweak anything that needs tweaking

38:31

but

38:32

generally speaking the sort of the hard

38:34

numbers that come

38:35

the pilot numbers the retirement number

38:38

that mark was mentioning

38:39

you know our health care estimates those

38:42

are all

38:43

in you know we have a salary estimate

38:45

sherry and i are talking about how we

38:46

calculate salaries and

38:47

and what we need to do so that's um

38:50

anyway so then that will

38:51

uh the board will our board needs to

38:54

vote on that

38:54

by no later than the march meeting then

38:56

we turn that over to the school district

38:58

it goes in and then gets put into their

38:59

budget cycle

39:00

and then um at the may board meeting the

39:05

sherry will for the first time be

39:06

presenting the budget to the public

39:08

such as may show up to that meeting but

39:11

we'll have it there in the record

39:13

and that budget will be presented and

39:14

then the vote will happen in may

39:16

maybe as normal and that's a thing that

39:18

because we don't run the budget i don't

39:19

think about that process too much

39:22

but again we don't know what the

39:24

guidance will be from the state about

39:25

how that election will happen

39:27

there are still a lot in play as far as

39:30

how the

39:30

the actual mechanics of that election

39:32

taking place so that is out of our hands

39:34

we don't know the dates we know what the

39:37

usual date is

39:38

um and then uh you know we have one seat

39:41

up

39:41

this year uh and it's our meat seat

39:47

so it's uh just for it seems like for

39:49

years we have three two so many board

39:51

members up all at once

39:52

this year it's a one one c year

39:57

so really the members should start

39:58

thinking about principles for the next

40:00

year's budget

40:02

when they get to uh and they'll see the

40:04

draft before the february meeting

40:05

yes okay yeah i would actually um

40:09

suggest i was just thinking of that too

40:11

if

40:12

if people have pet pet areas that they

40:15

really want us to focus on

40:17

yeah you know shoot um sherry jeff me

40:20

and email

40:20

so we can look at it and consider it and

40:24

because i'm just looking for sherry and

40:26

jeff and their guidance

40:27

if you have things you want us to

40:29

consider

40:31

you know it would help to have us

40:32

discuss some of that stuff in the

40:33

finance committee and we could probably

40:35

give it more consideration

40:36

sooner rather than later so

40:39

just throwing that out if you have

40:41

specific things you want us to really

40:42

try to focus on

40:45

i say this is an interesting process for

40:47

me because as the district of the

40:49

board the entire board builds the budget

40:52

over a course of

40:53

multiple um months so

40:56

and just to be um you know open to the

40:58

board i oftentimes reverse numbers and

41:00

and switch things in my mind so um if

41:03

jeff if if the board

41:04

agrees i'd like to just see like the

41:08

basic presentation of numbers from last

41:10

year so i can start getting my

41:11

head wrapped around of what

41:13

presentations look like

41:14

if you have if just at some point just

41:16

email me even for example what you

41:18

presented to the board last

41:19

february so that i can start getting my

41:21

mind comfortable with what these figures

41:22

gonna look like in what columns

41:24

and then um if at all possible for the

41:26

when you're

41:27

presenting the budget to the full board

41:30

the first time give us as many days as

41:33

possible

41:34

ahead of time yeah because as i said

41:37

i'm very comfortable with it i've done a

41:39

number of them but it takes

41:40

depending what it looks like it may look

41:42

i might look at it and say i understand

41:44

it looks fine

41:45

but depending on how the numbers shake

41:46

out and how it's organized on a page

41:48

i might need um to familiarize my mind

41:51

around how it's organized if that makes

41:53

sense

41:54

it does and i'm happy to print that and

41:56

have that um you know either

41:58

come in or curbside that to you sure

42:00

great thank you when the time comes

42:06

any questions about that that's that's

42:07

basically

42:10

uh jeff one question about the uh the

42:12

budget for this year

42:14

sorry actually brought it up a few

42:15

minutes ago the e-collections line item

42:17

i think we're at 156

42:19

000 in the budget for this year yep um

42:22

if we're anticipating being slightly

42:23

under budget would it make sense to

42:27

throw some money at that line item right

42:29

now and increase the spending so that

42:31

for the next four or five months while

42:33

people are still housebound

42:35

we spend the money where it's most

42:36

likely to be built

42:39

yes and we're so we're um

42:46

yes and so we are uh i actually actually

42:49

um we are spending way

42:52

faster than our budget would anticipate

42:55

so when we order their

42:57

the the items that we order don't appear

42:59

instantly in

43:00

in um in an invoice because they a lot

43:03

of them are ordered pre-pub

43:05

so yes there's a lot of extra money

43:08

going there but the

43:09

the price the amount lags okay that

43:12

makes sense

43:13

so um but yes that we um we're also

43:16

uh stealing it's a terrible term

43:20

shifting money from some of the other

43:22

collections that are

43:23

being less used right now just physical

43:25

circulation is just down of course it is

43:26

so there's no

43:28

reason to spend quite as much money as

43:29

we were though you know minus one

43:31

physical book does not get us plus one

43:33

ebook

43:33

it doesn't work that way you know it's

43:35

it's not apples to apples so

43:37

um that's the uh yes

43:40

the answer is the quick answer is yes by

43:42

the end of the year you will see

43:44

we're going to be overspent on that line

43:46

okay excellent thank you

43:48

i was going to raise this under old

43:50

business but since we're talking about

43:51

money

43:51

um the boiler project which will

43:54

probably need to

43:54

address at some point i think jeff

43:58

a while back you i thought there was

44:00

some kind of estimate of what the entire

44:02

project might look like when the

44:03

architect was brought in and

44:05

also i wasn't able to like shift through

44:07

at all to find that

44:08

kind of rough number but um

44:12

one thing i would be interested in is

44:14

whether or not

44:15

um buy because there will be some

44:18

savings this year and they'd be carried

44:20

over the following year

44:21

if all that of a significant amount or

44:24

partial

44:25

a partial amount of that savings could

44:27

be

44:28

if the board would consider earmarking

44:30

part of it to try to bring those costs

44:31

down

44:31

in terms of whether that thing would

44:33

even have to be bonded but i can't i

44:34

couldn't remember what the actual number

44:36

was

44:36

yeah it's absolutely so sure you want to

44:38

answer uh

44:40

well i think we talked about it a little

44:42

bit i don't remember i don't remember

44:43

the number myself but

44:44

we're not looking to bond it we have

44:47

funding

44:48

we'll have funding to take care of it

44:50

great so that would

44:51

one thing i would earmark is you know

44:53

whatever savings from this year could be

44:54

carried over

44:55

right exactly what portion could be

44:57

going towards the boiler

45:00

yeah we'll be looking at that as we as

45:02

we decide to sort of get if we can

45:05

get an engineer or an architect selected

45:07

and get them to get some hands around

45:08

that

45:09

i am super reticent to throw out any

45:11

numbers

45:12

because it's such a wild thing right now

45:15

i

45:15

you know you're going to get a

45:16

librarian's estimate which i don't think

45:18

is a good sure

45:18

no i thought we had seen some summary

45:20

maybe i made it up but i thought there

45:21

was some ballpark out there but

45:23

all right thank you i think if you were

45:24

a homeowner and you had a boiler that

45:26

happened to be this size you'd be

45:27

looking at

45:28

40-ish um but don't assume

45:32

that that cost will be anything

45:39

when when do we think we might be

45:41

talking with design

45:44

people

45:46

summer

45:50

spring anyone bueller yeah i would say

45:54

um before before summer it's been hard

45:58

for me to pull my attention

46:00

in that direction with the bringing the

46:03

long range plan

46:04

in to land um but

46:07

yes we need to get moving on that is the

46:09

answer so uh you know if we can get

46:12

a design whatever way we can get that

46:15

design firm selected for this

46:16

i think that will help us you know just

46:18

get a feasibility study

46:19

get get some estimates in there it would

46:21

help us all as we try to decide what

46:22

we're going to do with this thing

46:25

okay so thank you for that answer so let

46:28

me go back even a step further with the

46:30

boiler

46:30

so am i correct that

46:33

a part of the boiler failed

46:36

and a part of the boiler was replaced

46:39

and perhaps it was

46:40

half i don't know if it was half so my

46:43

question

46:44

is does that mean we have half of the

46:46

boiler

46:47

that going into next season could

46:50

potentially fail

46:52

so there are six cast iron sections in

46:54

the boiler one cast iron section was one

46:56

of six

46:57

okay one of six and basically you know

47:00

it

47:00

it is the same advice that we keep

47:02

receiving from

47:03

everybody that looks at the boiler hey

47:07

you need a new boiler so uh yes it is

47:10

fixable

47:10

yes parts are available but uh you know

47:13

we've heard from our friends at dazny

47:14

we have heard from the engineers we had

47:16

brought in and we heard from our hvac

47:19

um technicians who work with our system

47:22

regularly in the library they're all

47:23

like

47:24

that boiler is old and you need to

47:26

replace it so that is the decision

47:29

that the board will need to make um you

47:32

know we made a decision

47:33

to to to pay the money to fix it rather

47:36

than sort of do

47:37

you know a replacement in a sort of an

47:38

emergency and a scramble it is

47:40

very much the right decision i'm so

47:42

happy we went and i was on the fence on

47:44

that one myself

47:44

i'm very happy we went in that way we're

47:46

enjoying the nice heat everything's fine

47:50

the most likely section to fail was the

47:52

fail that there's a section that failed

47:53

the one right in the middle gets the

47:54

most sort of raw heat from the fire

47:57

but um any one of those other sections

47:58

could go so it is

48:00

i think it's something that needs to get

48:02

worked in

48:03

to our plan for building maintenance

48:06

but we are not making the decision with

48:08

a with a sense of

48:10

super urgency so the last time we we

48:13

talked

48:13

to people i i'm trying to remember what

48:17

the uh turnaround time for sed was

48:20

was it like in the 12-month range no

48:22

it's way way down from when it was they

48:24

really i have to say everything i'm

48:26

hearing is they've gotten their act

48:27

together

48:28

uh quite a lot to the point where you

48:30

don't even need to pay for the expedited

48:32

service if you need it

48:33

really super fast it's um it's

48:38

much shorter than what we had

48:40

experienced during the hvac project

48:41

okay i would i would posit a guess it's

48:44

got to be at least three months though

48:45

yeah yep okay so if we assume that's

48:48

three months

48:49

and we assume a design process from the

48:51

time we want to put together an rfp

48:53

interview people blah blah blah blah

48:55

blah that's probably another three

48:57

months

48:58

yep okay i'm just throwing out timelines

49:02

i got where you're going yeah can i just

49:05

clarify

49:06

mary are you talking about just the

49:07

boiler are you talking about the

49:08

long-range planning

49:10

no i'm talking about the boilerplate

49:12

okay okay design

49:13

plan in order to do any replacement of

49:17

the boiler

49:18

so there is a process that would have to

49:20

go to sed to replace

49:23

that boiler so this is why we did not

49:25

have the option to just

49:27

replace the boiler okay we have to

49:31

reconfigure the room harmine i'm

49:34

stepping on your toes

49:35

you jump in here

49:39

no go ahead i'm i'm still trying to

49:41

dredge up the details of that from my

49:43

memory here okay

49:44

so big picture my understanding and

49:47

harmony i'm

49:48

welcoming your any corrections that you

49:50

need to make in order to move forward to

49:52

put in

49:53

a new boiler if that was what the board

49:56

decided to do

49:58

we would need to have a design done of

50:01

what we need

50:02

for a boiler okay so and that would have

50:05

to go to sed

50:06

for approval so is there is this whole

50:09

planning and approval process before we

50:12

can

50:12

buy a new boiler so

50:15

some of us might think that maybe we

50:17

don't want to wait for another failure

50:19

that we want to get out in front

50:20

and get moving to have plan in hand

50:24

for when another failure happens or

50:26

perhaps even

50:28

move ahead with boiling with purchasing

50:30

another boiler before we have a failure

50:31

you're going to watch

50:32

a little piece of harmony die when i say

50:34

this but you are right mary i can see

50:36

where you're going with this

50:37

we are talking spring 2022.

50:44

i don't boil it you're right i don't i

50:46

um

50:47

it may be possible to be done before

50:49

that

50:50

but i wouldn't lay any of my reputation

50:52

whatever's left of it

50:54

uh on that um on that number given that

50:57

there is construction

50:59

abatement involved in that there's

51:01

construction

51:02

room construction involved in that there

51:03

it is not

51:05

as simple we had the engineers come in

51:07

they looked around the room they did not

51:09

do a

51:09

site survey they didn't do any of that

51:11

full engineering of the project it

51:12

wasn't what they were brought in to do

51:14

they just looked around the room and

51:15

they're like yeah we could just see that

51:17

there's a construction that needs to

51:19

happen in this room there's makeup air

51:20

that needs to be put in

51:21

there's um an abatement project that

51:23

needs to happen with the roof so if it's

51:25

minor but it's still there

51:26

so there's a lot of pieces to this and

51:29

that's why when we say oh you know it

51:31

would be

51:32

x dollars to actually replace a boiler

51:33

if this was sitting in your house

51:36

it's complicated we should probably i

51:38

don't want to delay other discussions

51:40

tonight but we really need to keep a

51:42

focus on that because that

51:44

that is concerning um you know that's

51:48

i think it's obvious to everyone

51:55

yeah no argument there i think we've

51:56

we've got to get started in the next

51:58

couple of months at least i think at

51:59

this point we're all stuck with having

52:00

to get through one more winter

52:02

with the boiler as it is but as long as

52:05

we can get something started in the next

52:06

couple of months it won't be to win

52:11

okay thank you army thanks jeff

52:16

okay great any other questions on the

52:19

budget or any needs i think

52:21

thanks mary for your offer to receive uh

52:23

uh suggestions

52:24

that's helpful i have a couple i'll send

52:27

to you um

52:29

but people have you know start to start

52:30

really thinking about it as we build the

52:32

budget for next year

52:33

um uh it's great okay you want to go to

52:36

phase reopening plan

52:38

right all right so here we are again i

52:40

know i'm sorry i keep bringing you back

52:41

to this discussion

52:43

um but i feel like the goal posts keep

52:44

moving as the sort of we tried to say oh

52:46

we're

52:47

we're going to base ourselves on this

52:48

particular metric and then that metric

52:50

kind of goes away because we're in an

52:51

evolving situation

52:53

both from a state and federal level so

52:55

as we try to figure out

52:56

where we should be and basically what we

52:58

are talking about is the difference

52:59

between

53:00

phase two and phase three right so phase

53:01

two is our curbside

53:03

um phase and phase three is our

53:05

in-person browsing phase and we have

53:06

been in both of those

53:08

um we've gone up to one up to three and

53:10

back that's where we are right now so we

53:12

are currently in curbside

53:14

so um as you know the

53:18

the virus rates are high in our area

53:21

right now and i wanted to do um you know

53:24

absent sort of higher level guidance i

53:27

thought it would be a good idea to put

53:29

together a survey of the local libraries

53:31

and see you know where they are um so

53:34

that you could have some information

53:36

um as we try to figure out where we are

53:38

and where we should be going forward for

53:40

the next

53:41

you know couple months i think everybody

53:43

is just trying to play for time

53:45

until the vaccine rollout can

53:48

begin to bend this curve back down you

53:52

know

53:52

yes people have the ability to bend the

53:54

curve through their behaviors but

53:56

also um

53:59

also that i think that vaccine is going

54:00

to be a huge factor as we begin to hear

54:02

more and more people

54:03

are getting it people that i know are

54:05

receiving their vaccine that is great

54:06

news and makes me happy every time i

54:08

hear it so

54:09

you know we hope that over the next sort

54:11

of three months

54:12

you begin to see um some major changes

54:15

in that number

54:16

until then um you know we are not our

54:18

staff is not eligible

54:19

in a special category to receive

54:22

vaccines

54:23

on the the state library association has

54:25

been arguing to

54:26

have library workers moved up

54:29

to a higher phase but we are sort of

54:32

lumped in with

54:33

public-facing retail kind of general

54:37

folks right now you know so there's no

54:39

um

54:40

you know not obviously we're not as high

54:42

as uh grocery store workers that

54:44

makes perfect sense but you know we're

54:47

kind of lagging behind some other

54:48

some other businesses so um that's where

54:51

we are now

54:53

uh and then i just wanted to put that

54:56

together

54:56

and uh you know sort of of particular

54:58

note recently

55:00

um the saratoga springs public library

55:03

has moved uh

55:04

not even to towards curbside anymore

55:06

they have moved away you know their

55:08

their pandemic plan was

55:09

was tagged to the sort of an eight

55:11

percent infection rate

55:13

over two weeks a two week period so that

55:15

is um that is new information

55:18

eastern bush library which was one of

55:19

the first libraries in our area to open

55:21

up

55:21

uh has moved back to um five people at a

55:24

time 15 minutes

55:25

only each person one one member of a

55:28

family into the library

55:30

and then um voyageville's uh sort of our

55:33

neighbor libraries has

55:34

voiceville has moved back to just one

55:35

person at a time appointment only

55:37

for in-person browsing uh the rest of

55:39

the service being through curbside so

55:42

um everybody has that document you can

55:43

read through it i tried to pull the

55:45

libraries that were

55:46

the easiest comparisons to us gilderland

55:48

of course is in a special circumstance

55:50

because they're under

55:51

um they're under construction right now

55:53

so

55:55

all things being considered and again

55:57

based mostly

55:58

on how many staff people

56:02

i need to run the library for curbside

56:04

and or

56:06

sort of and to run the library for

56:07

in-person browsing um

56:09

you know i am prioritizing and we have

56:11

chosen as we

56:13

really had trouble fielding a team over

56:15

the holidays

56:16

and not due to the holidays uh we had

56:19

trouble fielding a team and we moved

56:20

back and we prioritized curbside

56:22

and you all know this already over

56:24

in-person browsing because that is the

56:25

bulk of our circulation the bulk of our

56:27

service to the public

56:30

even when in-person browsing is open it

56:32

is a smaller amount of circulation

56:34

so i am advocating right now that we

56:38

remain in curbside

56:40

not in person browsing but i wanted to

56:42

have that discussion

56:44

you know this is this keeps moving

56:45

forward and and and

56:47

i appreciate the flexibility that you've

56:49

all given me to react

56:50

um very quickly when the circumstances

56:52

pop up that we need to move quickly i am

56:55

super thankful for that i know the staff

56:56

is as well so but i do

57:00

um really value your guidance and i

57:02

rally your opinions on this and i want

57:03

to know

57:04

you know where you are and what you're

57:05

thinking

57:07

so the difference between i got this in

57:10

my head

57:11

the curbside staffing complement versus

57:15

curbside plus in person yeah the delta

57:18

there is what exactly

57:20

i mean how long do you have to have in

57:22

the library to do

57:23

yeah so let's say that absolute minimum

57:26

bodies that i can have to run curbside

57:28

and we've been kicking this number

57:29

around

57:30

um let's just look at full-time kind of

57:32

equivalence

57:33

is about 15 and people seem surprised at

57:36

that number um

57:37

but that's including everybody including

57:38

maintenance and um

57:40

circulation answering the phones which

57:42

we were not doing back

57:44

in march april um or sorry

57:47

sorry back in june when we were open for

57:48

curbside only we were not answering the

57:52

reference phone live which we are now so

57:53

we've got that desk staffed

57:55

um so for

57:58

that uh in-person service depending on

58:01

the hours you know it's another five

58:04

ish people we have to have somebody at

58:05

the door and you don't have somebody sit

58:06

there all day there's lunches involved

58:08

and there's

58:09

um you know depending on how many hours

58:11

we're open for that in-person browsing

58:13

um so there are more people that are

58:16

required to be in the building

58:18

for in-person browsing and curbside only

58:20

the easiest thing that the fewest number

58:22

of people for us to have

58:24

would be just for in-person browsing we

58:26

just say oh we're only doing in-person

58:27

browsing

58:28

limited to five or some super low number

58:31

and then uh you know i could run the

58:33

library with

58:34

like five people you know if it was just

58:36

that that is the literally the easiest

58:38

service in the world but the second you

58:40

start putting holds on and

58:41

whether those holds are in in person or

58:44

remote the second you do the whole holds

58:45

process and the second you do curbside

58:47

the number of people really expands to

58:49

do

58:49

to do curbside but the the reason even

58:51

though it's more staff intensive

58:53

the reason we focus on curbside right

58:55

now is because that that is the service

58:57

that is available

58:58

to the widest number of people

59:01

in the community right so people who

59:04

want to come in

59:05

are disappointed that they can't come in

59:06

and browse and i totally understand that

59:08

but the curbside is available to them

59:10

there are people for whatever their

59:12

individual circumstances are

59:13

that will not cannot

59:17

are unwilling to come in the library and

59:19

they are serviceable through curbside

59:20

pickup

59:22

right so did i understand correctly that

59:25

for curbside you need about 15 staff

59:28

and so in person you need about five

59:31

more and that's about

59:32

20. right that's that's and that's so

59:35

that's an

59:35

on on an individual day not a

59:38

sustainable

59:39

uh number but that's about how many

59:40

bodies i need to have to make that work

59:43

and that doesn't account for people

59:45

being out

59:46

um unexpectedly absent

59:50

uh for whatever reason so they're then

59:52

when we get to the actual number of

59:54

people that i have

59:54

in the building on a given day which

59:56

we're trying to keep as low as possible

59:59

but we have to have some padding on that

60:01

because of um

60:02

just you know humans you know and the

60:04

thing is so people are unexpectedly

60:06

absent

60:07

very frequently certainly what happened

60:08

to us over christmas we just couldn't

60:10

field a team a sufficient team to get

60:13

that done and we really did

60:15

um we cut that number lower than 15 so

60:17

you know for uh you know short spurts

60:19

you can

60:20

make it work with fewer people than that

60:22

and the folks did that and i'm super

60:23

appreciative

60:24

to them because they were able to make

60:25

that work but it's um

60:28

yeah that's uh it's it's just you know

60:32

and vacations still happen too which is

60:33

uh you know not very many

60:35

uh the staff are not taking very many

60:37

vacations there are doctors appointments

60:38

and

60:39

um and vacations and other things

60:40

happening as well so

60:42

you know and so we're we're at curbside

60:45

now

60:46

um because you don't have the staff to

60:48

open for in-person browsing

60:50

we were just getting good enough to be

60:52

able to do that and then

60:54

every day i get calls that make that not

60:56

possible so

60:57

uh you know and that's there's a tension

61:01

that we want to have more people because

61:02

then we can provide more services but at

61:04

the same time we don't want to have more

61:05

people because the risk

61:08

to the po to the staff is each other

61:11

right how many people do we have in

61:13

there all day um

61:14

breathing around each other even though

61:15

we're messed up and sanitizing you know

61:18

the

61:18

the public themselves we have not seen

61:21

um yet i have not heard of

61:25

very many uh public to staff or

61:28

um staff to public transmissions of

61:30

covid that we know of right so

61:33

it just the the interactions i think are

61:35

are

61:36

not particularly risky um

61:40

for a given definition of risky you know

61:42

i'm not a doctor but

61:43

um you know the the the risk is much

61:47

more to the staff and that's what

61:48

happens with us when we're back into

61:49

when we're doing the sort of a contact

61:51

tracing-ish process

61:53

is that um you know for us it's harder

61:56

for us to keep away from each other

61:58

sufficiently

61:58

and then for that time not to go more

62:00

than 10 minutes you know

62:02

within six feet for 10 minutes it's hard

62:04

for us not to to

62:06

do that throughout the day and

62:07

especially um you know

62:09

full-time staff are there a lot and so

62:11

full-time staff to full-time staff we

62:13

you know

62:13

we've met you know it's uh we see each

62:15

other quite frequently so that's

62:19

hey jeff so i just want to kind of echo

62:21

the point that you're making which is

62:22

that

62:23

you know i think that this is not just a

62:25

staffing issue like can you feel the

62:26

team

62:27

i think that it's about making the staff

62:29

feel to some

62:30

extent safe and secure as safe and

62:32

secure as someone can

62:33

right now you know i i enjoy the

62:36

privilege of working from home

62:37

uh you know i as a choice

62:40

um you know having to go in every day

62:43

i'm sure it's very stressful

62:45

so to that point i will ask have you

62:46

received any complaints or comments from

62:49

patrons about

62:50

moving to curbside only since december

62:53

i'm not going to say there's none um but

62:56

the

62:56

the you know i receive a couple comments

62:58

people say oh you know i received a

63:00

couple emails where people say i

63:01

certainly said you know i'd like you to

63:02

open up the library

63:04

um you know the the grocery stores are

63:06

open how come you're not open

63:07

you know that's the sort of comment that

63:08

i get not

63:11

many fewer than i expected how about

63:13

that um the number of those mostly again

63:16

uh we work for an awesome community

63:19

mostly what i'm hearing is

63:20

so thankful that you're here um thanks

63:22

so much for providing the service to us

63:24

let me just follow that up are those

63:25

complaints about

63:27

the failure to provide a service or

63:30

an item for checkout or some other thing

63:32

that the library would provide or is

63:34

that a general

63:35

comment that because other entities are

63:37

open you should be open to

63:40

i think it's more the latter than the

63:41

former because when we get down to if

63:43

they if we can get a hold of an

63:45

individual person if they will call the

63:46

information desk and that's why we have

63:48

gone to instead of answering that in a

63:50

voicemail we are answering that live

63:52

during the hours that were staffed um

63:55

you know the librarians are very good at

63:56

their job and are very good at being

63:57

very creative about getting people the

63:59

things that they need

64:00

you know so um photo the input the

64:02

biggest in-person service that we take

64:04

away when we don't have browsing

64:06

it's not browsing it is the photocopier

64:09

and uh that is a hard thing to replicate

64:13

without a photocopier however

64:17

they're pretty clever about having

64:18

people take pictures of things with

64:20

their phones

64:20

and send those in to be printed and pick

64:22

them up for curbside so we have ways of

64:24

making that work it's not perfect

64:25

it doesn't work in every situation but

64:27

they can cover the vast majority of

64:28

situations

64:29

if we can actually get a hold of an

64:31

individual person and talk to them

64:33

um about what they need and then

64:36

that that sort of that browsing right is

64:38

it

64:39

in no way am i saying that that is not

64:41

an important thing for people to do

64:42

there are people who do not know what

64:43

book they want

64:44

trying to fill that with the book

64:45

bundles we're trying to do that with uh

64:47

you know one-on-one time with a

64:48

librarian to help them

64:50

get their next book but um it's not the

64:52

same okay then i would say given that

64:55

there don't seem to be complaints about

64:56

service because it's not perfect

64:58

per se you know i understand needing a

65:00

photocopier not having one

65:02

um certainly been in that situation

65:04

recently but

65:07

i do think it's a safety concern for for

65:10

staff as well and as long as we can

65:11

actually provide the services as we have

65:13

for

65:13

frankly many months now and you know

65:16

early in the summer can continue to

65:18

given that the the the infection rate

65:21

shows no signs

65:22

of going down only signs of going up um

65:25

you know i fully support continuing that

65:26

curbside service only

65:29

yeah i'll just pick up with caroline um

65:31

you know reinforcing for the staff but

65:32

the numbers are going up and so

65:34

even for the community i think it's a

65:38

service to be mindful that um the more

65:41

places where people can interact even

65:43

though you do the best for for social

65:45

distancing and sanitizing and all it's

65:47

um

65:49

it's best to remain in if it's level two

65:51

or just the curbside

65:53

i have a question when we talk about x

65:56

number of people

65:57

to provide curbside or curbside plus

66:00

browsing

66:01

when we're talking about number of

66:02

bodies in the library

66:05

that does not represent if i'm

66:08

understanding what's not in that number

66:12

are a lot of hours being put in i

66:14

presume by staff working from home

66:17

doing things like program planning

66:20

and perhaps administrative tasks and hr

66:23

stuff so there are a lot of hours being

66:25

put in

66:26

at home that benefit the public

66:29

indirectly or directly like program

66:31

planning i mean right there's

66:33

that's not it's not 15 or 20 people a

66:36

day

66:36

working for the library right no more

66:39

going on

66:40

absolutely and what's you know what's

66:41

going on right now we don't have

66:43

um like like when we had two teams way

66:45

way back in june

66:46

you know where we had planned he said oh

66:47

this week you're working from home this

66:49

week you're here

66:50

we're doing that through just having to

66:53

have people work from home

66:55

because they cannot work in the library

66:57

for whatever reason

66:59

they're they are they're um you know

67:01

either quarantined

67:03

by a county health department or they

67:06

were near somebody who was quarantined

67:07

or they live in a house with somebody

67:08

who's quarantined

67:09

so they can't be working so yes they're

67:11

still producing

67:13

um the staff and then that works you

67:15

know different jobs

67:17

can produce to different levels remotely

67:19

and that's you know that's not uniform

67:21

but there's a lot of creativity coming

67:23

in right now with people at home saying

67:25

what can i do

67:26

to produce a program to make up

67:28

something about an outdoor treasure hunt

67:30

or whatever we do some of these really

67:32

funky things that people have come up

67:34

with that are that have been a

67:36

success right and that's where you know

67:38

the um

67:40

this weight has been borne by the staff

67:42

themselves

67:43

and by their direct supervisors uh you

67:45

know that uh they have

67:47

they i am not involved in trying to

67:49

decide what

67:50

what creative tasks they have to come up

67:51

with they are doing that in in

67:53

consultation with their supervisors so

67:55

that i can focus

67:56

on all of these things thank you

68:01

um i would say i mean i have not heard

68:03

anything um

68:05

negative about just going back to

68:07

curbside in fact you're right jeff

68:08

it's all positive that we're doing

68:10

curbside frankly

68:11

so you know i'm i'm okay keeping the

68:14

curbside only

68:16

for what i think it's going to be it's

68:19

going to be a while it's not going to be

68:22

month to month i think it's going to be

68:23

you know three four five

68:25

six seven months maybe

68:30

i would just point out that um i don't

68:33

think anything has changed since the

68:34

last time we had this conversation

68:36

numbers have been going up but we're

68:38

still not to the orange level

68:39

which is something we had already had a

68:41

conversation about and decided upon

68:43

um the library the building itself does

68:47

provide services whether it's

68:48

photocopying or checking out a book

68:50

that people are used to using and

68:54

you know that's great that we haven't

68:55

heard that much negative about it

68:57

not being the building not being open

69:00

but i do know that last week the tax

69:02

bill came out

69:03

and sure enough there's a line on there

69:05

for the library taxes and i can't

69:06

imagine that people

69:08

the taxpayers aren't out there wondering

69:10

you know why we

69:11

we paid our taxes the building's still

69:13

closed and

69:14

other services in the community that are

69:16

similar to a library are open

69:19

um i just think that that is a concern

69:22

i might be the only one on the board

69:24

that feels that way but i would like us

69:26

to

69:26

to have in-person browsing until

69:29

our county goes to the orange level

69:34

yeah no thanks i appreciate that yeah

69:38

any other comments or any other thoughts

69:41

jeff i guess from the way it's been

69:43

running for the past few weeks

69:45

and staff having the quarantine et

69:47

cetera do you feel like even curbside

69:49

only is sustainable

69:50

for the next three more months so um

69:55

absent

69:58

a if the numbers

70:02

of staff people who have i'm sorry to be

70:05

so careful if the numbers of staff

70:06

people

70:07

who have to be unexpectedly out remains

70:09

similar to what we have been

70:11

experiencing over the past

70:12

three to three and a half weeks which is

70:15

significantly higher

70:17

than anything we have experienced all

70:19

summer and fall

70:20

we we got to cut our teeth all summer

70:22

and fall

70:23

with lots of good examples and figure

70:25

out what our procedures are and

70:26

in the past three and a half weeks it is

70:28

all we have been doing

70:30

um just just the the numbers of people

70:33

it just it's much higher it feels like

70:36

it is

70:37

we are at a staff level of people who

70:39

are in the building that is about

70:41

what we would be if we were running two

70:43

teams about 50

70:45

availability at any given time

70:49

um

70:55

that make sense um and that's you know

70:58

we're off we're across multiple ships so

71:00

it doesn't mean half the staff is

71:01

quarantined at any particular time but

71:03

50 availability

71:04

for any particular shift and that moves

71:06

around of the limiting the limiting

71:08

shift moves around

71:09

during the week because it has a lot to

71:10

do with the individual people

71:15

it feels sustainable my short answer i

71:16

should have just said it feels

71:18

sustainable absolutely absent a major

71:20

a major crisis so yeah i appreciate the

71:22

detail because the

71:24

it feels like the the fallback position

71:28

from curbside only is either

71:31

ebooks only right or or something like

71:35

extreme bush is doing

71:36

where one person in the library at a

71:38

time for five minutes

71:40

no holds no nothing right well i'll

71:42

actually get through books and leave

71:44

eastern bush is doing holds though so i

71:46

want to say that they're they're they're

71:47

they're doing that in addition to their

71:49

curbside and they have a

71:50

pickup window that we've been talking

71:51

about in the long range plan so

71:53

um they're they're using that so but

71:56

that is that is a that is a fallback

71:57

position

71:59

okay and neither of those fallback

72:01

positions is

72:04

it's going to be terribly satisfactory

72:06

to anybody right it's certainly a

72:07

significant step down in service

72:09

from where we are now so it makes sense

72:12

to me to try to

72:14

take whatever precautions we can to at

72:15

least maintain the level of service that

72:17

we're at

72:18

right you know and keep everybody safe

72:22

yep and i think that it's so nervous to

72:25

say this but it seems to be working the

72:27

procedures that we have in place

72:29

seem to be working

72:33

i will say too i don't know if anyone's

72:35

been in the curbside line now granted

72:37

i think it was the day before new year's

72:40

day i was there and um the line was

72:44

about

72:44

10 cars long and the the number of staff

72:48

and the speed at which they were moving

72:50

in and out to deliver

72:51

things was amazing um people were just

72:54

dropping and going and dropping and

72:55

going and they moved that line

72:57

very quickly but this one car drove out

72:59

another

73:00

one or two drove right back into the

73:01

line so i know that was

73:03

probably holiday week i know i wanted

73:04

extra books for the weekend

73:06

um but um it seems like curbside i don't

73:09

know if you have numbers yet but it

73:10

seems like it's a very popular service

73:12

it is a popular service and it's the

73:13

bulk of our circulation and that's what

73:15

you know

73:15

that was what i was trying to

73:17

demonstrate with the with the numbers

73:19

that uh the circulation the physical

73:20

checkout numbers you know it's

73:22

the bulk of everything that we're doing

73:24

is going out the curbside right now

73:25

even with or without imperson press

73:30

i just want to say that um

73:35

i don't i'm just going to speak for

73:36

myself i do not see this as a black and

73:38

white

73:39

decision um i think there's a a lot that

73:41

i agree

73:42

agree with um about the taxpayers and

73:46

everything i mean

73:47

you know we're i'm always asking what do

73:49

the taxpayers want us to do

73:50

we're there to represent them um but i

73:53

do my one

73:56

person on this board i i think that

73:59

right now i

74:00

lean toward um community safety and

74:03

employee safety

74:04

first right now but again it is not

74:08

black and white it is there's a lot

74:11

there's a lot here and i respect what

74:14

people are saying

74:16

though but if we are going to move away

74:20

from

74:20

the own the very little guidance that we

74:22

get from the state as far as their

74:24

cluster action initiative and

74:26

the yellow designation the orange

74:28

designation if we're going to move away

74:30

from that

74:31

then how what's the

74:34

parameters for going back to in-person

74:36

browsing and how will you determine when

74:39

the numbers are low enough to make that

74:41

decision um

74:43

you know do you have anything in mind

74:46

jeff

74:46

or well and this and you've heard me

74:49

waffle on this

74:49

several times i was trying to move away

74:51

from infection rates

74:52

which is what the colored designations

74:56

were

74:57

um first only based on that and i and i

75:00

found that to be an inexact

75:02

uh and imperfect metric um

75:07

the other libraries that most of the

75:09

other libraries that have a

75:10

detailed uh quantitative

75:14

switch for the movement between the

75:16

phases when you talk about saratoga

75:18

springs or albany public library they

75:19

have

75:20

really well-defined um

75:24

switches their switch is based on

75:26

infection community infection rates

75:28

being at you know whether you cross over

75:30

three cross over eight

75:32

um or three four seven and eight seem to

75:34

be the numbers that

75:36

keep a pre-appearing and all of the

75:37

different libraries pandemic response

75:39

plans

75:42

so you would be looking at alban county

75:44

numbers or just

75:46

town of bethlehem

75:49

i think probably town of bethlehem

75:51

numbers would be

75:53

the best for us though much of the

75:55

school district of the town of scotland

75:57

you know and integrate that with

75:59

something from the county

76:06

yeah it's a good question that i don't

76:07

have a great answer to

76:09

right now is you know what's that switch

76:10

what's that phase initiator switch my

76:12

my hope is that uh um

76:16

i can feel that the next phase initiator

76:20

switch might be

76:22

that the vaccine is available to the

76:23

majority of the staff people

76:25

um and it is super available and then

76:28

um you know

76:32

we get the folks that are willing which

76:33

i'm hoping is a very high percentage

76:34

vaccinated and then we

76:36

we can be there yeah they're talking

76:39

about

76:40

1b taking 14 weeks

76:45

so you know to get to to get the further

76:48

down the

76:49

priority list unless we have a huge

76:52

supply increase

76:53

which we're hopefully you know hopefully

76:55

uh the administration's gonna release

76:57

all the vaccine you know

76:58

but but so like i'm not sure you know in

77:01

some ways

77:02

i'm not sure i would support a number

77:05

because um it's a changing it's such a

77:09

changing environment

77:10

um numbers would kind of guide things

77:13

but i'm not saying

77:14

i would actually i like the orange thing

77:17

for a while but now it's like i'm not

77:18

sure that's really the right

77:19

metric you know i don't know so i would

77:22

say that maybe a metric to work with for

77:24

the moment

77:25

that is a little less hard and fast

77:28

is that right now we say that as long as

77:32

the infection rate continues going up

77:35

we don't we we stay at curbside

77:39

and that our message to the public is

77:40

that perhaps we reassess

77:42

when the infection rate starts going

77:44

down i mean

77:45

and unfortunately i hate to say that the

77:47

infection rate is going to go up for

77:50

a period of time at this point like it

77:52

shows no signs of going down

77:54

anytime soon we're still you know on

77:56

various surges

77:57

and you know the vaccines are going to

77:59

take a long time to kind of

78:01

take their effect so i think that maybe

78:03

jeff to your point that you know no one

78:04

likes the hard numbers but we need to

78:06

have something a message

78:07

i think that we say infection rate is

78:09

going up we're at curbside

78:12

that's the way it is when it starts

78:13

going down

78:15

we you know then we say okay then we we

78:17

convene and we we come up with

78:19

you know a plan or maybe that's when we

78:20

have to come up with a hard percentage

78:22

where we say okay we're willing to open

78:24

but i agree with you mark that

78:26

you know i think that even the state

78:28

with their numbers and with the zones as

78:30

soon as anything gets close to the zone

78:32

where it comes to shut down suddenly the

78:34

goal posts move

78:35

right or there's a reason or there's

78:37

exceptions or there's

78:39

so is and you know there's lots of

78:42

reasons for that

78:43

yeah but those markers have not become i

78:47

think

78:47

reliable measures of

78:50

of what reflects the community's needs

78:52

necessarily

78:54

so but i think maybe we can just tell

78:56

people that as long as things are

78:57

on the up we don't change

79:00

well and frankly caroline that's kind of

79:02

um i'm realizing now as you're saying

79:04

that that's

79:06

basically what we did in june um

79:09

not with no intentionality that's

79:13

and that's exactly and again that's

79:15

contingent i agree with you carolyn but

79:17

even on top of that

79:18

that's contingent upon having the bodies

79:21

to open the door

79:22

it doesn't matter how low the metrics go

79:25

if we don't have

79:26

people exactly you know

79:30

that's what i was hearing jeff say too

79:32

is you have to be able to feel the staff

79:34

you have to consider the levels and you

79:36

know mary we were saying it's not black

79:37

and white it's also evolving so i

79:39

i would suggest that we um as opposed to

79:41

saying it may be

79:42

till you know people vaccinated whatever

79:44

that perhaps we just have to every

79:46

month or every two months reassess and

79:48

have this you know a short check and

79:50

a discussion what makes sense now what

79:52

makes sense now what are the indicators

79:54

we're using

79:54

and not that we do it every month but um

79:56

you know i agree with caroline that the

79:58

numbers

79:58

are going up um and

80:01

um but it's also staffing issues and

80:04

there's multiple parts the

80:05

to the puzzle so we should just keep

80:07

assessing i think i

80:08

would say for between now and the next

80:11

meeting we should just stay in phase

80:13

two but but to michelle's point that we

80:16

do answer to taxpayers and that you know

80:18

we as board members are also asked

80:21

you know to justify certain policies at

80:23

certain times i think that you know if

80:25

we're all in agreement that we see

80:27

we should have a common message why is

80:29

the library still at curbside we have

80:30

made a decision to stay at curbside

80:33

because of this and i'm just proposing

80:34

that maybe that answer is we have made a

80:36

decision to

80:37

stay at curbside as long as infection

80:39

rates are increasing

80:41

we we are open to reopening that

80:43

discussion should they start to go down

80:46

stabilize or go down yeah or yes right

80:49

yeah

80:55

okay any any other thoughts on that and

80:58

you want to want to

80:58

weigh in on that more

81:05

i just want to say uh thank all of you i

81:07

really um

81:09

appreciate this because it's you know

81:10

we're it's easy to get in my own head

81:13

you know and and

81:14

chris and catherine are great they uh

81:15

absolutely um feed more information into

81:18

me but uh

81:19

you absolutely represent um us

81:22

in the community and bring back what the

81:24

community is feeling and i appreciate

81:26

um everybody giving me your thoughts on

81:29

that

81:33

okay um other new business

81:37

anything else new business wise i just

81:40

had a question but i don't think it's

81:42

old business but

81:43

i think i read in one of those online

81:45

publications that we get that there's a

81:47

friday february 26 is library advocacy

81:50

day

81:52

and i wasn't sure if there was anything

81:54

that

81:55

when i was on the school board we you

81:56

know we used to physically go to the

81:58

state house and meet with

81:59

an abbey but um obviously this year is

82:01

different but i wasn't sure if

82:03

board members did anything or if if the

82:05

library did anything or those programs

82:06

were supposed to

82:07

right so i just noticed that 26 is

82:10

library advocacy

82:11

yes absolutely well thank you for

82:14

bringing that up it's awesome

82:15

uh and it is library advocacy day and

82:17

you absolutely are invited because your

82:20

voices with

82:21

our legislators uh legislators has far

82:24

more weight than mine

82:25

i think i'm pretty good at providing

82:27

information to them when they ask me

82:28

about what we're doing i'm happy to do

82:30

so

82:31

but when it comes for advocating for the

82:33

library and for libraries in general

82:35

um you are the volunteers and you are

82:37

the representatives of the community and

82:39

your voice has significantly more weight

82:41

than

82:41

me you know an employee basically

82:44

so um you are absolutely invited to

82:47

participate it is going to be

82:49

uh virtual this year obviously we do

82:51

typically go down it is um

82:54

a long and exhausting though fun day so

82:57

i

82:58

invite everybody i know some of you have

83:00

restrictions about your ability

83:02

to even participate in that and i'm very

83:04

well aware of them and i thank you for

83:06

that but um

83:06

ever you are all absolutely invited

83:08

every year to come down the marble

83:10

floors

83:10

are a nightmare get new shoes every year

83:13

that is my

83:14

really good sign to get new shoes on

83:15

that day because you need good support

83:16

down there because those floors aren't

83:17

murder

83:18

so if i guess if there's a plan for this

83:20

year as you're putting it like any kind

83:21

of schedule or how we

83:23

how we participated could you just send

83:24

this information so we can know what

83:26

that looks like

83:26

well typically upper hudson is our

83:28

coordinator for that and

83:30

uh you know they we sort of um you know

83:32

uh

83:33

what we are advocating for when we go

83:35

down there

83:36

most of the funding that comes directly

83:38

through the state that affects our

83:40

business is the funding that goes

83:42

directly to the upper hudson library

83:43

system

83:44

our check which was smaller than

83:45

expected it was supposed to be we were

83:47

thinking 24

83:48

000 this year came in a little you know

83:50

17 in change

83:51

um even that you know that decrease is a

83:55

hit

83:56

to our budget but it is not the level of

83:57

the hit to the upper hudson library

83:59

system and a lot of our services depend

84:01

on services that are provided

84:02

through the system so what we're doing

84:03

is going down and supporting them

84:05

and they are the coordinators for our

84:07

activities as soon as i get anything on

84:09

that i promise you i will send it out to

84:11

all of you

84:12

they will probably email you directly as

84:13

well but we'll get that out and and it's

84:16

thank you

84:16

really good thank you

84:20

i think it's gonna be a tough budget

84:21

year yeah there's my easiest prediction

84:25

ever

84:28

uh okay uh on the old business long

84:30

range planning

84:32

steering committee army do you want to

84:35

do a quick update or

84:36

um talk about that yeah so real briefly

84:40

we met with uh

84:41

with paul on back on the 17th of

84:43

december

84:44

and uh he came back with a

84:48

face approach on some of the drawings as

84:50

schemes that we've seen before

84:52

right the idea of being a smallish chunk

84:54

right in the kind of two million dollar

84:56

range

84:56

right that would have a significant um

85:00

upgrade to the library right the the

85:02

idea that it flowed to the top of the

85:03

list i think was that was the large

85:05

auditorium

85:06

that sits out towards the front of the

85:07

library near the green

85:09

as well as some other improvements

85:11

inside

85:12

uh the very rough kind of price tag for

85:15

that one is actually coming in closer to

85:16

three million rather than two

85:18

um but that would conceivably be you

85:20

know phase one

85:22

uh and they're kind of building on that

85:27

um some additional applications and

85:29

ultimately culminating in

85:31

the uh the attachment of a building on

85:34

where the birthplace property is right

85:35

now

85:36

right sorry the initial two million

85:38

dollar number included the

85:40

demolition of the borthwick property

85:41

also right to be able to use that as as

85:44

green spacers parking space

85:45

um don't don't worry about if you can't

85:47

follow my hand waving right now

85:49

um i think what paul owes us right now

85:50

is a another version of those schemes

85:54

jeff correct me if i'm wrong because the

85:56

one thing that was left out was a

85:57

permanent solution to curbside pickup

86:00

right we talked about that you know

86:02

being a service that we anticipate

86:03

having to support

86:04

forever at this point and it was not

86:06

included in the original schemes they'd

86:08

put together

86:09

we also made some some edits to the

86:12

original schemes if you remember

86:13

one of them had uh sort of parallel

86:16

hallways

86:17

the idea being in the entryways that you

86:20

could have parts of the library

86:22

open after hours and parts of it not

86:23

open after hours

86:25

uh and those of us on the committee

86:27

decided that wasn't really a function we

86:29

anticipated needing

86:30

you know if ever it's just not something

86:32

that we do um

86:33

so that was another change he's gonna

86:34

make in the in the schemes so as soon as

86:36

he has something i think the

86:38

committee will get back together um and

86:40

settle on one or two to bring back to

86:42

the larger group as a whole

86:46

jeff did i miss anything no you you got

86:48

it exactly that is right where we

86:50

are that's great i would suggest that we

86:53

might want to consider

86:54

um if we're getting close to really

86:56

looking at things and numbers

86:59

uh we might want a few people to look at

87:02

our existing surplus

87:05

simultaneously with recommendations to

87:07

what kind of money we think we have

87:09

if we're not going to go out and bond

87:13

if if people were going to

87:16

look into the topic of bonding um

87:20

jeff i seem to remember that we spoke at

87:23

some

87:23

point in the last year or so with judy

87:25

kehoe and there was a

87:27

firm recommended i believe it was out in

87:29

the western part of the state they would

87:31

be the people

87:32

to talk to because if we're talking

87:33

about bonding a small amount of number

87:36

small amount of money um i'd want to

87:38

know the kind of cost we're talking

87:40

about

87:42

um so it might be like oh we're only you

87:44

know we only need an extra 300 000

87:46

to do this plan and that might be easier

87:49

said than done so

87:50

i think we ought to um arm ourselves

87:53

with some information

87:55

i have a feeling as the you know we to

87:58

our credit

87:59

we wanted to look at what the public had

88:01

to say and what all the members of the

88:03

committee had to say

88:04

and uh we're certainly aware of numbers

88:07

but tried to keep them

88:08

at the back burner so we could think

88:10

about you know what is it that the

88:11

community

88:12

is telling us over the next 10 years

88:14

that they want from us i think that was

88:15

a good decision

88:17

um but you are right uh and harmeet is

88:19

uh

88:20

correct in that it is uh you know it is

88:22

where rubber hit the road right now kind

88:24

of questions where

88:25

those sort of real world financial

88:27

questions begin to impact

88:30

what it is that we can discuss

88:33

um what the board actually wants to

88:35

discuss about

88:36

what the plans are for the future and i

88:37

think um you know

88:39

nobody in their right mind is suggesting

88:42

that we go out for a bond

88:45

now you know right that is not in the

88:47

cards

88:48

but i do think it is due diligence for

88:51

the board to be looking at what are you

88:52

know what are the future plans for the

88:54

library and

88:55

how do we how do we plan for the library

88:57

going forward because um

88:58

you know as long as this coveted

89:01

scenario has dragged on it will

89:02

not be forever so that is a thing that

89:05

i'm hanging on to

89:08

so

89:10

but mary thank you for all of that it is

89:12

it is um

89:14

yeah we've got yeah those questions need

89:16

to be integrated

89:17

you bet well also too it's been my

89:21

experience that between the time you're

89:23

discussing plans

89:24

to the time that you're going out for

89:26

any potential bond regardless of the

89:27

amount

89:28

there's a there's so many steps in

89:30

between that in terms of generating

89:32

amounts of money approving plan a plan a

89:35

cost you know costing out plans

89:37

approving a plan and getting the final

89:39

number and architecture from all the

89:40

rest

89:41

that you know any kind of discussion of

89:42

bond is

89:44

whether you have to have it or not is

89:46

down the road a piece i mean these are

89:48

all kind of steps along on that process

89:52

almost as long as getting a new boiler

89:55

oh yeah that's the only thing yeah

89:57

yeah i mean that's it's it's the you

90:00

know i

90:00

i know harmy every time we talk about

90:02

the the scales of time that we're

90:04

talking about for these projects

90:08

that's true i'm slowly becoming immune

90:11

to it but yes sorry

90:12

what is a three-year-ish process

90:18

i can already tell that the discussion

90:19

of the boiler is going to be the new

90:21

hvac discussion

90:24

it is going to be not an order of

90:26

magnitude smaller

90:28

but significantly smaller than the hvac

90:31

so

90:31

while it will be more complicated than

90:33

it would seem that it ought to be

90:35

uh yeah i'm gonna i'm at this i will say

90:37

it will be

90:38

more complicated than it would seem like

90:40

it should be but be less complicated

90:41

than hvac

90:42

there you go i would agree it's gonna be

90:44

longer than we think it's gonna be but

90:45

it will not be as complicated

90:47

yeah i'm going to tell anyone who wants

90:48

to run for the board about this that

90:50

you're going to talk a lot about

90:51

things like hvacs and boilers be

90:53

prepared exactly

90:54

no more hvac no more hvac

90:58

very grateful for that

91:01

happy new year caroline thank you i

91:03

appreciate it

91:05

lasted my whole first term mary so

91:10

i felt bad uh brian's final comment was

91:13

there

91:14

was never a board meeting as he came

91:16

onto the board and left five years later

91:18

that we did not discuss the hvac yep

91:21

that is but now it's done and anybody

91:24

thinks that it was painful

91:26

you have no idea what jaffna

91:35

okay any other questions on the long

91:37

range planning or uh

91:39

for harmony okay

91:43

yeah thank you very much that's very

91:46

helpful

91:46

uh other old business

91:50

any future business any old business i

91:53

was just wondering if there was

91:54

if there's any policy in the queue that

91:56

we were gonna i'm not sure if there's

91:58

anything essential

91:58

jeff but i know the policy committee had

92:01

had a few crack sets a few things that

92:03

would approved

92:04

i believe those but i wasn't sure if

92:05

there's anything else that was

92:07

i know that budgeting is coming up so

92:08

that might have to go on the back burner

92:10

but i just

92:10

put a plug for that i have nothing to

92:13

talk about right now but it is

92:14

uh i i promise you i owe them it was um

92:17

you know the

92:18

the conflagration of the holidays and

92:21

what happened to us

92:22

over the holidays managed to rip all of

92:24

my best laid plans right

92:26

out of my hands so um but i will i will

92:29

get right back on that i'm not no hurry

92:31

i just was wondering

92:32

no it's important and i i think um you

92:34

know holding us thank you i just

92:36

do appreciate you mentioning it because

92:38

um you know

92:40

those policies do deserve a routine and

92:42

regular look

92:43

and um and it's important that we

92:45

continue that work

92:46

[Music]

92:48

just to um go sorry to go backwards

92:51

real quick um do we have another

92:53

long-range planning

92:55

meeting scheduled we don't

92:58

uh the the ball was a little bit

93:01

in paul's court um now i'm sure

93:04

he experienced some holiday as well

93:08

so i will circle back with paul this

93:10

week and

93:11

um and we'll get we'll get that back on

93:15

you get get an estimate of when he will

93:16

be ready to have a conversation with the

93:18

committee and then we'll get that set up

93:20

because it is it does take us a while to

93:21

get it

93:22

get those meetings scheduled so i'll get

93:24

that process going

93:26

okay thanks a final piece of old

93:29

business if i may it's not even really

93:30

official but we

93:31

um we uh i have been in contact with the

93:34

negotiation committee

93:35

and we are um you know that that is

93:37

coming as well so we're

93:40

you'll start hearing more about that as

93:41

we move in um you know

93:43

next month in the month after that yes

93:46

when is that um

93:47

when's the contract end again i'm sorry

93:49

uh june 30th june 30th

93:50

of 2021 2021 we did a one year uh

93:54

just kicked that can last last year when

93:56

we thought uh

93:58

in in the spring in june when we thought

93:59

things were really difficult

94:01

uh we decided to kick that can one year

94:03

down the road and uh

94:05

yeah that was i actually what's the

94:08

general

94:09

length of a contract for the library so

94:11

that's interesting

94:12

um i i i would go you have to go back

94:15

fairly long historically

94:17

for us to say normally it's a three-year

94:18

contract i would say that is

94:20

uh over the numbers of contracts since

94:22

the union was formed in 1981

94:24

most of the contracts have been

94:25

three-year contracts we had moved

94:28

um 2000 i'm going to say nine ish

94:31

whatever the nearest contract was there

94:33

when the economy was changing there was

94:34

lots of health care stuff

94:35

uh we moved to a two-year contract just

94:37

to try to it was health care costs were

94:38

what were

94:39

driving the frequency of those contracts

94:42

and that was the major change year to

94:43

year was those health care costs were

94:44

just going

94:45

through the roof and um so we shortened

94:47

it to a two-year contract

94:48

we had then moved back out to a three

94:50

and then had a one

94:52

as uh you know last year so i would say

94:54

the

94:55

baseline is a three-year contract thank

94:57

you and i would say as a member of the

94:58

negotiation committee that i

95:00

i would be inclined just to prepare

95:02

everyone and kind of work

95:04

um i think i would be inclined i think

95:07

they will push for a longer contract to

95:08

lock us in

95:10

i would be inclined to highly negotiate

95:11

for a shorter contract maybe

95:14

not maybe even another one-year contract

95:16

we have no idea what the world is going

95:17

to look like next year

95:18

[Music]

95:23

yeah well thank you the committee

95:27

thank you to the committee for doing it

95:28

again yes thank you yeah

95:31

i think just this may be a naive

95:33

question who represents the employee

95:34

what

95:35

is there a union that it's uh csea yeah

95:37

so they're

95:38

safe but it is our own

95:41

chapter it is our individual chapter

95:44

a unit yeah

95:49

okay any of the future business or

95:51

people want anything for the good of the

95:52

order

95:53

we want to raise today

95:56

i'll make a motion to adjourn if we're

95:58

ready you have to check public

96:00

participation again

96:01

okay just quick quick quick no nothing

96:04

nothing okay okay second whoever whoever

96:08

i'll second it okay great all those in

96:11

favor of a german please raise your hand

96:14

any

English (auto-generated)