

MINUTES
REGULAR MEETING OF THE
BUFFALO & ERIE COUNTY PUBLIC LIBRARY BOARD OF TRUSTEES
October 21, 2021

The regular monthly meeting of the Board of Trustees of the Buffalo & Erie County Public Library was held on Thursday, October 21, 2021, at the Central Library and remotely via Zoom pursuant to due notice to trustees. Per Chapter 417 of the Laws of 2021, which modifies Open Meetings Law through January 15, 2022, trustees attending remotely were counted for quorum and voting. The following members were present (those designated with an asterisk (*) attended the meeting remotely):

Kathleen Berens Bucki, MLS, Chair*
Kimberly Johnson, Vice Chair
Joel C. Moore, Esq., Secretary*
Alan J. Bedenko, Esq., Treasurer*
Sheldon M. Berlow*
Lucy A. Candelario*
John D. Craik*
Carima El-Behairy
Frank Housh, Esq.
Theodore K. Johnson*
Sharon M. Kelly, Esq.
Elaine M. Panty

Chair Kathleen Berens Bucki called the meeting to order at 4:01 p.m. A call of the roll was taken. A quorum was present.

Agenda Item B – Approval/Changes to the Agenda. There were no changes to the proposed agenda.

Agenda Item C – Minutes of the Meeting of September 16, 2021. On motion by Trustee Berlow, seconded by Trustee Panty, the Minutes were unanimously approved as mailed.

Agenda Item D – Report of the Chair. Chair Bucki reported she has been keeping up on developments at the B&ECPL as well as the library director search. She reported that as of the last update from the search firm, five people had applied for the position. They expect to get more applications closer to the deadline.

Agenda Item E – Committee Reports.

Agenda Item E.1 – Executive Committee. The Executive Committee met on October 14, 2021. Copies of the written report were included in the Board packet. Chair Bucki summarized the meeting. Trustee Kelly moved to have the written report entered into the Minutes. Trustee Panty made a second, and this was approved unanimously.

Present via Zoom: Executive Committee Chair Kathleen Berens Bucki, members Sheldon Berlow and Elaine Panty, and ex-officio member Ted Johnson. Interim Library Director Jeannine Doyle, Chief Financial Officer Ken Stone, and Assistant to the Director Erin Vest were also in attendance.

Chair Bucki called the meeting to order at 4:00 p.m. A quorum was present.

The Executive Committee reviewed the proposed agenda for the October 21, 2021 B&ECPL Board of Trustees meeting.

Chair Bucki indicated she would cover developments in the library director search during the Report of the Chair. She noted she had been in contact with Bradbury Miller Associates, and according to their latest communication they had begun to receive applications for the position.

CFO Stone reviewed proposed Budget & Finance items. Resolution 2021-33 would budget NY State Aid for Library Construction funding for Phase 1 improvements at the Isaías González-Soto Branch Library. He noted the City of Buffalo had advertised for bids today, so construction could potentially begin in early 2022. Trustee Panty asked if he anticipated any issues with the bid process due to labor shortages and supply issues. CFO Stone thought there could be impacts, either with higher bids or short supply delays, but that the project should definitely be able to get underway within the required 180-day timeframe. CFO Stone also reported the B&ECPL remains within budget.

Chair Bucki stated the Search Committee had met on September 27 to finalize the library director job announcement. The announcement was subsequently posted. She will give a full report at the October meeting.

For her report, Director Doyle praised B&ECPL staff, who continue to do a great job in these unique circumstances. She noted the B&ECPL is happy with the Erie County Executive's proposed budget, and will be supporting its passage by the Legislature.

Director Doyle also reported the Association of Contracting Library Trustees held a meeting on October 2 via Zoom, which was well attended. She, CFO Stone, ADD Judy Fachko, and ADD Dorinda Darden presented at the meeting. Chair Bucki indicated she had attended on behalf of the System Board, as did Trustee John Craik.

The public had no comment.

Trustee Berlow asked about the recent communication regarding trustee training. Director Doyle explained an amendment had been made to New York State's Education Law to set a new minimum standard. All library trustees must complete two hours of training annually relating to their board duties. The new law was signed by the governor last week, but the requirement will go into effect January 1, 2023, so more information will be forthcoming. Director Doyle noted the B&ECPL already provides Continuing Education credits for librarians, and does not anticipate any issue being certified as a trainer for its own trustees.

Director Doyle reviewed New Business. She reported Library Administration and the Librarians' Association had reached a tentative agreement for 2021-2024. The Librarians' Association's membership voted to ratify the contract on October 1. The new agreement would provide for yearly salary scale increases, update some leave provisions, and make housekeeping changes to the language of the agreement. She indicated she believes the contract is fair, but she can also answer any specific questions at the meeting next week.

While it was not on the proposed agenda, Director Doyle also indicated she had begun looking into providing premium pay for employees who worked onsite during the Library's closure. The Erie County Legislature recently passed a resolution giving such pay to Erie County employees utilizing American Rescue Plan Act funding, which caused some confusion for B&ECPL employees who believed they might be included. The B&ECPL is a separate employer, and does not have ARPA funds available for such an initiative. However, the estimated cost of \$50,000 could be covered by personnel savings this year. Director Doyle indicated parameters would be set to place restrictions on eligibility, similar to Erie County's initiative. CFO Stone was not sure if budget transfers would need to be done, but recommended a resolution be drafted to indicate the Board's support of the measure. Trustee Panty indicated her support, as did Trustee Berlow.

After review, the committee had no changes for the proposed agenda.

Chair Bucki entertained a motion to enter into Executive Session at 4:29 p.m. to discuss a personnel matter. Trustee Panty moved, Trustee Berlow seconded, and approval was unanimous. All trustees on the call were invited to a breakout room; staff and public remained on the main line. At 5:20 p.m., on motion by Trustee Panty and seconded by Trustee Berlow, the Executive Committee concluded Executive Session and reconvened in public session. No action was taken in Executive Session.

With no further business to discuss, the Executive Committee meeting adjourned at 5:23 p.m. on a motion by Trustee Panty and a second by Trustee Berlow.

Agenda Item E.2 – Budget and Finance Committee.

Agenda Item E.2.a – Budget NYS Construction Aid Award – Isaías González-Soto Branch Library Improvements Phase 1. CFO Stone explained Resolution 2021-33 as presented. He noted the project is currently out to bid, and a successful walk-through meeting was held earlier in the week for potential contractors. Trustee Craik moved for approval, Trustee Candelario seconded, and the following was approved unanimously.

RESOLUTION 2021-33

WHEREAS, the Buffalo & Erie County Public Library has worked cooperatively with the City of Buffalo to undertake major improvements to the Isaías González-Soto Branch Library, with Phase 1 improvements including replacing the roof, single pane windows, and main floor flooring; updating and reorienting the circulation area and furnishings to improve accessibility and workflow; and security improvements, and

WHEREAS, to assist in funding this work, the B&ECPL Board of Trustees on September 17, 2020 adopted Resolution 2020-23, authorizing applying for 2020-21 New York State Aid for Library Construction to support the Phase 1 project, and

WHEREAS, a follow-on Phase 2 project is the subject of a 2021-22 construction aid request, authorized by the board in September via Resolution 2021-29, to assist in funding renovations for the balance of the facility, and

WHEREAS, these improvements would provide a more accessible, inviting, safe, and comfortable environment for patrons and staff, and

WHEREAS, the City of Buffalo, as part of its 2019 Bonding, issued \$423,613 in Bond Anticipation Notes to support Phase 1 work, and

WHEREAS, on September 16, 2021 the B&ECPL received notice that \$660,623 in 2020-2021 NY State Aid for Library Construction has been approved, now therefore be it

RESOLVED, that the B&ECPL Board of Trustees approves amending the Library Grants Budget to establish the Isaías González-Soto Branch Library Phase 1 grant as shown below:

Isaías González-Soto Branch Library Phase 1 Space Improvements and Rehabilitation

	Budget
Revenue:	
NYS Aid for Library Construction	\$ 660,623
Expense:	
Library Direct Expenditures (Security & Circulation)	\$ 42,000
Reimburse City of Buffalo for Construction Related Expense	<u>\$ 618,623</u>
Total Expense	\$ 660,623, and be it further

RESOLVED, that the B&ECPL Board of Trustees authorizes the use of the above proceeds to reimburse the City of Buffalo up to \$618,623 for project-related expense undertaken by the City as owner of the building..

Agenda Item E.2.b – Monthly Financial Report. The monthly financial report for the year as of August 31, 2021 month-end close was included in the Board packet as an information item. CFO Stone reported the B&ECPL remains within budget.

Agenda Item E.3 – Search Committee. The Search Committee met on September 27, 2021 and October 20, 2021. Copies of the report for the September 27 meeting were included in the Board packet; the October 20 report was distributed via email and available in print the day of the meeting. Chair Bucki summarized the meetings. She reported the job announcement had been posted, and Bradbury Miller Associates will provide an update approximately every ten days. The October 20 meeting was held mostly in executive session to discuss a personnel matter based on communications from the search firm; no action was taken.

Trustee Panty moved to have the written reports of the Search Committee meetings entered into the Minutes. Trustee K. Johnson made a second, and this was approved unanimously.

September 27, 2021

Present via Zoom: Chair Kathleen Berens Bucki and members Sheldon Berlow, Lucy Candelario, Frank Gist, Frank Housh, Kimberly Johnson, Elaine Panty, and Richard Earne. Also present were Interim Director Jeannine Doyle, Assistant Deputy Director Judy Fachko, Assistant to the Director Erin Vest, and Karen Miller and Brian Hare from Bradbury Miller Associates.

The meeting of the Search Committee began at 4:02 p.m. A quorum was present.

Chair Bucki indicated the goal of the meeting was to finalize the library director job announcement for posting. First, she brought up salary range. Based on research of comparably-sized libraries, including their recent experience with library director searches, Bradbury Miller had provided a recommended range of \$160,000 - \$190,000. Discussion ensued.

Trustee Candelario and Trustee Gist joined the meeting during this discussion, at 4:04 and 4:07 respectively.

Trustee Gist noted that the pay range would be higher than most other department heads in Erie County. Trustee Berlow countered the committee should only compare to other libraries. Trustee Earne asked if there were any restrictions on the salary range. Director Doyle noted the position is not covered by a union and not subject to a

particular pay scale. Following discussion, the majority of the committee agreed that the proposed salary range was reasonable.

The committee discussed the content of the job announcement. Trustee Earne expressed concern about including reference to the craft beer scene. Trustee Housh thought the inclusion was fine, as it could be attractive to candidates. Trustee Berlow noted a sentence about Buffalo's architectural history was added at his request, partially to balance the reference to beer. Trustee Earne asked how the hyperlinks at the bottom of the posting would be included in the posting. The committee was unsure, and expressed they would be more comfortable asking members of the search firm directly about the announcement. Karen Miller and Brian Hare from Bradbury Miller Associates were contacted to join the meeting.

Trustee Housh left the meeting during this discussion at 4:23 p.m.

While waiting for members of the firm to join the meeting, Chair Bucki made grammatical corrections to the job announcement, which were noted by Ms. Vest.

Mr. Hare joined the meeting at 4:35 p.m. Upon request, he explained that the job announcement would be posted on Bradbury Miller's website, with links to both the documents provided by the B&ECPL and the websites of the community organizations listed. The links are not included when posted to job boards; instead, a link to the page on their website is included. In regards to the reference to craft beer, he noted that he aimed to include many facets of life in Erie County in the description, and opined a craft beer scene is a good indication of an up-and-coming city.

Ms. Miller joined the meeting at 4:43. She explained the research that went into the salary range recommendation. She also provided an overview of the current job market, which is very competitive. Discussion ensued.

Trustee Johnson left the meeting at 4:51 p.m.

Trustee Panty asked how often updates would be provided by the search firm once the announcement is posted. Ms. Miller indicated they would provide updates every 10-14 days, unless there are any significant developments, which they would report right away.

The committee had no further questions for the members of the search firm, who left the meeting at 4:55 p.m.

Trustee Gist moved to approve the job announcement language as amended. Trustee Earne made a second, and this was approved unanimously. Chair Bucki requested Ms. Vest send her an updated version for final review before sending it to the search firm for posting.

With no further business, on a motion by Trustee Candelario, seconded by Trustee Gist, the Search Committee adjourned at 4:57 p.m.

October 20, 2021

Present: Chair Kathleen Berens Bucki and members Sheldon Berlow, Lucy Candelario, Carima El-Behairy, Frank Housh, Kimberly Johnson, Elaine Panty, and Richard Earne. Also present were Assistant to the Director Erin Vest and Karen Miller from Bradbury Miller Associates.

The meeting of the Search Committee began at 4:03 p.m. A quorum was present.

Chair Bucki entertained a motion to enter into Executive Session at 4:03 p.m. to discuss a personnel matter. Trustee Panty moved, Trustee Candelario seconded, and approval was unanimous. All search committee members and Karen Miller were invited to a breakout room; staff and public remained on the main line.

Ms. Miller left the meeting at 4:30 p.m. Trustee Housh joined the meeting at 4:58 p.m. and was forwarded to the Executive Session breakout room. Trustee K. Johnson left the meeting at 5:00 p.m.

At 5:31 p.m., on motion by Trustee Berlow and seconded by Trustee Candelario, the Search Committee concluded Executive Session and reconvened in public session. No action was taken in Executive Session.

With no further business, on a motion by Trustee Berlow, seconded by Trustee Panty, the Search Committee adjourned at 5:32 p.m.

Agenda Item F – Report of the Director. Director Doyle reported she had received notice of the Library’s budget hearing. It is tentatively scheduled for Monday, November 8 at 1:00 p.m. Once she gets confirmation the time is finalized, she will send out a notice to trustees. The County Executive’s proposed budget did not make any alterations to the Library’s submitted proposal, which includes a 2% overall increase. Trustee Housh commented this should be a point of institutional pride, that the B&ECPL is trusted in this budget process. Director Doyle indicated she was proud of everyone who contributed to this year’s budget; each department head put in a lot of work and consideration when making their requests.

Director Doyle also reported at the request of Trustee Berlow and several others, she had reached out to Rebecca Gandour of Buffalo Urban Development about their recently published *Ellicott Street Placemaking Strategy*. The publication included suggested changes to the library overpass, especially lighting and walkability improvements. However, the B&ECPL had not been contacted before the report was published. Director Doyle conveyed the Library would be included in conversations about the initiative going forward.

Trustee T. Johnson joined the meeting at 4:16 p.m.

The following report was submitted by the Director and transmitted to Board members prior to the meeting:

B&ECPL Monthly Report September 2021

Library Card Sign-Up Months – September and October are designated as Library Card Sign-Up Months for the Buffalo & Erie County Public Library. To promote the System-wide campaign, Library Display Artist **Dawn Stanton** and Assistant Library Display Artist **Darlene Pennachi** designed a series of READ posters featuring community members and leaders such as Buffalo Philharmonic Orchestra Music Director JoAnn Falletta and well-respected local author and retired educator Eva Doyle. Posters, bookmarks, and social media graphics have been distributed to encourage new cardholders.



READ Posters

Elaine M. Panty Branch Library Dedication Ceremony – A dedication ceremony was held at the Elaine M. Panty Branch Library on September 20 to officially rename the library in honor of longtime library advocate, supporter, and B&ECPL System Board Trustee Elaine M. Panty. Speakers included this writer, B&ECPL System Board Chair Kathleen Berens Bucki, and several elected officials, including Buffalo Common Council Member Joseph Golombek, Jr. (who recommended the name change), NYS Senator Sean Ryan, NYS Assemblyman William Conrad III, and Erie County Legislator Howard Johnson. Lynne Dixon from the Erie County Comptroller’s Office and retired Common Council Member Richard Fontana also attended, as did the local media.

Brain Sparks: Creative Fuel for the Mind – This new teen program, funded by the *Generator Z* grant administered by Lakeshore Connections with support from the Ralph C. Wilson, Jr. Foundation, had its first sessions in September. Each month features a different art medium and book; registered teens receive a box of art supplies and a book to keep. The teens then attend two sessions per month, either in-person or virtually, one to learn how to use the art supplies and one to discuss the book and create something inspired by the book. The September theme was *Doodling and Line Drawing* and featured the book *Courageous Creativity: Advice and Encouragement for the Creative Life* by Sara Zarr. The program runs through June 2022.

Banned Books Week – The Central Library and Buffalo Branch Libraries celebrated *Banned Books Week* September 26 - October 2. Programs, displays, and social media posts were centered on the theme *Books Unite Us, Censorship Divides Us*. Highlights

include a youth writing workshop, *Letters Against Censorship: Dear Banned Author*, with Just Buffalo Writing Center’s 2020 Fellow Zanaya Hussain held on September 30 in the Central Library’s Reading Park, as well as a *Wanted Poster* display at the East Clinton Branch Library that had patrons take “mugshots” with their favorite banned books.

Buffalo Mayoral Debate - A Buffalo mayoral debate was hosted in the Dr. Eva M. Doyle Auditorium at the Frank E. Merriweather, Jr. Branch Library on September 9, sponsored by the Buffalo Association of Black Journalists. Candidates democratic primary winner India Walton, incumbent Mayor Byron Brown, Benjamin Carlisle, and Jaz Miles participated in the debate.

Hispanic Doll Exhibit - The opening celebration for the *Hispanic Doll Exhibit – Celebrating Hispanic Heritage through Fashion Dolls* was held at the Isaías González-Soto Branch Library on September 22. Branch Manager **Caroline Kennon**, Assistant Deputy Director **Dorinda Darden**, Doll Collector Lisa Jacobs-Watson, Hispanic Heritage Council Vice President Maritza Vega, and Buffalo City Court Judge Betty Calvo Torres spoke at the event, which was also livestreamed. The exhibit is on display through November 29.

Reentry Program Graduation - Information Services and Outreach Librarian **Andrew Maines** participated in the graduation ceremony for 10 students of It Takes a Village Action Organization’s *Reentry Program* held at the Central Library on September 30. Graduates received certificates of achievement from Mayor Byron W. Brown, NYS Assembly Member Crystal Peoples-Stokes, NYS Senator Timothy Kennedy, and Erie County Legislator April N.M. Baskin. The *Reentry Program* focuses on improving the lives of and providing job opportunities for at-risk populations. Five graduates have found employment with area non-profits and labor unions through this program. Students, instructors, and family attended the celebration, which also included drumming from the Phenomenal Ladies of Rhythm.

Our Family’s Story - The two-part *Our Family’s Story* program was presented at the Leroy R. Coles, Jr. Branch Library in September as part of the *Reading is Grand! Celebrating Grand-Families, Telling Our Stories @ Your Library* grant sponsored by the Black Caucus of the American Library Association with additional funding courtesy of Alpha Phi Alpha, Rho Lambda Chapter. On September 11, families were invited to listen to a storytime conducted by Children’s Services and Outreach Librarian **Judith Slawinski**, take pictures with instant cameras, and decorate picture frames.

1. Public Services

In Library Group Programs:

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Children (age 5 and under)	54	368	591	6,001
Children (age 6-12)	41	435	278	5,514
Teens	30	210	148	1,947
Intergenerational	45	291	1,669	6,856

Adults (excludes Technology)	85	413	1,138	3,874
TOTAL In Library Group	255	1,717	3,824	24,192

Patron Self-Directed Programs (i.e. Craft Tables and *Take and Makes*):

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Children (age 5 and under)	1,239	12,331	1,239	12,331
Children (age 6-12)	1,216	16,245	1,216	16,245
Teens	81	493	81	493
Intergenerational	1,551	21,963	1,551	21,963
Adults (excludes Technology)	300	2,390	300	2,390
TOTAL Passive Programs	4,387	53,422	4,387	53,422

In Library One-on-One Programs*:

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Children (age 5 and under)	105	609	105	609
Children (age 6-12)	12	374	12	374
Teens	115	755	115	755
Intergenerational	28	170	28	171
Adults (excludes Technology)	123	654	123	666
TOTAL In Library One-on-One	383	2,562	383	2,575

*Does not include virtual one-on-ones.

Adult Technology Programs*:

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Training Lab or Library Desktop PCs	7	38	14	204
System or Library-owned Cyber Train	0	0	0	0
One on One	63	331	66	342
TOTAL Adult Technology	70	369	80	546

*Does not include virtual adult technology programs.

Outreach (Out of Library):

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Children (age 5 and under)	4	36	63	770
Children (age 6-12)	1	48	30	2,939
Teens	0	6	0	120
Intergenerational	11	87	571	5,794
Adults (excludes Technology)	3	13	63	463
TOTAL Outreach	19	190	727	10,086

Live Virtual Programs:

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Children (age 5 and under)	1	128	6	3,353
Children (age 6-12)	1	47	6	2,295
Teens	7	133	47	963

Intergenerational	7	121	807	7,938
Adults	27	499	140	5,657
TOTAL Live Virtual	43	928	1,006	20,206

Virtual Recordings of Program Content:

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Children (age 5 and under)	17	372	347	13,463
Children (age 6-12)	4	221	238	7,018
Teens	0	2	0	12
Intergenerational	18	325	1,944	27,871
Adults	25	278	643	7,734
TOTAL Virtual Recordings	64	1,198	3,172	56,098

***B is for Book* Programming:**

	Number of Programs		Number of Attendees	
	Month	YTD	Month	YTD
Children's Services	0	14	0	162
Adult Services	13	16	148	172
Launch Pad/TechKnow Lab	0	0	0	0
Development/Communications	1	4	4	282
Grosvenor Room	0	3	0	17
TOTAL <i>B is for Book</i>	14	37	152	633

***B is for Book* Exhibit:**

	Number of Visitors		
	Month	YTD	From Opening (9/2020 to Present)
Non Tour-Related	1,482	13,078	21,882
Tour/Program	152	633	677
TOTAL <i>B is for Book</i>	1,634	13,707	22,559

Doors Open Buffalo - The Central Library participated in *Doors Open Buffalo* presented by Explore Buffalo on September 25. This free event provided the public access to the interiors of downtown Buffalo's most significant buildings. Explore Buffalo used the Reading Park to sign in and pass out maps to the thousands of residents signed up for the walking tour of downtown. Information Services and Outreach Manager **Daniel Caufield** and Librarians **Sandra Courtney** and **Shanley Olszowy** conducted tours of the Central Library for over 100 visitors throughout the day.

Erie County Department of Social Services Job Fair - The job fair was held at the Central Library on September 30. **Daniel Caufield** and Information Services and Outreach Librarian **Jacob Rachwal** welcomed Erie County personnel and attendees, answering questions and finding Civil Service test guides for many of the participants. In addition, the Erie County Department of Health provided COVID-19 vaccinations to attendees.

Familia Fun Day - In celebration of *Hispanic Heritage Month*, Children's Services and Outreach Librarian **Susan Buttaccio** presented bilingual stories and songs at the *Familia Fun Day* at the Martin House on September 19.

Genlightenment -- Genealogy Specialist **Rhonda Hoffman** began a bimonthly series of mini-genealogy lectures titled *Genlightenment*. This series will run until December and will cover a multitude of topics including the Erie County Poorhouse Records, the Library's Digital Collections, and Scrapbook Collections. The first topic in the series was *City Directory Substitutes: Voter Registration Records, County Directories and More*.

Guitar Initiative - The Hispanic Heritage Council relaunched its *Guitar Initiative* at the Isaías González-Soto Branch Library on September 27. Free music classes for ages 12-14 are provided at the library three times per week throughout the school year, with instruments supplied.

Solopreneur Business Series - **Sandra Courtney** launched the *Solopreneur Business Series* on September 9 with the first session, *How to Validate Your Business Idea*, featuring guest speaker Dr. Susan McCartney, Director of the Small Business Development Center at SUNY Buffalo State College. The series will feature monthly topics with notable speakers, recommendations for magazine articles, and an overview of B&ECP's digital resources; classes will be offered virtually as a live Facebook event as well as on demand after the event.

Other Programming Highlights:

Central Library

- In-Person Programs: *Cultivate Cinema Circle Classic Movies Series; Magic Air Dry Clay Craft; Pop-Up Fall Color Collage Craft; Stitch Circle; Teen Anime/Manga Club*
- Virtual Programs: *Bilingual Storytime; Book A Technology Trainer; Checkers Library TV - The Reading Road Trip; Full Steam Ahead - Dinosaurs, 3D Printing, Fruits and Vegetables; Easy Erie County Places: Asian Food & Culture Festival at Canalside, Fry Day Fishing Program at Chestnut Ridge Park; Grow with Google: Ace Your Next Job Interview, Nail Your Job Search; How to Prepare for Your First Small Business Website; Reader's Quest Book Group*
- In-Person/Virtual Programs: *Book a Librarian; Computer Basics; Managing Files and Folders; Introduction to Word; Digital Photo Editing; Podcasting; Taking Videos with a Phone; Downloadables with Libby and Freegal; Teen Advisory Group Meeting*
- Outreach: *Finding Customers for Your Small Business with Resources from the Library* presented at the West Side Community Center; *New England Town Records and Histories* presented for the Fenton History Center's Genealogy Support Group; Schiller Park Senior Center Technology Fair

Buffalo Branch Libraries

- In-Person Programs: *Arabic Storytime; Drop-In Storytime; Pumpkin Patch with Dave Jeffers Magic; Storytime at the Isaías González-Soto Branch Library; Saturdays are Back! Open House; Open House Storytime with Mr. Paul!; Technology One-on-One Training; Thursday Crafternoons: Yarn Paintings, Hojalata!*
- Virtual Program: *Teen Manga Club*

Library on Wheels Bookmobile

- New regular stops include the Falk School in Kenmore, Primary Hall Preparatory Charter School, Buffalo Hearing and Speech Rosewood School, West Buffalo Charter School, and a return to Ebenezer Square Apartments in West Seneca and Sardinia Town Hall.
- Special stops included Bidwell Parkway in the Elmwood Village, BPS #54 Dr. George E. Blackman School of Excellence, Westminster Community Charter School, Kenmore Farmers Market, Rotary Club of Buffalo Duck Derby at Canalside, Michigan Street Corridor Archeological Day, and Akron Farmers Market.

2. Collection Development

Physical Collections:

	Item Adds		Title Adds		Collection Size
	Month	YTD	Month	YTD	
Juvenile Print	2,624	25,192	264	2,525	544,098
Young Adult Print	638	6,831	110	1,196	78,924
Adult Print	3,701	33,817	721	6,125	1,807,217
Media	3,201	27,903	264	3,145	568,594
Other*	2,051	20,236	18	386	175,659
Subtotal	12,215	113,979	1,377	13,377	3,174,492

*Includes magazines, generic copies, and other

Electronic Collections:

	Item Adds		Title Adds		Collection Size*
	Month	YTD	Month	YTD	
eBooks	1,569	16,653	1,034	11,054	84,779**
Music (Freegal)	N/A	N/A	N/A	N/A	Unlimited SONY Library
eAudiobooks	2,499	14,057	269	2,458	31,323
eVideos	0	0	0	0	200
Subtotal	4,068	30,710	1,303	13,512	116,302

*Electronic collection size calculation modified Oct. 2021 to reflect changes in digital licensing models.

**Includes 428 EBL titles.

All Collections:

	Item Adds		Title Adds		Collection Size
	Month	YTD	Month	YTD	
Total	16,283	144,689	2,680	26,889	3,290,794

Purchase Suggestions:

	Received	% Owned*	Unique Titles	% Ordered
Patron Initiated	635	5.2	632	65.4
Staff Initiated	29	0.0	29	86.2

*Items in system or on-order at time of suggestion.

3. Funding/Fundraising

Funding:

NYS Aid for Library Construction – Four libraries submitted requests for funding that were reviewed by the System Board at its September meeting. Applications have been submitted to the New York State Library. Total funding allocated for this cycle was \$1,558,509; recommended funding and a brief description of the requests are below:

Library	Total Project Cost	Aid Request	Recommended Award
Isaías González-Soto Branch, Buffalo Library Restoration Phase 2	\$1,536,866	\$1,152,650	\$ 866,749
Central Library, Buffalo Roof, Switchgear and Chimney Restoration	\$ 904,490	\$ 678,368	\$ 510,458
Newstead Public Library HVAC Replacement	\$ 45,000	\$ 33,750	\$ 33,750
Town of Collins Public Library Replace Roof & Interior LED Conversion	<u>\$ 197,136</u>	<u>\$ 147,852</u>	<u>\$ 147,852</u>
TOTALS:	\$2,683,492	\$2,012,620	\$1,558,509

Recommended projects will undergo detailed review by the New York State Library, Division of Library Development and the Dormitory Authority of the State of New York (DASNY). This process can take many months, with awards anticipated by summer to early fall 2022.

Fundraising:

Campaign Name	Campaign Dates	Raised to Date
Annual Appeal Total	January 1- September 30, 2021	\$188,273.06

Bucks for Books – The annual *Bucks for Books* donation appeal letters were sent to 1,000 patrons who have donated to the campaign in the past.

Shop 716 – The Library’s Online Store is again a participating merchant in Shop 716, an Erie County initiative to encourage support of local restaurants, retailers, and attractions. Information and gift cards can be found at amherst.org/shop716/.

4. Facilities

Outreach Van – Mobiles Services and Buffalo Branches Manager **Samantha Purpora** worked with **Dawn Stanton** to design a wrap for the new outreach van, which has been named Library2GO. The customization of the vehicle is estimated to be complete by January 2022.

Crane Construction – The Crane Branch Library temporarily closed on August 18 due to intensified construction activity and was expected to reopen in mid-October. However, it will now reopen on November 1.



Crane Branch Library under construction

5. Staff Development

	Number of Program Attendees		Number of Programs Presented	
	Month	YTD	Month	YTD
Staff	150	2,602	2	36

Staff Training Offered/Attended – *Libby Training* (presented by B&ECPL); *Remote Printing Training* (presented by B&ECPL).

Conferences Attended – *National Small Business Week Conference* (presented by SBA); *NYSPELRA Conference* (presented by NYSPELRA).

Webinars Viewed – **49 webinars, including** *Family Homelessness and Libraries* (presented by Niche Academy); *How We Communicate Matters* (presented by Buffalo Niagara Partnership); *Look First: Creating Exceptional Patron Experiences* (presented by WebJunction); *Social Media Analytics for Libraries* (presented by Tech-Talk); *You Can Do I.T.! Empower Library Staff with Basic Tech Management Skills* (presented by TechSoup).

Other – *WNYLRC Annual Membership Meeting* (presented by WNYLRC).

6. Communications//Media Coverage/Media Releases/Social Media

Media:

Type of Communication	Topic	Air Date/Publish Date
Media Release	Central Library Displays Audubon Folio - Viviparous Quadrupeds of North America	Sent to media on September 8

Media Event at the Isaías González-Soto Branch Library	NYS Senator Sean Ryan announces library construction aid	Spectrum News, September 18/19 WBFO Radio, September 19
Media Event at the Elaine M. Panty Branch Library	Name dedication ceremony in honor of Elaine M. Panty	WKBW TV Channel 7, Spectrum News, Channel 4, Riverrock Times, September 20
Media Event at the Isaías González-Soto Branch Library	Hispanic Doll exhibit opening	WGRZ TV Channel 2, September 22
Media Interview with ADD Joy Testa Cinquino	Books for Kids program	WGRZ TV Channel 2, taped on September 28
Media Interview with ADD Dorinda Darden	Banned Book Week in Libraries	West Seneca Bee, September 30
Media and Video Release	Books for Kids Donation Drive	WYRK and WBLK radio, The Buffalo News, WGRZ TV 2 Channel 2, September 30

Social Media:

	Staff Activity		Public Activity		Followers	
	Month	YTD	Month	YTD	Month (New)	Total
Facebook	114	1,263	3,495	26,808	78	10,464
Flickr	26	279	8,003	82,353	1	57
Google Ads ¹	N/A	N/A	2,814	27,428	N/A	N/A
Instagram	35	383	5,581	96,637	20	3,702
Pinterest	51	421	442	3,997	1	2,192
Podcast ²	3	31	N/A	N/A	N/A	N/A
TikTok	4	21	294	2,201	27	191
Twitter	69	706	564	9,794	14	10,767
YouTube	12	88	2,175	12,415	8	323
Total	314	3,192	23,368	261,633	149	27,696

¹Google Ads is provided to the Library through a grant. Monthly activity based on public clicks and verified calls from the Library's online advertisement.

²Podcast public activity measurement cannot be tracked accurately because it is available through multiple applications.

7. Partnerships

Buffalo Presidential Center - Children's Services and Outreach Librarians **Erin Burke, Susan Buttaccio, Judith Slawinski, and Kelly Woods** toured the Buffalo Presidential Center on September 23. They learned about Buffalo's presidential history and discussed potential future collaborations with the Buffalo Presidential Center.

Chinese Club of Western New York - Information Services and Outreach Librarian **Kuniko Simon** met virtually on September 2 with Laura Kang from the Chinese Club of Western New York to discuss a way to promote their recent book donations to the Audubon, Central, and Clarence Libraries.

Collaborative Summer Library Program – Children’s Services and Outreach Manager **Kristi Dougherty** attended a virtual CSLP Membership Input Session on September 14 to provide feedback on their website, manual, and products in their online store.

Erie 1 BOCES – The Erie 1 BOCES School Library System held their *Communication Coordinator Meeting* for school library media specialists at the Leroy R. Coles, Jr. Branch Library on September 28 during closed hours. **Samantha Purpora**, Branch Manager **Elizabeth (Libby) Stengel**, **Kristi Dougherty**, and Collection Development Manager **Kelly Donovan** attended parts of the meeting. **Libby** provided a tour of the library and promoted the *Digital Telehealth Initiative*, **Kristi** provided an update on B&ECPL System information, and **Kelly** discussed *OverDrive’s Public Library Connect Program*.

Every Person Influences Children – **Susan Buttaccio** filmed a craft segment, which will be presented by EPIC to participants of Explore & More - The Ralph C. Wilson, Jr. Children’s Museum’s *Not-So Scary Spooktacular Halloween* event on October 30.

Just Buffalo Literacy Center - The Reading Park hosted the first two of four events to be presented this fall with support from a New York State Council on the Arts grant. In addition to the *Banned Books Week* program detailed above, a *Just Buffalo Open Mic* program on September 23 featured original poetry, short stories, and musical presentations by members of the Just Buffalo Writing Center.

Western New York Genealogical Society -- **Rhonda Hoffman** wrote an article called “Western New York City Directory Substitutes” for the December issue of Western New York Genealogical Society’s *JOURNAL*. The article features county directories, county atlases, telephone books, and voter registration records.

Meetings – B&ECPL staff also met with representatives of the following organizations:

- Buffalo Astronomical Association
- Kaisertown Friends Association
- New York Zero-to-Three Erie County Infancy Leadership Circle
- Say Yes Buffalo
- WNYLRC Committees
- Youth Services Consultants in New York’s Public Library Systems

Other – The auditorium, meeting rooms, and information tables at Buffalo Branches were used throughout the month by various community groups and organizations including: African Consciousness Workshop, Amazon, African Infusion Taskforce, Buffalo Association of Black Journalists, Buffalo Democratic Socialists of America, Buffalo Olmsted Parks Conservancy, Buffalo Public Schools, Child Health & Behavioral Lab at UB, Congregation of Israel Cultural Center, Hazelwood-Easton Block Club, Help For Bangladesh Community, HUNT Mortgage, Iota Eta Eta of Chi Eta Phi Sorority Inc., Literacy Buffalo Niagara, Mental Health Peer Connection, Nazarene Messianic Party, New York State Department of Corrections and

Community Supervision, No Name NA Group, NY Project Help, Old First Ward Community Association, Project Mona’s House, Restoration Society Inc., SNAP-ED, South Park High School Alumni Association, Substitutes United, and the VA WNY Healthcare System.

8. Planning for the Future

Digital Telehealth Initiative - Libby Stengel along with Olivia Helfer and Heidi Ziemer from Western New York Library Resources Council will offer an invitation only Open House to promote the *Digital Telehealth Initiative* at the Leroy R. Coles, Jr. Branch Library on October 5. They will promote the telehealth booth to healthcare providers and other potential community partners; any appointments made by the healthcare providers in October will serve as tests to allow for evaluation for the future opening to the public projected for this winter.

9. Director Activities

**LIST of MEETINGS and EVENTS
ATTENDED by INTERIM DIRECTOR
September 2021**

DATE	MEETING / EVENT
September 1, 2021	Meeting - Maureen McLaughlin & Steve Hovey
September 1, 2021	Meeting - Ken Stone
September 1, 2021	Conference Call - Forseti Protection Group
September 2, 2021	Meeting - Administrative Team
September 2, 2021	Virtual Meeting - City of Buffalo Capital Improvements Program
September 2, 2021	Meeting - B&ECPL Board of Trustees Search Committee
September 3, 2021	Meeting - Cheryl Kwiatkowski
September 3, 2021	Meeting - Maureen McLaughlin
September 3, 2021	Meeting - Meg Cheman
September 7, 2021	Webinar - Bond, Schoeneck & King Weekly Update
September 8, 2021	Virtual Meeting - Labor Management Healthcare Fund Board
September 8, 2021	Virtual Meeting - Managers & Directors
September 8, 2021	Meeting - Dorinda Darden
September 9, 2021	Meeting - Joy Testa Cinquino
September 9, 2021	Meeting - Chief Scott Joslyn, Erie County Sheriff's Office
September 9, 2021	Virtual Meeting - B&ECPL Board of Trustees Executive Committee
September 9, 2021	Conference Call - Meghan Soderholm
September 10, 2021	Meeting - Cheryl Kwiatkowski
September 10, 2021	Meeting - Maureen McLaughlin
September 13, 2021	Virtual Meeting - Librarians' Association
September 13, 2021	Meeting - Administrative Team
September 13, 2021	Meeting - Erin Vest
September 14, 2021	Meeting - Judy Fachko
September 14, 2021	Meeting - Maureen McLaughlin & Steve Hovey
September 14, 2021	Webinar - Bond, Schoeneck & King Weekly Update
September 14, 2021	Virtual Meeting - PULISDO

Minutes of the Board of Trustees

Page 19

September 15, 2021	Conference Call - Mary Jean Jakubowski
September 15, 2021	Meeting - Forseti Protection Group
September 15, 2021	Event - Hispanic Heritage Month Kick-Off
September 15, 2021	Meeting - Dorinda Darden
September 16, 2021	Conference Call - Judy Fachko
September 16, 2021	Virtual Meeting - PULISDO/DLD
September 16, 2021	Meeting - Joy Testa Cinquino
September 16, 2021	Meeting - B&ECPL Board of Trustees
September 17, 2021	Meeting - Cheryl Kwiatkowski
September 17, 2021	Virtual Meeting - Bradbury Miller Associates
September 17, 2021	Event - NYS Senator Sean Ryan Announcement at Isaías González-Soto Branch Library
September 20, 2021	Meeting - WNYLRC
September 20, 2021	Meeting - Erin Vest
September 20, 2021	Virtual Meeting - NYSL/PULISDO Reopening Committee
September 20, 2021	Event - Elaine M. Panty Branch Library Dedication
September 20, 2021	Conference Call - Dick Earne
September 20, 2021	Virtual Meeting- ACT Board
September 21, 2021	Meeting - Judy Fachko
September 21, 2021	Meeting - Maureen McLaughlin & Steve Hovey
September 21, 2021	Virtual Meeting - NYALS
September 21, 2021	Virtual Meeting - NYLA Civil Service Committee
September 21, 2021	Webinar - Bond, Schoeneck & King Weekly Update
September 21, 2021	Meeting - Meg Cheman
September 22, 2021	Virtual Meeting - LMHF/Lawley Insurance
September 22, 2021	Meeting - Dorinda Darden
September 23, 2021	Meeting - Administrative Team
September 23, 2021	Meeting - Joy Testa Cinquino
September 24, 2021	Meeting - Cheryl Kwiatkowski
September 24, 2021	Meeting - Maureen McLaughlin
September 24, 2021	Meeting - Jennifer Childs
September 24, 2021	Meeting - Literacy Buffalo Niagara
September 24, 2021	Meeting - Maureen Germaine
September 24, 2021	Virtual Meeting - AFSCME
September 24, 2021	Meeting - Erin Vest
September 24, 2021	Virtual Meeting - B&ECPL Board of Trustees Search Committee
September 28, 2021	Meeting - Judy Fachko
September 28, 2021	Meeting - Maureen McLaughlin & Steve Hovey
September 28, 2021	Webinar - Bond, Schoeneck & King Weekly Update
September 28, 2021	Conference Call - Dick Earne
September 29, 2021	Training - NYSPELRA Conference
September 30, 2021	Training - NYSPELRA Conference

Appendix Contracting Member Library Activity Reports

Eden Library – submitted by Donna-Jo Webster, Director

Highlights of events and activities at the Eden Library:

Fundraisers - Folks in and around town seem eager to get back to “normal” and we’re thankful that “normal” includes enthusiastic support for our library! Our Friends group and our Board of Trustees partnered to present two well-received fundraisers for the library during September: a scrumptious drive through Weidner’s chicken-and-rib combo dinner on September 2 and a long-awaited book sale (our first in two years!) September 22-25. We’re happy to report that the dinners sold out in just an hour-and-a-half (!) and the book sale netted the library over \$1,200, even at 25¢ and 50¢ per item (!!).

Upcoming Events - October brings a number of long awaited in-person events back to the library. We’re hosting two author talks this month (newcomer Dennis M. Adams on the 6th and veteran crime writer Lissa Marie Redmond on the 27th) and the ever-popular Pumpkin Patch event for families on the 18th. Imagine the fun and excitement of seeing several dozen little kids experiencing a live-animal petting zoo, a magic show, a scarecrow making demo, and the thrill of the hunt for their very own pumpkin, all at the local library!

Veterans Display - Staff members are brainstorming and reaching out to our patrons and community to put together a month-long photo display honoring local veterans. Similar to Eden’s “Hometown Heroes” banners that decorate town streets from Memorial Day to Labor Day (but on a smaller scale), we hope the display will convey our unending gratitude to our brave military men and women!

Grand Island Memorial Library – submitted by Bridgette Heintz, Director

Highlights of events and activities at the Grand Island Memorial Library:

Summer 2021 Programs:

- Summer Kickoff with Benjamin Berry (24 in attendance) – Benjamin presented his *Circus for All* program outside under our tent, which was partially purchased with funds from the B&ECPL’s Program Equipment and Facility Improvement Initiative. Families were able to enjoy circus arts such as juggling, plate spinning, and hula hoops.
- Adult Book Club (3 sessions, 30 in attendance) – Summer titles included *The Last Flight* by Julie Clark, *Pachinko* by Min Jin Lee, and *Sing, Unburied, Sing* by Jesmin Ward.
- All Ages Story Time (5 sessions, 93 in attendance) – Children (ages 5 and under) and caregivers enjoyed stories, songs, and crafts on Wednesdays during the summer.

- Fitness Fun Preschool Story Times (10 sessions, 135 in attendance) – In collaboration with the Grand Island Recreation Department’s Fitness Fun summer camp, story times were held in the library’s meeting room two times per week in June and July.
- SPCA Read to a Dog (5 sessions, 58 in attendance) – Children were able to sign up for a 20-minute session to read to an SPCA-certified therapy dog each Friday.
- Battle of the Books – Grand Island placed 4th in this year’s competition. We had one team of eight participants.
- Kidding Around Yoga (4 sessions, 26 in attendance) – Donna Baia of Kidding Around Yoga provided weekly yoga sessions mid-July to mid-August for families outside under our tent.
- Orange Poppy Art Studio (4 sessions, 37 in attendance) – The ladies from Orange Poppy Art Studio ran a 4-week art class for middle-schoolers.
- Scavenger Hunts (3 hunts, 300 participants) – Each month, Youth Services Librarian **Carly Spatar** ran a themed scavenger hunt in our children’s area. Participants received a small prize for completion. June was an outdoor scavenger hunt with a nature focus and July and August were two separate Library Bingo hunts that encouraged children to look for certain types of books and other items in the children’s area.
- Take and Makes (3 crafts, 286 participants) – There was also a themed take and make craft each month. In June, it was a paper plate rainbow, July was a pinecone pig, and August was a fork lion.
- Guessing Jar (3 jars, 124 participants) – Each month there was a guessing jar for the kids. The winner got to pick out a free book from the Friends of the Grand Island Memorial Library’s bookstore.
- End of Summer Celebration Art Truck/Ice Cream Social (25 in attendance) – The Albright Knox Art Truck visited and the Friends ran a socially distant ice cream social out under our tent.
- Bike Raffle (265 entries, 1,325 books read) – A 20” bike, 16” bike, and an inflatable ball pit were raffled off at the End of Summer Celebration. Children had to read five books to put in a ticket.
- Friends of the Grand Island Memorial Library Donated Book Sale – The sale ran during the End of Summer Celebration. The Friends made \$1,476 to benefit our library.

Agenda Item G – Report of the Association of Contracting Library Trustees (ACT)/Contracting Library Trustee Report. Director Doyle reported there was an ACT Meeting on October 2, which was well attended. She brought up the new law that will require annual library trustee training beginning in 2023, noting the ACT Workshop could count as that training. There are also plans to create an online training archive. More information will be forthcoming.

Agenda Item H – Public Comment. There was no public comment.

Agenda Item I – Unfinished Business. Trustee Kelly reminded trustees to make their annual donation to the B&ECPL. She will be sending letters to those trustees who have not yet done so for 2021. The goal is to have 100% trustee participation, regardless of amount, to demonstrate that the Board is fully supportive of the Library. Trustee Craik asked if a formal commitment to making a donation should be included as part of new trustee orientation. Trustee Housh felt it might be counterproductive to make it a rule. Trustee T. Johnson noted he appreciates the reminders.

Agenda Item J – New Business.

Agenda Item J.1 – Librarians’ Association Contract. Director Doyle explained Resolution 2021-34 as written. She remarked the contract was fair and acknowledged the hard work done by B&ECPL librarians. She noted this contract did not include adjustments to health insurance contributions, as adequate cost savings were achieved during previous negotiations. Trustee Kelly noted a typo that created lack of clarity regarding the expiration of the previous contract. Director Doyle confirmed the previous contract expired December 31, 2020 and the new contract would be retroactive to January 1, 2021. Trustee Panty moved for approval of the resolution as amended to fix the typo, Trustee Housh seconded, and the following was approved unanimously.

RESOLUTION 2021-34

WHEREAS, the Board of Trustees of the Buffalo & Erie County Public Library has statutory authority to manage its budget and has sole authority to negotiate fair settlement of labor agreements with its employees, and

WHEREAS, librarians employed by the Buffalo & Erie County Public Library are represented by the Librarians’ Association of the Buffalo & Erie County Public Library, and

WHEREAS, the current labor agreement between the Buffalo & Erie County Public Library and the Librarians’ Association expired December 31, 2020, and

WHEREAS, representatives of the Buffalo & Erie County Public Library and the Librarians’ Association have negotiated the terms of a successor agreement for the years 2021 through 2024, and

WHEREAS, the Board of Trustees and Library Administration have consistently expressed a need to achieve sustainability in the future while ensuring the level of service which our patrons demand and recognize the hard work and dedication of our employees who provide such service, and

WHEREAS, the tentative Agreement includes salary increases for librarians effective January 1, 2021, January 1, 2022, January 1, 2023, and January 1, 2024, and

WHEREAS, the tentative Agreement provides for changes to several provisions relating to employee leave and hours of work; and

WHEREAS, the members of the Librarians' Association ratified the tentative Agreement on October 1, 2021, and

WHEREAS, the Board of Trustees has been briefed on the Agreement, now therefore be it

RESOLVED, that the Board of Trustees of the Buffalo & Erie County Public Library endorses the Agreement under the terms and conditions discussed and authorizes the Library Director and/or her designee to execute the Agreement.

Agenda Item J.2 – COVID-19 Premium Pay. Director Doyle explained Resolution 2021-35 as written. She noted the estimated cost has been adjusted since the resolution was distributed, to \$86,000. This number is higher than initially anticipated because in the final week of the closure, more library staff worked onsite to provide curbside and walk-up service. There is still adequate savings to cover this one-time cost in the current year's budget. She felt this would demonstrate how the B&ECPL values its employees and appreciates the essential work done during a period of great uncertainty. Trustee Bedenko moved to approve the resolution as amended to include the updated amount, Trustee Craik seconded, and the following was approved unanimously.

RESOLUTION 2021-35

WHEREAS, on March 7, 2020, the Governor of the State of New York issued Executive Order 202 declaring a state of emergency related to the COVID-19 pandemic and the need for containment, and

WHEREAS, as a result of the underlying state of emergency, on March 16, 2020, the Executive Committee of the Board of Trustees of the Buffalo & Erie County Public Library voted to close the Central Library and Buffalo Branch Libraries to the public effective March 17, 2020 through March 31, 2020, and

WHEREAS, the libraries that contract with the Buffalo & Erie County Public Library System, known as Contracting Libraries, followed suit, and

WHEREAS, after March 17, 2020 the Governor issued additional Executive Orders requiring non-essential staff to work remotely when possible and reducing the presence of non-essential staff in workplaces by 100% with certain exceptions, and

WHEREAS, many libraries within the B&ECPL System reopened their doors to the public on or about June 8, 2020 and staff returned to work onsite, and

WHEREAS, despite closure of library buildings, a number of staff members reported onsite as necessary to perform functions designated as essential for continued operations, and

WHEREAS, the B&ECPL achieved cost savings in 2020 due in part to the reduction in staffing levels related to reduced patron use of library facilities during the pandemic and is on track to end 2021 with a surplus in the personnel budget, and

WHEREAS, Erie County Executive Mark Poloncarz and the Erie County Legislature resolved to utilize American Rescue Plan Act funds to provide Erie County employees premium pay at a rate of \$5.00 per hour for those employees working onsite during the County's closure due to the COVID-19 pandemic, and

WHEREAS, Senior Library Administration recommends the same premium pay for similarly affected B&ECPL employees with an estimated salary/wage cost of \$86,000, now therefore be it

RESOLVED, that the B&ECPL Board of Trustees authorizes premium pay to B&ECPL employees who worked onsite at the Central Library, Buffalo Branch, and Contracting Library facilities from March 17, 2020 to June 8, 2020 at a rate of \$5.00 per hour for each hour worked on site as determined by the Assistant Deputy Director of Human Resources, and be it further

RESOLVED, that this shall not apply to members of Senior Library Administration (Assistant Deputy Directors, Deputy Directors, or Interim Director) or to any employees who have left B&ECPL employment prior to the date of this resolution, and be it finally

RESOLVED, that the funding for this premium pay is available from the personnel budget savings for 2020 and anticipated for 2021, and the B&ECPL authorizes the Library Director or her designee to implement budget transfers within the personnel budget lines as necessary to effectuate the premium payment.

There being no further business, on a motion by Trustee T. Johnson with a second by Trustee K. Johnson, the meeting was adjourned at 4:37 p.m.

Respectfully submitted,

Joel Moore
Secretary