

Executive Committee

June 5, 2020 | 1:00 - 2:00pm | Online

Agenda

1. Roll Call

- ✓ Ric Swierat, President (D)
- ✓ Barry Ramage, Vice President (D)
- ✓ Mark Wilson, Treasurer (C)
- ✓ Michele Ment, Secretary (P)
- ✓ Lisa Baker Brill, Member-at-Large (G)
- ✓ Rebekkah Smith Aldrich (MHLS) (Staff Liaison)
- ✓ Linda Vittone (MHLS) (Visitor)

2. Update on the MHLS Financial Outlook

- a. Rebekkah provided an update on the status of our state aid, including the news that the Governor and Division of Budget have still not finalized cuts to library aid. Rebekkah also reported on staff efforts to prepare for cuts to state aid including the status of discussions with the Directors Association, vendor negotiations, and grant writing.
- b. Due to the hiring freeze enacted to protect against the cuts Rebekkah has suspended the search for a new Administrative Associate and will not be advertising to fill the Outreach & Engagement Specialist position at this time. Michele Ment moved and Ric Swierat seconded a motion to (a) increase the salary of Casey Conlin, MHLS Library Sustainability Coordinator, by \$5,000 in acknowledgement of his appointment as our state mandated Outreach Coordinator and his work to ensure our state mandated programs are maintained in the absence of a MHLS Outreach & Engagement Specialist for the remainder of, at least, the current fiscal year; and (b) increase the salary of Kerstin Cruger, MHLS Library Sustainability Associate & Communications Specialist, by \$2,500 in acknowledgement of her increased responsibilities to take on duties formerly covered through the Administrative Associate position. The motion passed unanimously.

3. CSEA Negotiations

- a. Rebekkah provided an overview of the recommended strategy for beginning a dialog with the CSEA unit to discuss compensation and benefit adjustments. Mark Wilson moved, and Lisa Baker Brill seconded the strategy and authorized Rebekkah to proceed on behalf of the board with an initial conversation with the CSEA unit. The motion passed unanimously.

4. Valley Courier Negotiations

- a. Rebekkah provided an overview of the status of the current negotiations and research with Valley Courier. The Committee members concurred with the staffs recommended approach to balance fiscal conservation efforts with data-driven decision making about delivery volume needs.

5. MHLS Reopening Plans

- a. Rebekkah provided an overview of the status and timing of member library reopening plans.
- b. Rebekkah provided an overview on the status and timing of restarting MHLS delivery, holds, ILL, and in-person tech support visits. Rebekkah also presented a plan for the continuation of the majority of the office-

based staff to work from home through the end of the year to best facilitate social distancing as recommended by the New York State Department of Health. The committee members agreed with the current thinking behind the staffing pattern plans.

- i. Rebekkah presented a draft Reopening Safety Plan which is modeled on the New York State Business Reopening Safety Plan Template and customized for both MHLS staffing patterns and the MHLS facility. Michele Ment made a motion, seconded by Lisa Baker Brill to approve the plan and authorized Rebekkah to submit the required state affirmation to follow through with the reopening plans as presented. The motion passed unanimously.

6. Public Statement Regarding Anti-Racism

- a. The committee reviewed draft language for a public statement to stand in solidarity with the anti-racism protesters and endorsed the provided language. The committee directed Rebekkah to present the approved language to the full board for comment with a deadline for comments set for noon on Monday, June 8, 2020.