

00:57
call to order
00:58
um the monday august 9th 2021
01:02
uh board trustees meeting with the first
01:05
order of business being a public
01:07
participation
01:08
first can everyone hear me okay speak
01:10
louder today hopefully
01:12
um any public participation hey
01:21
none none anything electronic means or
01:25
chats or anything
01:26
uh no okay okay then we're gonna review
01:30
previous meeting minutes
01:32
it could take a couple of seconds to
01:34
look at the
01:35
previous meeting minutes
01:44
looks like michelle for stepping in for
01:46
me too while i was
01:47
vacationing so glad that you're back
02:03
okay i'll take a motion on the meeting
02:17
um i think at the very end right before
02:20
the board
02:28
[Music]
02:33
i'm all kinds of recording board part of
02:36
discussion something about here
02:37
so i oh um i'm trying to
02:41
there was some place where i talked
02:42
about i said something about
02:44
transparency and it seemed a little
02:47
vague to me but uh i think i was saying
02:50
that
02:51
if there was any kind of personnel
02:53
issues perhaps that had to be um
02:56
related to the long-range plan some of
02:59
that may have to be in an executive
03:00
session i think that's what i meant but
03:02
that's the only thing
03:10
[Music]
03:12

back and forth
03:28
[Music]
03:37
okay moving into the next order of
03:39
business is the uh
03:41
plans report pages 10 16.
03:44
okay um could you turn your attention to
03:47
the the
03:48
one-page handout because that's the
03:50
corrected revenue and expense report
03:54
sorry about the
03:55
[Music]
03:58
couple of errors and the one that was
03:59
posted but between vacations
04:02
we had a little trouble getting
04:03
everything coordinated
04:05
um so we're i mean one month into the
04:08
fiscal year there's
04:09
obviously not a huge amount of activity
04:11
but
04:12
things look pretty normal i do want to
04:14
mention that
04:17
salaries are a little bit under budget
04:20
and i think it's a combination of
04:24
some open positions and the new rates
04:27
not taking effect until
04:30
partway towards the end of the the
04:33
second pay in
04:34
the month of july the new rates will be
04:37
fully in effect
04:38
um beginning in august and we'll start
04:41
to see that
04:42
as we move forward we do
04:45
have some more expenses in july than we
04:49
did last year for
04:51
probably somewhat obvious reasons
04:52
because
04:55
we are buying some library materials
04:57
which we did in july

04:59
and we also had
05:02
some expenses related to the accounting
05:05
the fee for our accounting service and
05:07
we paid a portion of the
05:09
uhlan fees which last year didn't take
05:12
place until later in the year that
05:14
looks a little different when you
05:16
compare you know
05:18
july of this year to july of last year
05:22
but other than that everything's you
05:24
know pretty pretty standard
05:25
pretty straightforward
05:31
i don't know if anybody has any
05:33
questions on the report or anything else
05:35
that they'd like to go over on the fines
05:41
yeah the only revenue that we've seen
05:44
obviously in july are
05:45
fines and fees and some of that is from
05:48
the prior year that was held over
05:52
and not deposited until until july
05:58
but i would say for the month it seemed
06:03
a little bit less that's kind of what
06:06
you're asking
06:07
hey how's the startup going on this line
06:09
actually you know how how's that
06:11
going okay well it's probably related to
06:13
the
06:14
actual amount of circuit physical
06:16
circulation which is down
06:17
so you'd expect lines to be down right
06:19
probably wrong
06:20
okay
06:27
the other thing i want to mention is the
06:29
auditors will begin the preliminary
06:31
field work on
06:32
august 25th
06:46
all right thank you i'm sorry i'm having
06:49

a little bit of a hard time
06:51
hearing um i'm a little hard of hearing
06:53
anyway but um
06:55
so i'm going to spend a second on the
06:56
motion
06:59
second on the motion and then we'll go
07:00
to the discussion
07:05
i'm sorry i thought you said to accept
07:07
it i can't quite hear anything
07:09
so could you just um just tell us about
07:11
the the upper hudson
07:13
library system twenty thousand dollars
07:14
is that a routine
07:16
cost i think it's on page 16
07:19
maybe of a warrant
07:22
there are um there's a couple of
07:25
invoices in that this is tanya by the
07:27
way
07:27
there are a couple of invoices in that
07:29
twenty thousand dollar fee
07:31
uh roughly eighteen thousand of it
07:34
is for uh upper hudson fees we pay those
07:37
i think four times a year jeff
07:39
some about and then um they provide
07:43
other things for us like the read it
07:45
forward books
07:46
and um the the form some of the forms
07:50
that we use we order through upper
07:52
hudson
07:53
so that um twenty thousand dollars is
07:55
actually a combination of that eighteen
07:57
thousand dollars and little drips and
07:59
drops of other subscriptions
08:01
um actually i believe one of them is uh
08:05
the group membership to nyla
08:08
that uh upper hudson provides for us
08:10
it's an annual that
08:12
part of it is an annual fee i think

08:14
that's around 1500 or so
08:17
and tanya is um is hoopla is our
08:20
subscription to hoopla also included
08:22
does that get payable to upper hudson or
08:24
is that payable directly to hoopla
08:26
uh that gets payable to upper hudson as
08:28
well um
08:30
but i don't then i can't remember if
08:32
they bill us all at once or if it's um
08:34
a couple months they kind of look at the
08:37
usage and then it's a couple months
08:39
i we have so many folks i'm just like
08:44
thank you thank you
08:50
yeah so we pay upper husband on the
08:53
order don't quote me on this but it's on
08:55
the order
08:55
of about 50 000 a year to have
08:58
membership in the
09:00
in the system and they bill us quarterly
09:02
and then that
09:03
that's the will be the bulk of that and
09:06
then the
09:06
nyla group purchase which operation does
09:09
on our and that time you said and then
09:17
any other questions on our financial
09:20
support
09:26
[Music]
09:31
as well thank you we'll go to the
09:34
personnel report report 17
09:38
all righty so i'm going to try to speak
09:40
up i know it's hard for everybody to
09:41
hear me i would do my best
09:42
so um unlike last month where we had no
09:46
requests
09:46
no actions requested we have uh several
09:48
actions that we're requesting to fill
09:51
this month among them we have a
09:54

librarian too so one of our supervising
09:56
librarians is resigning
09:58
and requesting to fill that position
10:01
that would be the
10:02
biggest position um the other three are
10:05
part-time there's a page position a
10:07
library clerk position
10:08
and a librarian position so and the
10:10
librarian position
10:12
is part-time is open because of the
10:14
incumbent was promoted
10:16
to a full-time opening here so now that
10:18
leaves the part-time position that she
10:20
vacated
10:21
open and unrequested to fill that as
10:30
well
10:32
any questions on those action requested
10:36
uh library and food leaving yeah
10:39
yes uh a very good opportunity at the
10:43
saratoga springs public library for
10:44
promotion
10:47
yeah she will absolutely be there so
10:52
but were i counseling her as a mentor
10:55
rather than as
10:56
i'm sorry for the library
11:09
so when we talk civil service the
11:10
librarians so your regular line
11:12
librarians are the librarian one right
11:14
and a librarian two is a supervising
11:15
librarian that like this position
11:17
that uh the library three and then
11:20
assistant director
11:21
director that's the what you'd call the
11:23
librarian flight
11:24
three that's three yeah we don't we
11:27
don't currently have any threes we have
11:28
that position that position exists in
11:30
our library we just don't have any field

11:31
right now
11:32
okay but that's um that's that sort of
11:34
swing between
11:36
middle management and department head
11:38
local management
11:54
these positions or do you already have
11:55
someone in mind to fill the position
11:57
i do not have anybody well i want to
11:59
make sure i'm giving you a real answer
12:01
you're voting on uh filling these
12:03
pending
12:04
civil service process
12:18
you have on the status of the previously
12:20
proven film a bunch of um
12:22
they're just
12:28
we're looking for more pages right now
12:29
circulation is increasing a little bit
12:31
so we need a little uh some more page
12:33
positions but a lot of the um
12:35
the clerical positions and the page
12:37
positions are directly related to how
12:39
many
12:40
books go out of the building and come
12:42
back into the building
12:43
right so if our circulation is lower and
12:46
we have the desk covered which is
12:47
important
12:48
right which we do because we're open all
12:50
of our regular hours now
12:52
now we're just sort of tailoring those
12:53
those have been authorized to fill
12:55
but i'm not necessarily seeking to fill
12:56
them until we need them okay
13:18
hearing available as i said in my report
13:36
on one of the one of our rooftop units
13:40
now each one of them has four coils and
13:42
condensers that are their pairs right
13:44

so there's three redundant backups for
13:47
this particular compressor
13:49
unless we got a really hot heat wave it
13:53
should be able to keep up and continue
13:54
cooling
13:55
the space appropriately but it's going
13:58
to need replacement so
13:59
as the price that was quoted to us was
14:01
significant twelve thousand dollars
14:03
and change um we're seeking some other
14:06
prices from some other other vendors so
14:08
that we can make sure that we're
14:10
um in the in a reasonable price
14:14
for this particular work so there's no
14:16
doubt that the coil needs to be replaced
14:19
but we'll try to make sure we're not
14:22
uh paying more than we should have
14:33
yes that was a condensing fan unit
14:37
the fan that was about the fans on these
14:39
condenser clips so you have a condenser
14:41
coil and the fan blow air over those
14:49
i think your heat wave is coming i i
14:51
hear it's going to be like
14:53
this week it's a hot week so even the
14:55
good thing about this particular one is
14:57
it's not
14:58
um pinned on a certain part of the
14:59
building it actually the air interacts
15:01
with some other parts of the building
15:03
so three or four of them are working but
15:05
we have never actually clicked into
15:07
having four
15:08
all on at the same time except for under
15:09
a test situation so even when it gets
15:12
very hot
15:13
as high as it's been this summer at
15:14
certain times we still you only get two
15:16
or three of those compressors running at

15:18
any time
15:19
and you wouldn't be without air
15:20
conditioning you would just maybe would
15:22
get a little bit overwhelmed
15:24
and not be able to keep the cooling up
15:25
to where it needs to be so
15:30
it's almost the end of august so uh but
15:33
you know i'd like to get the work done
15:34
this fall that would be good but i'm
15:35
hoping we can make it through
15:37
without doing this as an emergency
15:38
repair because we've got one other
15:40
quote i need to see i'm seeking one
15:43
other other quote so we have three so we
15:45
make sure that we're
15:46
comparing apples to happen and you're
15:50
cautiously optimistic that you will be
15:52
able to get
15:54
at times we said there weren't enough
15:56
players in the game to get quotes on
15:58
things
15:58
yeah this is a big enough deal i think
16:00
um yes i think i'm cautious that we have
16:02
like i said we have two in hand so that
16:04
leads me to believe that i
16:05
can find a third person who can do this
16:07
work and uh
16:10
so uh on the same vein and now we're
16:14
gonna think about
16:15
leave this one alone for a minute
16:16
because i don't the action for you yet
16:17
because i don't
16:18
have enough quotes for you um
16:22
on the same vein we haven't been
16:23
investigating the boiler and what would
16:25
happen if the boiler failed which i know
16:26
was a question that everybody had
16:28

because the boiler is older
16:29
um and basically our folks from train
16:32
said
16:33
this is not catastrophic for us even if
16:34
the boiler were to be down for some sort
16:36
of
16:36
middle significant amount of time
16:40
because the boiler provides the fine
16:43
control
16:44
of the air temperatures that are
16:46
provided by the air handlers on the roof
16:48
so the air handlers on the roof
16:49
would continue to put heat into the room
16:51
so you don't have to be worried that the
16:52
library is going to freeze
16:54
it just might not be as controlled as
16:56
normal maybe a little bit warm or a
16:57
little bit cool depending on the space
16:59
because it's just going to deliver one
17:00
temperature air to all rooms
17:03
that make sense so if you know certain
17:05
rooms they have these little boxes that
17:07
adjust
17:08
that adjust the heat um in specific
17:11
rooms it wouldn't be doing that it would
17:12
just say everybody's going to get 72
17:13
degree air
17:14
so maybe this office is a little bit
17:16
warmer that office is a little bit
17:17
cooler
17:18
the only spaces in the library that are
17:20
not heated by the air handlers on the
17:21
roof
17:23
and are primarily heated by the boiler
17:25
are the boiler room itself
17:27
and the maintenance area and our text
17:30
from train said they have portable
17:32
heaters

17:32
that they have in their shop they would
17:34
simply bring them over to here
17:36
install them and we would run those for
17:38
a while until
17:40
we got the boiler repaired and then we'd
17:41
be back so
17:45
not a pipe freezing crisis
17:50
yeah thank you very much for that answer
17:54
but i do want to circle back around and
17:56
make sure i understand the other part of
17:57
that question
17:58
is if we were to have a failure of some
18:01
or all of the boiler
18:03
current thinking still is parts
18:06
are available parts are available
18:10
and i don't have a good answer for you
18:13
about they didn't really want to answer
18:14
the question about should we just buy
18:16
an end unit a left-randy unit and a
18:18
right end unit and a couple middles and
18:20
just
18:20
stack them up and leave them in the
18:21
boiler room
18:26
our mechanic was a little bit like why
18:28
would you do that because they're
18:29
available
18:30
hearing here's the explanation of the
18:32
interaction between the boiler
18:34
and the roof unit it would seem to me
18:37
that i would agree
18:38
with his logic as to why would you do
18:40
that if the cards are available so
18:42
i just don't want to be here the day
18:44
that any of our clubs or anybody are in
18:47
here
18:47
in 60 degrees but i'm not worried about
18:49
that right so effectively
18:51

um now it's a little swampy in here
18:54
tonight right
18:55
the kind of heating that we get on this
18:59
side of the building
19:00
the two rooms and in this community room
19:01
in the hallway these are not adjusted by
19:04
the boiler at all
19:04
that all takes place on the other side
19:06
of the building so the kind of heating
19:08
and cooling you have is exactly the kind
19:10
of heating and cooling we already have
19:11
in this part of the building so this
19:14
sort of
19:15
it's a little bit simple it's not
19:17
nuanced and it doesn't really have any
19:19
control and that's why this side of the
19:20
building tends to have a little less
19:21
control
19:22
a little bit more airflow that sort of
19:24
thing because
19:25
the boiler doesn't reach over this part
19:27
of the building to adjust the heat
19:28
so it's not that we don't have any
19:30
experience with that sort of heating and
19:32
cooling situation
19:34
cooling it doesn't matter but
19:38
you're welcome okay sorry about that i
19:40
know everybody hates hvac
19:42
so me too um
19:46
the new book drop is on the way and i
19:48
did order two
19:49
extra cards so we would have two cards
19:51
living all the time i ordered two
19:53
extra cards so we could swap them out
19:55
and always have a couple extras so
19:59
that's on the way it should be here as
20:01
soon as it gets here we'll install it
20:04
are there rentals or to me but the shed

20:06
the plastic sheds
20:07
we we bought okay so we and we're using
20:10
three of them
20:11
around the property for different stuff
20:13
so when that one comes
20:16
we'll install that and the final shed
20:17
will come out of the
20:19
parking lot we can have those spots back
20:21
and people can go back to returning
20:23
things
20:24
in the traditional spot
20:27
so we're excited about that that's good
20:30
i was worried that that area was going
20:32
to be a little bit busy with pick up
20:34
curbside pickup
20:35
and drop off but there's still enough
20:36
room if there's a person dropping off
20:38
books at the
20:39
book drop and people picking up there's
20:41
still plenty of room to get down the
20:43
middle and
20:43
exit the door
20:47
all right so public services the um
20:49
upper hudson's launched its new app
20:51
we're going to be advertising that and
20:52
and uh there was some talk that
20:55
there's a function in here for
20:57
self-checkout so people can check out
20:59
the books through the app themselves
21:01
without coming to the circulation desk
21:04
there was some talk of that
21:05
functionality was going to be pulled
21:06
back or tested a little bit more before
21:08
it was launched and that's not the case
21:09
so it's live
21:10
and available for our patrons we're
21:12
going to be putting it out to
21:14

to our public a bunch this week and
21:16
telling everybody
21:17
um that it's there so absent that
21:20
checkout function which is awful nice
21:22
the rest of the app appears to work
21:23
pretty well as well
21:30
it's expensive but we don't have to pay
21:31
for it so gay state money
21:34
um
21:38
lots of interesting programs you have
21:40
the pictures in there i
21:42
don't need to gloss over that but we're
21:43
going to outreach continues
21:45
farmer's market still continues to be
21:47
they still run into people each time who
21:49
say
21:49
oh you're open again so good outreach
21:53
you know
21:53
they can find out that the library's
21:55
back and
21:57
that's good
22:00
and then fines have gone along so far
22:03
this month and it's not going to exactly
22:05
match the financial report but
22:06
um but we collected about 967 dollars so
22:11
you think mark we budgeted we have
22:13
budget in the past between 30 and 36
22:15
000 a year and fined 900
22:18
it would be under that number but that
22:19
just gives you a sort of guesstimate
22:21
about
22:22
you know fines are coming in
22:26
and the new um the new register this
22:29
clover register allows us to accept
22:30
credit cards in a very easy way
22:32
much less clunky it's not done through a
22:34
browser on a computer it's just done
22:35
through the hardware

22:37
and that sherry worked that out with the
22:40
bank and
22:41
kathryn worked on getting it implemented
22:43
and all the staff are trained up on it
22:46
so we're really happy with that cash
22:48
register
22:50
working really well yes
22:53
after the fines of 967 you say
22:56
replacement costs were 908.
22:59
what is replacement for lost books
23:02
damaged
23:02
so after the pandemic is it related to
23:06
that that people
23:09
we just well a normal monthly
23:12
call a little bit higher um because you
23:14
know when
23:15
fines weren't so people's account can
23:18
get held up for fine
23:19
but they can also get held up for lost
23:21
and damaged books right so
23:22
when fines weren't instituted people
23:24
were allowed to check things out
23:26
at the same time people can pay for lost
23:28
books through
23:30
uh um upper hudson's catalog the encore
23:33
catalog
23:34
so some people are paying for it for
23:35
that but it's a little bit higher than
23:36
normal
23:38
but not but is that a monthly cost
23:40
that's
23:41
yeah amount no no i say that's higher
23:44
than average but it's still
23:45
go ahead there was a check because some
23:48
people can play
23:50
pay online upper hudson sends us money
23:53
quarterly so that's part of the quarter
23:57

um march april or
24:00
april may june so part of that money
24:03
is from what people have paid over the
24:05
course of those three months it just
24:07
didn't get deposited
24:09
until july because it ended um june 30th
24:12
got it the check came from upper hudson
24:14
okay yeah so
24:19
so it doesn't sound like it was one
24:20
month it sounds like it was three months
24:22
plus anything we collected inside
24:24
so that seems even more reasonable
24:28
i thought that that seemed very high
24:43
and people people if they can't find
24:45
something right away
24:46
they'll pay it and then when they find
24:48
it they bring it back and we re
24:50
we give them their money back like if if
24:52
they have something that's lost
24:54
on their account they can't take
24:55
anything out so they'll pay it
24:57
and then you know a month later oh i
25:00
found this book and then they bring it
25:01
back to us and we end up giving them
25:02
their money back
25:05
all right thanks sonja
25:09
uh and then so i don't know if you've
25:10
been inside the library yet but we
25:11
reorganized the public computers there's
25:14
um little tables in between the other
25:16
tables so it just gives
25:18
like it like this it's a little bit of
25:19
elbow room for everybody so they're not
25:20
quite cramped in
25:22
as much as they were previously
25:25
and then a bunch of continuing education
25:28
continues on a pace
25:29
the um circulation trends look really

25:33
good
25:33
because of course last year at this time
25:35
we were just
25:36
getting going as far as openings are
25:38
concerned so big
25:39
increases in all of our circulation
25:42
statistics but
25:43
you know 51 000 for this month
25:46
is a little bit low for july but it is
25:49
getting back
25:51
more towards a regular
25:55
circulation number certainly higher than
25:57
last year but again that's not a fair
25:59
comparison
26:00
but just overall those circulation
26:02
numbers start are starting to feel
26:04
a little bit more like what we would
26:06
expect now that's
26:08
a little bit of a higher percentage of
26:09
electronic circulation than in past
26:11
years because
26:12
some people haven't come back you know
26:14
they went to electronic circulation
26:15
found out they liked it
26:16
and they continue to circulate that way
26:18
so um physical circulation is but the
26:20
numbers are coming up so that's good
26:22
that that makes me happy to see
26:24
um you'll see on my statistical report
26:27
we're talking on page 22
26:29
the inter-library loan numbers are down
26:31
significantly for the number of items we
26:33
borrowed in
26:34
because that was last year you think
26:35
back to july most are all the
26:38
circulations would have been books that
26:39
were on hold
26:40

and then delivered outside via curbside
26:43
pickup
26:44
so everything came in via the hold
26:47
system so
26:48
we had a big percentage of items were
26:49
coming in from outside so that number's
26:51
much lower this month
26:52
by about 20 but still a very active um
26:55
interlibrary loan going on in between
26:57
the libraries
26:59
uh door count obviously is up over a
27:01
door count of zero last year so that's
27:02
good 12
27:03
000 again a little bit low for july but
27:05
but looking pretty good
27:07
and then um continued uh nice
27:10
increases in the audiobook which i've
27:12
been harping on for months and then some
27:13
slight drops
27:14
in um e-book use particularly
27:18
the e-book electronic book use itself is
27:21
down significantly compared to where we
27:22
were last july
27:23
where so many people were using that as
27:25
their primary
27:27
circulation so those are some
27:30
interesting numbers
27:31
and then um you know you can you can
27:34
look at the rest of the statistics but i
27:35
think again
27:36
um electronic numbers continue to go up
27:41
even post pandemic down compared to a
27:45
very high spike but the overall trend
27:47
just continues to be higher and higher
27:48
for electronic materials
27:53
any questions
28:00
i know that the kind of diversity
28:02
committee was mentioned

28:04
in writing just so the board knows
28:06
because of my background i was invited
28:08
we had a meeting
28:09
i guess it was the community just
28:11
starting off so i
28:12
just kind of came to an open discussion
28:14
we talked
28:16
they have some great ideas of things
28:17
that they might be doing
28:19
i think the feedback i gave was mostly
28:21
around language and how people
28:23
talk about things the language that they
28:26
use in their
28:26
in their work i think we had an
28:29
interesting discussion about
28:30
um doing those diversity
28:33
related work or mindful work
28:36
um in a position where the library
28:39
seemed
28:39
neutral we had a interesting discussion
28:42
about the idea of neutrality
28:44
but it was i think very for me very well
28:46
worth the time
28:47
very exciting um the fine policy did
28:50
come up
28:51
and so at some point i don't know where
28:52
on the agenda we can talk about that but
28:54
in terms of
28:57
in their pursuit of equity in the
28:59
library and they're talking about
29:00
training and looking at the catalog
29:02
that did come up but i was i appreciated
29:06
the invitation and i thought it was a
29:07
possible discussion
29:08
thank you sherman and we are gonna uh
29:10
you know our first step is we're gonna
29:12
focus on
29:13

training i had really had felt that we
29:16
were going to be able to have
29:17
a staff development day this december
29:19
and i had counted on having sort of
29:21
um you know in the morning we do some
29:23
pretty weighty work in the morning and
29:24
then we do
29:26
some lighter team building activities
29:28
and other lighter shorter training
29:29
uh in the afternoon on staff development
29:32
day and i can just feel
29:34
an in-person staff development day
29:36
slipping out of my hands
29:38
so we're going to work forward and do
29:40
the best
29:41
training that we can do probably will
29:43
continue to rely heavily on electronic
29:45
training
29:45
so there we go thank you i appreciate
29:49
you coming in it was
29:50
good to have you there sherman thank you
30:00
any questions for jeff on the director's
30:02
report
30:05
okay thank you report
30:09
no meeting in august so nothing to
30:12
report this month
30:16
let's go into new business and uh phase
30:18
reopening plan map
30:20
okay you will see on
30:23
page 25 of your packet you'll see the
30:25
phase reopening plan
30:26
uh some um basically it's not that jeff
30:29
has decided but we're back at phase five
30:32
so um we had moved forward we were we
30:35
were flirt we were on
30:36
phase six flirting with seven and now
30:38
we're
30:39
headed in the other direction um i

30:42
have some proposed changes in there
30:44
which i would uh seek your
30:46
approval on and then um
30:52
the the one in red i have a highlighted
30:54
in red
30:55
with is which is the recommendation that
30:58
um
30:58
right now the guides we put in there
31:00
important with the guidance from your
31:02
state mass are encouraged indoors for
31:04
all patrons
31:05
maps are required for unvaccinated
31:07
patron
31:08
that's that's what this would say right
31:11
now and the question
31:13
is given the current state of
31:16
cover in albany county and where we are
31:19
um
31:20
is it time for us to reimpose mandatory
31:23
maps for all visitors to the library
31:26
and my recommendation is especially
31:28
considering that we just clicked over to
31:30
a high level of community transmission
31:32
it feels like we're there
31:34
but this is an important
31:38
important discussion for the board to
31:39
have as well so
31:43
i'll ask what what percentage of people
31:46
come in
31:47
without a mask right now i mean roughly
31:50
it was a lot higher before and a lot
31:52
lower now so
31:54
um would you say third or eighth
31:57
or am i trying to figure out
32:00
[Music]
32:02
we were clicking around about 40 masks
32:05
and then higher higher than that
32:08

today are you saying since you put the
32:11
sign up
32:13
i don't think it has anything to do with
32:14
our signs i think it has to do with
32:16
people's awareness
32:17
of the situation and i honestly think
32:20
people look for signs
32:22
okay well i think we did put the signs
32:27
back up
32:27
in there i think a lot of people would
32:29
wear a mask if you had a sign up
32:32
that's it they don't have a sign up and
32:33
they're not paying attention
32:36
and you say something to them i mean
32:40
we have a sign up right now that says
32:42
mass are are recommended indoors i mean
32:44
that's
32:44
that's what our cdc guidance is i'm um
32:47
not expecting there to be
32:49
any guidance from the state on this any
32:52
time
32:52
soon um i mean the county went all
32:56
off i'll play offices all that no matter
32:59
what they were dead
33:01
so the county went for employees
33:05
the way i read it was all people
33:07
entering a building
33:09
a county building have to do that i will
33:11
i will just add to lisa's comment my
33:13
observation
33:14
walking around in the community being
33:16
out in walmart and price chopper in the
33:18
community
33:19
mass wearing has ratcheted up reactively
33:29
so i would say i don't know when i go
33:31
into those places
33:32
i was i don't know during the week i
33:34
think it's probably closer to half the

33:35
patrons
33:36
um
33:50
a question i just want to check were you
33:52
asking and maybe uh
33:53
um i'm just obviously having maybe these
33:55
allergies
33:56
trouble keeping up this today were you
33:58
asking for direction on the board or
34:00
whether or not you should go to
34:01
mandatory master patrons that's the
34:03
question right okay so
34:06
and and we were when i put this out we
34:08
were at this sort of
34:09
elevated risk in albany county just
34:12
since when we put the packet out to now
34:14
albany counties clicked over into high
34:16
level of community transmission um
34:20
again there are no mandates from either
34:22
the federal government or the state
34:24
they're leaving that to local officials
34:25
that's us and um
34:30
so you were feeling kind of some
34:32
discussion about what other people
34:33
seeing
34:34
but circling back to what you ask is you
34:35
want direction from the board whether or
34:37
not you should
34:39
right i mean and and the reason i ask is
34:42
that there
34:42
are undoubtedly going to be some people
34:47
who are angry about that and when we
34:49
have a rule like when we
34:51
when the library puts um
34:54
we put a mass mandate on i put someone
34:56
at the door and everybody that comes in
34:57
is wearing a mask
34:58
and they are that's enforced i don't a
35:00

rule that you don't enforce is
35:02
stupid like why would you have that so
35:04
if you're gonna have a rule
35:06
you gotta enforce your rule and if we
35:08
have the rule we will be enforcing it
35:10
so um is not my intention at this point
35:13
to close down the delaware avenue
35:15
entrance
35:16
i'd imagine that if we put the mass
35:18
mandate back on or the mac
35:19
math policy for the library we'll
35:22
position someone
35:23
near the doorway to the central doorway
35:26
from the hallway into the library we'll
35:28
be reminding people
35:29
of all the sorts of masks that aren't
35:31
acceptable
35:32
and that they have to have a mask when
35:34
we come into the water and do you
35:35
provide like a little
35:36
set of the blue ones in case people
35:40
don't have one
35:40
i have thousands of okay yep someone
35:43
comes in and doesn't
35:44
have one they can okay oh yeah happy to
35:46
offer i just
35:47
i think we're all on the same page with
35:49
what i'm going to say but i want to put
35:50
it out there
35:50
for public information i believe the
35:54
board is beyond saying
35:56
we think it should be shown your id and
35:58
if you're vaccinated or not vaccinated
36:00
we're not we're not going there we're
36:02
not having that discussion
36:03
we don't see that as a viable path to
36:05
the board to take i think we're going to
36:07
payment on that

36:08
okay so what's open to us is
36:14
i want people to know that the board has
36:16
at some level consider that
36:18
no we're not going there okay my
36:21
thoughts are
36:22
as long as you had a high incidence or
36:24
as
36:26
there's not a negative to have at all
36:27
mass commanding for patrons and for
36:30
you know if people are kind of used to
36:32
it i think you know you'll get some
36:33
grumbling whatever
36:35
but it's why not protect everyone
36:38
if you can that's where my thoughts are
36:41
at this point
36:42
i don't think it's a bit as big a deal
36:45
as some people think it is frankly
36:47
but and people who don't want to wear
36:50
one can use curbside
36:51
absolutely or electronics yeah
36:55
i would support you as a director making
36:56
this decision i mean i feel like you on
36:58
the ground you know what
37:00
does i have a personal opinion but i
37:01
think it's for you do you know what the
37:03
school is doing in the fall by any
37:05
chance
37:07
i do not know i heard what albany
37:10
public uh public schools are doing but i
37:12
haven't heard of that from schools
37:13
yes yes they have a board meeting
37:16
well just to confirm what mark said
37:18
earlier it is employees and visitors
37:22
requirements so we have
37:25
that precedent already the only other
37:28
thing i
37:29
might i think would help bolster the
37:33

position of mandated mass as if the
37:35
school was
37:36
doing it also because we are part of
37:39
them
37:40
so to speak i can't imagine i would be
37:43
stunned if they were not but
37:47
but i don't want to say i know because i
37:49
don't know
37:50
so when we say everybody coming into the
37:52
building does that include children
37:54
uh everybody oh sorry that i wasn't
37:57
clear about that earlier
37:58
everybody over the a uh two and over
38:01
okay
38:02
so a person walks in with a six-year-old
38:05
child that does not have a mask with
38:06
them do we have masks
38:08
to help them do what what is our yeah
38:11
the same mat that you've got there the
38:13
little blue mask we've got a lot of them
38:15
um i will confess that i don't at this
38:17
time have
38:19
a little teeny tiny mask but maybe
38:20
that's a good idea um
38:22
you know but that's yeah we absolutely
38:25
are
38:25
very free and open um our pandemic
38:28
response plan
38:28
requires that we have a case about 2000
38:31
mass
38:32
forever in perpetuity and we were right
38:35
at 2000 and i just had them reordered i
38:39
got another crate
38:40
so we're we're ready we have enough
38:42
right now and we'll get another crate in
38:44
it'll be here in a couple days we have
38:46
plenty of mass for people
38:58
i do have another question though what

38:59
would be the trigger for removing the
39:01
mask mandate
39:03
that's i mean i think we would um
39:06
look to the same cdc guidelines
39:09
where there there this community spread
39:12
number that they're using this this high
39:15
low uh
39:16
medium when i'm looking to when we
39:19
moved out of having the mass in the
39:21
first place for the public and then we
39:22
moved on the staff after that
39:24
i was using a combination of that number
39:26
and then
39:28
watching the the community risk on the
39:30
new york times
39:31
website so when those move out of
39:34
substantial until moderate risk
39:37
that's that's when we take it back off
39:41
and again i would
39:42
uh likely and when that happened and i'm
39:45
confident it's going to
39:46
um hopefully not too long we remove that
39:50
i'll
39:50
leave it in place for the staff again
39:52
just for a little bit
39:54
i think that helps when this when staff
39:57
have to wear masks i think that makes
39:58
people feel a little bit more
39:59
comfortable
40:00
it kind of eases that transition and
40:02
then we would move
40:04
um to either dropping that completely or
40:07
doing some
40:08
combination of verification from the
40:10
staff
40:13
but those yeah those cdc numbers i mean
40:15
you can just you can see you just track
40:16

it right along
40:18
so i think that is definitely a question
40:20
we're going to get
40:22
but let's paper in favor of making math
40:25
mandatory for everybody patrons and
40:26
employees
40:27
i think we are going to get the question
40:29
of how long is this for and when it's
40:31
when is it going to go back down and i
40:32
think pointing at the cdc
40:34
um definitions is fairly we're at
40:37
moderate
40:38
when the cdc will say we get back to low
40:40
which is
40:41
you know 10 cases 1000 or less than 5
40:44
positivity rate that's well-defined you
40:46
know that that's the metric
40:50
simple
40:54
yeah albany just for qualification
40:56
albany county never got too low we never
40:57
got to the blue we never got to low
40:59
we got to yeah whatever that moderate
41:01
risk that's where we've been living for
41:03
most of the summer so
41:07
but i think that's a good i think that's
41:09
good i think using every communication
41:11
vehicle at your disposal to get that
41:13
change out would be important
41:16
and also maybe i don't know how well
41:19
versus that is but from
41:20
harmony's point of view
41:23
or something so they can refer to you so
41:25
when staff are asked who wrote the staff
41:27
i can
41:27
quickly refer to or however you get
41:30
information out to them
41:31
you know so they can have the quick
41:33
bullet points which might be customers

41:39
okay first of all
41:43
i assume that we are presuming come
41:45
september we're going to be
41:51
the second question i have is
41:54
if we were to as the board decide to
41:57
move forward with the mass mandate
42:00
would we say effective immediately would
42:03
we
42:03
maybe consider a soft one or two days
42:07
where we say
42:08
we you know we're all heading there you
42:10
really should be having a mass on we're
42:11
being a little lenient today and
42:12
tomorrow but
42:14
i don't know if there's a value to that
42:15
you know not hitting everybody over the
42:17
head
42:18
out of the blue i i open that question i
42:20
don't think it's out of the blue though
42:22
i mean i think i mean if you scroll
42:25
through any social media scene it's all
42:26
announcement that's going back
42:37
it doesn't matter because we're going to
42:39
give them a match so it's not like they
42:40
came to the library and they can't get
42:41
in
42:42
so it's not going to impact i can't
42:44
entirely hear what both of you are
42:46
saying but
42:47
i think i'm getting the gist of it and i
42:49
would say the only place and
42:51
again i'm for the math mandate but the
42:54
only place i'm wearing a mask is in the
42:56
library
42:56
i don't wear a mask in the grocery store
42:58
i don't worry about my gym
43:00
um if there's just nowhere else that i
43:03

go that's
43:04
actually requiring a mask
43:08
is that what you guys were discussing no
43:10
i was kind of asking
43:12
i didn't i was saying if we decide to go
43:15
forward with the mass
43:16
mandate typically that would mean
43:19
effective immediately and i was asking
43:21
the board and the group
43:23
did we think we ought to give like a one
43:24
or two day grace
43:26
so it wasn't like we were dropping a
43:27
bombshell
43:29
right because people might not be
43:30
expecting to have to wear a mask
43:32
because they don't other places goes
43:35
back to
43:36
but we're ready to hand them out anyway
43:38
this is not out of the blue other places
43:40
are talking about america
43:41
can i always go back to the planet i
43:42
definitely don't think it's out of
43:44
support
43:51
very sadly you're back and i think the
43:54
status i i think that's a very good
43:56
point and so people
43:57
might be surprised that there may be
43:58
some pushback there but i think if the
44:00
information gets out plus we get the
44:02
times union but any any newspaper every
44:04
day on the front page is the
44:06
community standing and really in
44:09
relation to the viruses
44:10
is on the front page of everything but i
44:12
think that's a very good point and some
44:13
people might push back on it and just
44:14
say
44:15
that way you can just realize fall back

44:17
on the trustees of trusting decisions
44:20
advocate we have people that come to the
44:22
library that are not reading the times
44:24
union and
44:25
they're not from this county you need to
44:28
put the notices out there well that's
44:29
right
44:30
just from uh so to mary's point so thank
44:32
you for the discussion i really
44:33
appreciate it uh to mary's point
44:36
um it's gonna take us a little bit of
44:38
time to
44:39
either dust off the signs that we have
44:41
or make the new signs that we need
44:43
just from a practical standpoint get the
44:44
table set up get ourselves back into
44:46
that position could take us a little bit
44:48
to do that
44:48
but i would say when i have done that we
44:50
have the notices up
44:52
uh as much as we can out in the public
44:53
we put the signs up
44:55
it's from that point forward i would say
44:58
so
44:58
you know maybe if someone sneaks in here
45:01
at 9am tomorrow morning
45:02
that's fine if that's the way we're
45:04
going but
45:06
as soon as we can get ourselves together
45:09
we've got some talking to do about that
45:11
then it would be as soon as practically
45:12
possible
45:14
so then the bullet on here about staff
45:17
members demonstrating statuses fully
45:20
vaccinated
45:22
would stay
45:26
to remove mass indoors well it's not
45:29

going to stay yeah you're right no no
45:30
thank you for that yeah no
45:32
um no i also don't the highlighted
45:36
possibly instituted toward the end of
45:37
phase five how do you know when that is
45:41
right would we decide it is right that's
45:44
like
45:48
that's really
45:55
these phases don't have clear edges as
45:58
we've found
45:59
uh you know uh at some point they just
46:02
become
46:02
either unnecessary luckily we've been
46:05
going in one direction it's been you
46:06
know
46:07
you get to towards the end of a phase
46:09
things become a little bit
46:10
um unnecessary and we start a service
46:12
back up and that those kind of become
46:14
our faith
46:15
so
46:19
yes you are correct i did not take that
46:21
out so
46:27
that needs to get taken out so the the
46:29
bullet point
46:30
on under the two under the red bullet
46:32
point the staff members demonstrating
46:34
status is fully vaccinated to hr and
46:35
investigation may remove their mass
46:37
we'll take that out to be instituted at
46:40
some later date
46:41
should that become necessary
47:03
so with that point taken out that whole
47:06
bullet removed
47:07
thank you for that lisa
47:11
as far as the red bull is concerned we
47:13
would say in accordance
47:14
according to crimes from new york state

47:16
maps are required for
47:18
indoors for all patrons and staff
47:21
right well you can't say in accordance
47:22
from new york or guidance from new york
47:24
state
47:26
i would just say massive requirement
47:28
okay
47:30
all right the direction of the board of
47:32
trustees
47:36
discussions
48:03
rather than out and which is fine okay
48:06
so we're not really
48:08
we're not really taking that into
48:09
consideration we were ready to
48:11
so we're doing outdoor programs right
48:13
now it's great summertime
48:15
we were ready to say because it was so
48:16
rainy in july we were like oh
48:19
if it's rained we can pull a program
48:20
inside no big deal
48:22
that isn't going to happen now if it if
48:24
it rains and can't have the program
48:26
outside
48:27
it gets postponed or canceled
48:31
we've got another couple months until
48:33
this becomes a major issue
48:36
and i think we'll uh i am
48:40
over a million trying to guess where
48:41
this thing's going to go so
48:43
um in october when we're when we're
48:47
trying to guess where we're going to be
48:48
as far as programs are concerned
48:50
i would love to be saying that we're
48:52
here and i can have programs in the
48:53
community room
48:56
but it doesn't look very likely from
48:57
where i'm sitting right now so
48:59

um what would then happen is if we can't
49:01
have a program outside it's going to
49:02
have to be virtual
49:05
you know and that's a level of agility
49:07
as far as planning is concerned that
49:08
is um we've come to expect but we're not
49:11
you know that's difficult
49:13
to get everything scheduled are those
49:15
aspects of library operations
49:18
at some level addressed in this plan
49:20
yeah
49:21
okay sorry so it's not like so many
49:22
people say we took the math away and it
49:24
didn't say anything about programs no i
49:25
don't have the progress
49:26
that's not what's happening see what's
49:29
going on
49:36
i would love to not have to move back to
49:39
phase four because the next thing
49:40
um actually we'll have a brief
49:42
discussion about but it's not really
49:43
in here to vote on um we only uh
49:47
so we're we've opened these rooms back
49:48
up for public meetings
49:50
right um that's great but people are
49:53
certainly booking them in the summer
49:54
time there seems to there's a lot less
49:55
booking
49:56
so in the whole month of august there's
49:59
one group that booked this room
50:01
and asked for the kitchen and it's
50:04
tomorrow
50:05
so for the rest of the month of august
50:07
no one's requested the kitchen
50:08
so that would be an issue how can you
50:11
have a kitchen
50:12
if you're requiring mass for everybody
50:14
you know if they're eating or whatever

50:16
so um i'm going to
50:20
remove that as an option for groups that
50:22
want to
50:24
book the room for now but we have a
50:25
number of groups in september and
50:27
october
50:28
that have booked these rooms and expect
50:31
there to be a kitchen
50:32
and it may well be that that's not not
50:35
something that we can offer them even if
50:36
they've already booked it we'll have to
50:37
contact that group and say that's
50:38
something we have to pull back
50:40
if um the situation continues to get
50:42
worse we'll have to
50:44
cancel the reservations that people have
50:46
for these rooms altogether
50:48
so that kind of stuff should not be
50:51
unexpected see
50:58
and i think that's what the work that
50:59
went into this document is helpful
51:00
because you're just backing you're
51:02
either going forward or backwards
51:03
depending on the phases depending on the
51:05
level each time because we learn a
51:07
little bit more in each direction i'm
51:09
learning you know this
51:09
it's not even perfect as we're going
51:11
back there's still some tweaks that need
51:13
to happen
51:14
there's some services that i'm very
51:15
comfortable doing like we waited
51:17
quite a while for notary service to come
51:19
back but i think that's actually a
51:20
service
51:21
that's not particularly risky so we can
51:23
keep that
51:24

maybe further back into phases than we
51:27
than we had it in the other direction
51:29
but
51:34
do you think um you reach out to the
51:36
people who have made
51:38
appointments or reservations rather for
51:40
september and october
51:41
and let them know this might happen
51:45
yeah i mean now now it's the middle of
51:47
the kitchen yeah yeah in the middle of
51:49
we're in the middle of august now i mean
51:50
now we're in the middle of august
51:52
i think it's probably extremely
51:54
reasonable to assume
51:55
that this situation isn't going to
51:57
resolve itself to our
51:59
satisfaction by september
52:02
and it's unfortunate because in
52:04
september long-standing groups that have
52:06
used these rooms for a long time
52:10
are requesting the room so there might
52:13
be some pushback on that
52:14
on that as well but the situation kind
52:17
of is what it is
52:18
but i think at the same time what we
52:20
notice is
52:21
as we we start to pull some services
52:24
back
52:24
a lot of groups just are pulling back
52:27
their requests for it anyway
52:28
you know they're it's it's um i don't
52:30
think anybody's surprised
52:32
when we call them and say no kitchen you
52:34
know you can still have a meeting but
52:35
we're not you know no tea and coffee and
52:36
all of that stuff
52:38
um people don't seem surprised when we
52:40
have to do that

52:41
i'm hoping that that continues to be the
52:43
case but yes probably not october yet
52:45
but i'll
52:46
we'll warn the september people that
52:47
it's that's a possibility
52:50
we say yo we saw you requested the
52:51
kitchen is that a legitimate request
52:53
or is this just something you click
52:55
every time you have a meeting and we'll
52:57
have that conversation
53:03
yeah i want to say one more thing on
53:04
this the um
53:06
i would say it's okay to be a leader on
53:08
this too i know we're always following
53:11
kind of trying to show people done
53:12
but as a public institution i think we
53:15
should be a
53:16
leader on public health a little bit so
53:19
i'm okay with leading a little bit
53:21
even though we're ahead of some people
53:23
just in general
53:24
that's not that's my my personal like
53:27
it's a public institution we have that
53:29
responsibility
53:31
well i think this board meeting happened
53:34
to be very conveniently placed for us to
53:36
have this discussion
53:37
had we the situation changed wildly
53:40
three days after the board meeting i
53:41
think i would have had to take an action
53:43
and then we would have been talking
53:44
about it sort of exposed fact at the
53:46
next day
53:47
so i was pleased to be able to have the
53:54
discussion
54:08
policy in the library for both patriots
54:11
and staff
54:14

for discussion all the favor raise your
54:15
hand
54:18
they pulled your sentence well i'm
54:21
assuming that was accepting the
54:23
the reopening plan okay sorry
54:27
i think everything else in yellow other
54:29
than the bullet that we're going to
54:31
remove completely thanks lisa
54:33
um is relatively relatively minor so we
54:36
were
54:36
just i'm not gonna believe this but for
54:38
instance when we
54:39
were in this space last time social
54:42
distancing was required
54:44
uh by the cdc and we don't have any
54:46
guidance from either the state or the
54:47
cdc for that right now so i'm not
54:49
even though we're in phase five i'm not
54:52
blowing the staff out of their
54:53
workspaces again and pulling back
54:54
all the study rooms i think if we're
54:57
here a month from now
54:58
or not here a month from now having a
55:00
conversation on zoom
55:02
about this and things have gotten
55:03
substantially worse then we may have to
55:05
take that action to reinstitute social
55:08
distancing
55:10
because the those work room um
55:13
many of the staff are some of the staff
55:15
are in offices right so they're
55:16
inherently social distance but many of
55:18
the staff
55:18
i know we're taking tours of the of the
55:20
cubicles back in the work room
55:23
social distancing is not possible when
55:25
all the staff people are there it's just
55:26
it's it's not possible so we're using

55:29
mass i think they're very effective
55:32
if we have to get to social distancing
55:33
we'll we'll cross that bridge when we
55:35
come to them
55:36
so that's just that's a minor change in
55:38
phase five compared to where we were
55:40
last
55:41
the study rooms which is where the staff
55:43
were very popular among the public
55:45
so they're happy to have them so i'd
55:48
like to leave them for them as long as
55:49
we can
55:50
but if we have to changing either
55:55
thank you i appreciate it the question i
55:57
have is
55:59
the library as an education so are we
56:02
is there is there vaccine information
56:04
available for the patrons is there
56:06
testing
56:06
i mean we should have an educational
56:08
role too so i don't know if we can
56:10
either you know get to collate that or
56:14
collect that or
56:15
refer people to the right websites or
56:16
something so they still have a role in
56:18
the vaccine
56:26
i got it
56:30
i was mark when you made that suggestion
56:32
over email yeah
56:34
i mean in the library
56:45
an online program of a health
56:47
professional debunking
56:49
some things or just saying hey this is
56:50
why the back seat is good
56:52
this is what it does this is what it
56:54
doesn't do he doesn't have that it
56:56
doesn't
57:04

thank you
57:12
okay next next friday uh board retreat
57:14
the next item
57:18
sounds like i watched the last meeting
57:20
and i watched again this morning
57:22
it sounds like there's a desire for a
57:25
board retreat
57:27
um and the question would be timing and
57:30
then
57:31
mechanics i guess yep
57:38
what does it mean by retreat do we mean
57:40
like an afternoon that we spent together
57:42
or do we mean that we all go into the
57:43
woods to do trust falls like i mean
57:47
i think it's an extended period of time
57:55
my mind i'm thinking like three or four
57:56
hours like
57:58
not maybe a day but probably not a full
58:00
day
58:02
and i wasn't clear even after reading
58:04
the minutes i was like oh yeah we
58:06
just came up i wasn't clear why
58:09
what what are we doing the retreat for
58:12
was it to discuss the long-range
58:14
plan yeah my impression was was
58:17
it was discuss like the future the
58:19
long-range service plan the long-range
58:21
plan
58:22
and kind of like outside of the bounds
58:24
of a public meeting a little
58:26
a little bit so everyone doesn't feel
58:28
that the board could feel
58:30
you know the members could all feel like
58:32
they had a contribution and we could
58:33
kind of
58:33
see where people's minds mind if they're
58:35
intending that that's what i got another
58:37
out of the meeting

58:38
but i wasn't there but if i got another
58:40
video actually
58:45
my sense is that this as people have
58:47
explained to me board meetings are
58:48
basically the business meeting the
58:50
library in public
58:51
and the retreat would be an additional
58:53
time where we're not making any
58:54
decisions on anything because you can't
58:56
because it's not a
58:57
business meeting but it's to have this
59:00
larger discussion could be depending
59:02
what the agenda is philosophical it
59:04
could always be
59:05
a check-in about you know how the you
59:08
know dynamics how
59:08
you know what's just what's not working
59:10
for us could be a an item for example
59:13
and then definitely the long the
59:14
long-range planning is you know
59:17
how do people i'm making this up on the
59:19
fly how do people see
59:21
the direction of it uh what parts are
59:23
making sense what parts do we need to
59:24
move on but not making any decisions but
59:26
uh
59:26
an additional time set aside not on a
59:28
monday night that's going to go into
59:30
multiple hours beyond the regular time
59:32
we have set aside but
59:34
with an agenda and a facilitator to
59:36
guide us through a discussion
59:38
that's going to help us then come back
59:39
at a business meeting and make public
59:41
decisions in public does that make it do
59:43
that make
59:45
i think the sense agenda items that were
59:47

kind of keyed up last time were
59:49
a long race plan the long-range service
59:51
plan
59:52
right really walk through that with the
59:54
with the staff and
59:56
have a chance to ask all more questions
59:58
and then talk about a fine free policy
60:00
right you know do we do we want to
60:02
seriously consider going by and pretty
60:04
what did it look like
60:09
and i just want to clarify when we say
60:10
talk about the long-range plan
60:13
we're talking about the paul mays report
60:15
right
60:16
we're talking about saying i like this i
60:18
don't like that and really kind of as
60:20
a complete board rather than you know
60:22
what the committee has done so far which
60:24
is outstanding
60:25
getting everybody's input so we can you
60:27
know start to
60:28
say we're ready to make decisions that
60:30
we want to bring to another
60:32
level right and i think what i heard
60:34
last time and
60:35
a follow-up conversation with paul he's
60:39
ready to go to issue his report to you i
60:42
think he would love to hear some
60:44
feedback from the trustees
60:46
um
60:49
you know on that report if there's
60:51
something that needs to be tweaked or
60:52
changed something that's factually
60:53
incorrect
60:54
it's time to get that changed up and
60:55
then that report will be issued by his
60:57
office
60:58
to you so well i mean for example one of

61:02
the things that we have talked about
61:04
repeatedly
61:05
is the idea of our foundation those are
61:09
not things
61:10
currently that we can do we don't have a
61:12
foundation
61:13
we can't fundraise so
61:17
he should not refer to those things in
61:20
that report because they don't exist
61:24
at a board retreat we could talk about a
61:26
foundation i mean there are libraries
61:28
that have them albany
61:36
communities so i would say
61:39
that would be something we should talk
61:40
about
61:42
that's very long range
61:47
you know i like that idea a lot let's
61:49
let's like try to air that
61:51
idea out is that something that we were
61:52
willing to talk about and like what
61:54
would we as the board think
61:56
i also was thinking like what's the
61:59
what do we think as a board like what's
62:00
the capacity
62:02
for the public to absorb additional
62:04
plants or
62:06
exposure of the library so do we want to
62:09
do first do we want to do a project if
62:10
we do how big a project do we want to do
62:12
kind of in general i think we have a
62:14
diversity opinion on that on the board
62:15
i'd like to hear from
62:16
all the different trustees on that one
62:20
yeah i think anything that gets us
62:22
closer to having
62:24
a long-range plan that is accepted by
62:27
the trustees and voted on so that we can
62:28

put it out to the public
62:30
i'm in favor of it so um whatever gets
62:33
us there
62:34
is a good thing um you know we have
62:38
some questions right now about location
62:40
i you know i don't know is is this space
62:42
the best place for us to do that would
62:44
we like to go off-site
62:46
um we've looked around the town a little
62:49
bit we have a couple
62:50
you know a few options there's places we
62:51
might consider um
62:54
you know and then how long right so is
62:56
it is it a weekend day
62:58
is it a uh an evening how many hours are
63:01
we talking about
63:02
um i think those are those are questions
63:05
that you have to answer
63:06
and then i will make it work for you
63:10
so
63:14
my what was it is a concept called the
63:16
straw dog i'll put out a straw dog which
63:19
is
63:19
three hours one night facilitated
63:24
just look at he said we got okay like an
63:26
evening
63:28
not a weekend but week week week day
63:29
evening
63:31
three or four hours so starting maybe
63:34
starting at 4 30 or five
63:35
right um and facilitated or mediated
63:38
whatever
63:40
and i don't care where here's fine for
63:42
me
63:44
just to throw something out for
63:45
consideration
63:49
i don't know that i think we can get
63:50
through everything

63:52
in three hours however i think that
63:55
three hours might be
63:57
a time limit that you know beyond it is
64:00
the point where
64:00
we're saturated okay whether we get
64:03
through one topic in three hours or
64:05
all one and we start the second
64:07
discussion
64:08
but i i think you know we could
64:12
parse it out and start with a one three
64:14
hour one
64:15
i i guess i think we are committed to
64:18
doing it with the facilitator
64:19
that we think that will be will um help
64:22
with that with it
64:22
so um in a prior life i used to fly
64:26
around the country and do board retreats
64:28
for a national not-for-profit
64:31
i think a good
64:36
strategy is to have the appropriate
64:38
number of items on an agenda that's
64:39
going to help
64:40
a board be successful so a lot of it is
64:42
going to be driven by the
64:44
length of time so for example if it's a
64:46
priority
64:47
then the facilitator might pull everyone
64:49
and say okay what's on your mind and
64:50
then take
64:52
those and choose which ones are gonna
64:54
and the time allotted for each of those
64:56
in order for the board to be successful
64:59
so i think might be
65:00
helpful to say you know get an opinion
65:02
on how long do people want to go
65:04
and then perhaps at some point whoever's
65:07
going to facilitate it i would recommend
65:09

pulling the board members they would
65:10
have top two items three items
65:12
and then that person should take those
65:13
but i think for example a three-hour
65:15
retreat
65:16
i would say the maximum like and if you
65:18
want this to be part of it
65:19
the maximum thing for example from my
65:21
experience would be two things
65:22
and one would be a quick check in how
65:24
things going whether we and then the
65:25
rest is
65:26
that a four-hour retreat might be nice
65:28
to start early
65:29
do that check-in have a little meal a
65:31
little social time
65:32
and then dive into that but that's just
65:34
from my experience but i have do have a
65:36
lot of experience with board retreats
65:37
if folks are willing to go longer like a
65:39
six-hour retreat with some breaks and
65:42
yada yada then you can might be into the
65:44
three
65:45
topics but i think a good point we want
65:47
to be successful because
65:49
the number of items and the depth of
65:52
each item
65:52
should be driven by the length of time
65:55
the board wants to be together
65:57
if that makes sense
66:01
that's been my experience with puerto
66:04
ricans as well
66:05
and usually they've been a whole day
66:10
it's just definitely a time investment
66:12
but it's usually
66:13
worthwhile in my experience
66:19
well i know that when i first started on
66:21
the board

66:22
there was a consensus that we had
66:25
committees
66:26
to keep the board meetings efficient and
66:29
so that they could work on the
66:30
nitty-gritty and then bring the bulk of
66:32
it back to the board
66:34
so this it does seem to be
66:37
an opposing thing the the extra day-long
66:40
retreat as opposed to a committee
66:42
structure
66:43
um
66:49
i don't feel the committee structure
66:50
addresses these larger issues
66:53
they just don't you don't think it
66:54
addresses the larger issues
66:57
because even if we've been talking about
67:00
the long-range plan not everybody's been
67:03
on that committee
67:04
so you have people that don't feel
67:06
comfortable with making those decisions
67:08
right not everyone's on the finance
67:10
right committee not everyone's on yeah
67:13
that's the problem with the committee
67:15
structure
67:17
or the doubt i shouldn't say problem
67:18
that's a downside
67:20
um but do you have a sense of how many
67:23
hours
67:23
how long of a treatment
67:27
i i i have a feeling it's gonna be hard
67:29
to organize everyone's schedule
67:31
for a day long retreat i
67:34
i'm interested to see how it will work
67:36
out okay
67:38
i i your point has occurred to me
67:42
okay about the committee structure
67:44
versus the retreat
67:45

however i look at it like for instance
67:47
just looking at
67:48
the long-range plan i think that the
67:51
committee
67:52
that got us to this point that was time
67:55
well spent
67:56
outside the board structure and it
67:59
probably
68:00
as much time as was spent on it and all
68:02
the field trips and everything
68:05
it got us to here and it got us to the
68:07
point where we're saying okay now we've
68:09
got all this information it's pulled
68:10
together in a professional way
68:12
are we ready to just take it and run
68:13
with it or what do we want to tweak
68:16
in it okay um it's been a while since we
68:20
talked about signs
68:21
you know and we want to look at it again
68:24
as a group
68:25
okay but i don't think we want to take
68:26
time in a board meeting to do that and
68:29
maybe we don't want to talk about some
68:31
of the things in an open board meeting
68:32
that we would
68:33
you know talk about amongst ourselves so
68:35
i think for these topics i think
68:38
if um it would be constructive to have
68:41
me
68:42
i have to say setting aside a day for me
68:45
would not would not be the burden the
68:48
burden for me would be thinking
68:50
that i could constructively discuss
68:52
these three topics
68:53
in that day i think the three separate
68:56
topics
68:59
um discussing them in any depth is just
69:02
too much

69:03
in one day for me i'd rather break it
69:05
into more than one session
69:21
and trust me i'm not big on the whole
69:23
giving up where i have exactly zero time
69:25
at the moment
69:26
but here
69:29
um
69:33
putting one event on the calendar and
69:34
saying in six months
69:36
which is when the second one happens
69:39
and then move to a annual
69:42
kind of thing or an as needed because i
69:44
think the issue is that
70:00
is fortunately now the day-to-day
70:01
business of the board but that
70:05
conversation that might have gone to the
70:07
long-range planning
70:09
over this past year is now about you
70:11
know has become this
70:13
um so i think and i don't foresee
70:18
that ending anytime
70:22
anytime we would also just inform the
70:24
things that
70:25
come up before that it was you know the
70:27
makerspace kind of the public
70:30
view of that so i don't see any way how
70:33
it gets
70:33
dressed without
70:42
a second proposal right
70:45
for something we haven't done before
70:47
let's just set out three or four hours
70:49
right pick an evening and try it if we
70:52
get through one agenda item
70:53
great if we get through two even better
70:56
i think you're right we're probably not
70:57
going to get through
70:58
more than two but it's a place to start
71:06

also in terms of a long-range plan it
71:09
may go into
71:10
phases and some of it may be in a
71:12
retreat some other media
71:13
meaning for example the first thing
71:16
would be what are the general overall
71:18
thoughts on it as opposed like the nitty
71:20
gritty is you know and then
71:21
diving into different shows like
71:24
concrete
71:25
hood maybe part of it for the business
71:26
i'm meaning maybe it's not i'm not sure
71:28
but um it's sort of where where are we
71:31
you know what are general thoughts about
71:32
this what and then maybe
71:34
some of the fine pieces could be
71:36
discussed
71:37
either like an additional hour it tacked
71:40
onto something or
71:41
during the visiting thought
71:44
so um sorry to bring this back to the
71:46
practical it sounds to me
71:48
like we're looking at three or four
71:50
hours in an evening at some point
71:53
um bringing that in just from a purely
71:55
practical standpoint
71:57
um is it that you feel that a retreat
72:00
would be productive
72:02
if we're all wearing masks like is that
72:05
a thing
72:06
right and so it's important because it's
72:08
about timing right
72:09
so i i feel the pressure i want to get
72:10
the long range plan completed i know a
72:12
retreat would be good
72:13
for moving that forward you're meeting
72:16
here right now
72:19
would you feel a meeting that was

72:21
practically that looked a little bit
72:22
like this
72:24
would be what you imagine a retreat
72:26
would be or
72:27
is now not the time to be doing that
72:29
that
72:31
you know if you want to have a meal
72:32
together
72:34
that's not that's not gonna be part of
72:37
that um
72:39
i'm running out of evenings to do an
72:41
outside anything which would maybe help
72:43
that a little bit
72:44
um so i just i need to throw the monkey
72:48
wrench in there but that's
72:49
um you know i think it's important
72:55
and then how quickly can you get a
72:56
facilitator you know also
72:58
so so hearing things but let me on my
73:01
mind kind of going back to this
73:02
i would suggest potentially a three hour
73:05
program or
73:06
possibly a four
73:09
where we do a focus you know kind of
73:12
meet get settled
73:14
maybe an easier warm-up test maybe just
73:17
a check in
73:17
you know group dynamics says you change
73:19
a single member of a group the whole
73:21
group changes
73:22
um so um maybe you check in there
73:25
and then like a snack break and maybe
73:27
that could be outside or just whatever
73:29
this has to be a meal but some coffee
73:31
right and then diving into a
73:33
longer phase discussion of the
73:36
long-range plan and same way shape or
73:38

form that the facilitator then decides
73:40
that that's what the the job is to
73:43
figure out how
73:44
to frame a two to three hour discussion
73:47
of
73:47
savings into our discussion of this
73:52
in a way that's going to be helpful for
73:53
the void and then sets the board up for
73:56
more concrete discussions over the
73:58
course of the fall
74:03
does that sound too directive or is that
74:05
or is it does it seem like a framework
74:06
there
74:07
so you're talking about like three three
74:08
and a half hours
74:10
kind of warm up a check in some open
74:12
discussion about what's working what's
74:14
not
74:16
snack and then diving into this and it's
74:18
up to the facilitator we
74:20
bring on to say here's here this is the
74:22
time period
74:23
here's the document success to help the
74:26
board set into
74:27
the court of getting this thing
74:29
implemented
74:32
do you have i mean honestly do you have
74:34
to do it in person
74:37
does it have to be in person
74:40
better but does it happen to me
74:42
personally there is benefit to face to
74:44
face if it can be arranged
74:45
i mean a lot of people are doing
74:46
something zoom now anyway so um
74:49
but
74:52
verification are you saying that we
74:54
would have a three and a half hour
74:56
meeting to discuss how we're going to

74:57
proceed with
74:58
discussions or is the last or the last
75:01
two and a half hours a concrete
75:03
discussion about exist but the facility
75:05
of the facilitator sets the pro because
75:07
given the size of the document and the
75:09
time frame it's up to the facility to
75:11
say how
75:11
you know and then jeff works with maybe
75:13
mark they have a subcommittee or
75:14
something working with a facility and
75:16
say
75:16
we want you to use that time
75:17
productively here's the document
75:19
obviously we can't do it all in
75:21
two hours but it's the desire of the
75:23
board to get this
75:24
moving from this to a just a way of
75:26
framing a discussion
75:30
could we possibly have a meeting at a
75:33
restaurant where we could be
75:35
in person without masks well that's why
75:37
i was looking at
75:38
there are some some places in town to
75:41
try to keep it local
75:42
that have like a room that we could
75:46
do that it's possibility
75:57
my opinion is it's better in person as
75:59
well i feel like
76:00
i've been on a lot of meetings with lots
76:02
of people
76:04
it's really hard to people talk over
76:07
each other
76:09
i'm kind of tired of that
76:15
sorry i didn't hear that last part i
76:17
said i'm kind of tired of the
76:19
people talking over each other oh yes
76:23

i i agree it's very difficult to
76:26
communicate on zoom it's almost as
76:28
difficult as it is to communicate with
76:29
nasa
76:31
yeah i've gotten used to zoom at this
76:33
point so i'm
76:34
perfectly fine with with teleconferences
76:37
or video conferences
76:39
i i will put it in crest if it's indoors
76:41
i'd like it to be as large
76:43
as possible
77:10
if they haven't choose anything
77:16
so do we need to wait to see
77:18
availability to check
77:20
or should we give you how about this
77:23
would you like uh would you like me to
77:25
put out a dutiful
77:27
and try to fix a date does that seem
77:29
like a reasonably good thing i will get
77:30
that out
77:31
tomorrow put that out um
77:34
for evenings
77:38
in august august last september i would
77:42
suggest
77:43
okay okay
77:46
and we'll just make a big ugly doodle
77:49
pole
77:49
fill it out and we'll do our best sounds
77:52
good
77:52
and then i will find a space and i've
77:54
got a couple irons cooking with
77:56
facilitators and i think we can get that
77:57
arranged pretty quick
78:02
i have one more question do we have to
78:05
have a monthly ward meeting
78:08
or could we say in x month
78:11
september we are not having a board
78:14
meeting

78:14
and instead we're going to do a retreat
78:17
so
78:18
um one could
78:21
do that uh i would recommend if we were
78:25
what i would recommend an abbreviated um
78:28
an abbreviated business meeting that
78:30
literally
78:31
gavel in public participation if any
78:35
financial do the disbursement and then
78:39
that's it that's really the only the
78:41
action that's required monthly
78:43
so that we can pay the bills if that can
78:46
happen
78:52
sure
79:06
did you already got the date yeah
79:10
and you already plan on one night a
79:12
month so
79:13
let's give ourselves a break and then
79:15
maybe even continue in october like
79:17
i mean obviously you don't want to
79:18
shortchange the business meetings but it
79:20
might
79:20
give us extra time to focus on with fine
79:23
policy and then to get things
79:26
done so we can uh absolutely do that
79:34
um
79:45
in fact if i can get four of you
79:47
together
79:48
to be at that at an earlier time if that
79:51
was possible
79:52
we could conduct that business at some
79:55
time and leave the evening
79:56
for a year okay so i want to push that a
79:59
little
80:00
further i i personally
80:03
would be comfortable saying i would
80:05
leave myself open
80:07

for that meeting if we were rocking like
80:10
like okay i know it's 8 30 but we're
80:12
making progress
80:13
and we stay till 9 30 i would be
80:16
open to maybe not saying to the
80:19
facilitator it's
80:20
six to nine and you can't be here five
80:22
after nine i i would be open to
80:24
considering that just based on how our
80:26
discussions are going
80:27
you know and the first topic grilling we
80:29
said let's dive into something else but
80:30
i don't know how other people feel so
80:32
i've been throwing that out for
80:33
consideration
80:34
and maybe everybody could like check it
80:36
out yeah and we could do like you could
80:37
do the business at 5 30.
80:42
everyone anticipate six to nine honestly
80:45
right yeah if someone can't make it at 5
80:48
30
80:48
that's fine okay as long as we have four
80:51
people
80:54
that sound like the way we're going
80:55
sounds good so the date's already there
80:58
all right i have to do
81:00
[Music]
81:12
you know if we were done at 8 30 starts
81:14
fine because i don't think that's going
81:16
to be contentious that
81:17
is what not the dealerships are going to
81:18
be but i think defines was just getting
81:20
things done on the table so
81:22
i don't think that's what i heard
81:24
everything else to i think fine
81:26
i didn't hear what they were said
81:32
might be something that won't take as
81:35
long

81:36
as some of the other meetings i don't
81:37
think it's going it's going to be
81:39
information sharing getting people's
81:41
ideas of where they stand i just don't
81:43
see it as being
81:45
as much needed give and take i don't
81:47
think we'll be as far apart
81:56
[Music]
82:04
and then the main thing is asking the
82:06
facilitator to
82:08
lead the discussion
82:23
at some point though
82:26
one at a time people have to sneak into
82:28
the boardroom to eat okay very good
82:30
i'll figure that out
82:34
this is i mean no joke of no joking
82:36
aside the
82:37
the break room accessibility
82:41
for the staff is a major problem
82:44
as we put mass back on because only can
82:47
have one person in the space at a time
82:50
so all kidding aside this food issue
82:54
is my uh current uh
82:57
nightmare so it seems easy isn't it
83:01
well hopefully it's a nice evening right
83:04
there can't have all
83:04
way for the world weather's gonna be
83:06
harder right yeah yeah
83:08
so there's at least a decent chance that
83:09
september's nice all right
83:12
cool thank you that's great everybody i
83:14
appreciate it
83:15
okay let's go on to meeting room
83:16
policies
83:19
uh there's a minimum policy changes in
83:21
the packets
83:22
went through uh policy committee uh
83:26

and uh
83:29
you look at now not a huge change i
83:31
don't think
83:46
i'm
83:57
this has been through the policy
83:58
committee these are the recommended
84:00
changes
84:09
yes i would love someone to make a name
84:14
i make a motion to accept the changes to
84:16
the policy i'm sorry to the um
84:21
to the meeting room policy sorry
84:24
okay any discussion on the changes
84:29
on page 32 where it's bold and red
84:32
how often do groups not show up uh
84:36
yeah it happens i won't make that mold
84:39
it'll just be another piece of it but
84:41
yes um
84:44
we track it we contact the group
84:47
um it puts us in this weird position so
84:50
if someone doesn't show up
84:52
um during certain times of the year
84:55
people
84:55
want to use a room we might have people
84:58
who want to come and study
84:59
which we let people do in the room if
85:00
there's no meeting room
85:02
that's one thing people but then
85:04
sometimes they're just late
85:06
so we say you know they booked it we and
85:09
we just blocked that whole time off so
85:12
even if someone's booked it we let them
85:13
have it
85:14
um for that whole time and prevent
85:16
people from using it sometimes it gets
85:17
people grouchy because there's like
85:18
there's nobody in that room i want to go
85:19
in there and study
85:20
so what we're saying here is if you're

85:22
not here in the first 30 minutes
85:24
that's ample time for you to get here
85:26
that's our signal
85:27
to that allow us to use the room and
85:29
then the second half of that is
85:31
if you don't show up a couple times but
85:33
don't call us and tell us you're not
85:34
coming
85:35
you know these setups are not um free
85:38
right they're free of staff time this is
85:39
a substantial portion of the time
85:41
for kevin and mike and mark to set up um
85:45
and you know changing the setup
85:46
particularly in this room um
85:48
can be quite arduous and then when
85:50
someone doesn't show up
85:52
that's irksome so uh i think
85:56
if they don't show up a couple times i
85:58
think it's reasonable for us to say
86:00
you know uh take a year off try again
86:03
next year maybe you'll be able to show
86:04
up on time
86:06
so uh we haven't had that in there it
86:09
certainly happened
86:10
i have been tracking it uh and we've
86:12
been communicating with the groups where
86:14
this happened
86:16
but
86:20
to um
86:27
any other questions or comments or
86:29
concerns
86:32
okay i was in favor please subscribe
86:34
raise your
86:44
any other new business
86:53
it is i was going to talk about um sort
86:56
of the nature
86:56
of the report and that you know paul had
86:58

asked for feedback back but it now
87:00
sounds like we have a plan for feedback
87:01
back to paul i will let paul know
87:03
that we have a retreat coming and we'll
87:04
have some feedback for him likely after
87:06
that
87:07
after that just keep him
87:10
he hasn't heard from us in a bit so i
87:12
want to make sure i just try to keep in
87:13
communication with him
87:14
and i'll do that and just again to
87:16
reiterate and clarify this is a
87:17
conceptual plan these are not
87:19
the plan the planning documents for
87:21
changes the library
87:23
there's no i mean and that's where the
87:25
drawings in there
87:26
are almost aggressively hand-drawn but
87:29
they're not
87:31
cad drawing you know they don't want to
87:33
look like
87:34
they are official plans or schematics or
87:37
any of those things
87:38
these are conceptual drawings and that's
87:40
why they are literally
87:43
drawings to try to bring that point home
87:46
thank you jeff was there anything
87:50
i'm trying to remember was there
87:52
anything that he owed us
87:55
after those last couple of meetings
88:00
i think we got all our linear foot
88:03
issues which is one of the big questions
88:04
we had from the staff side about
88:07
i think there's there's some discussion
88:09
to be had about
88:11
how shelving is estimated
88:15
i think we take a different philosophy
88:17
than maybe he does on that so that would

88:19
be part of our discussion
88:20
and um but i think he's ready
88:25
he's ready to deliver the report i think
88:27
um you know i'll say hey
88:29
give us another month we're going to
88:31
have this retreat i'll have some
88:32
feedback for you and then
88:34
you know he's almost billed out
88:36
completely
88:37
we're almost to the end of the contract
88:39
so this thing is
88:42
so really what i'm kind of hearing is we
88:44
should each
88:45
read this carefully mark it up for
88:48
ourselves
88:49
so we are ready to we are familiar with
88:52
it to discuss the things that are
88:53
important to each of us
88:55
you know and i'm hoping from that
88:57
document each of you
88:59
will in your mind have an idea of things
89:02
that resonate or don't resonate as you
89:04
think about
89:04
um the surveys that we've done with the
89:07
community
89:08
what has been asked of us how all of
89:11
these different people staff yourselves
89:13
our architect has imagined changes to
89:15
the building and think about what you
89:17
think
89:18
are the most important pieces of those
89:20
things and where we want to put our
89:21
effort
89:22
um in addressing
89:25
and addressing those needs i mean i
89:27
think that's that that's the decision
89:28
point we are at
89:29

now if we say okay tweak the report
89:32
get rid of the parts that we don't think
89:34
belong there uh make any necessary
89:36
corrections
89:38
accept that report that comes from him
89:41
and then
89:41
[Music]
89:43
think about what action does that elicit
89:46
from
89:46
the board of the whole i think that's
89:47
the that's the important discussion
89:50
that we're right there that's the that's
89:52
the next step that we have to
89:53
so i think the idea of resonates is an
89:56
important one like what
89:57
what resonates what's the larger and
89:59
then how do we move you know what's the
90:00
plan for moving forward
90:03
and i'm not going to give it right now
90:04
but if you ask me you said jeff what's
90:07
the most important thing in this
90:08
in this project to you not made a secret
90:11
out of it
90:12
i could give it to you in four sentences
90:16
and then but i think everybody has a
90:19
very different ideas about
90:21
you know and you're integrating what do
90:24
you imagine
90:24
the tolerances for the community as far
90:26
as um funding
90:28
uh you know i don't hear anybody who's
90:32
standing up here saying you know what i
90:33
think the community wants to spend
90:35
50 million dollars on a new library i
90:37
haven't heard that one side of anybody
90:39
and i don't think we're likely to so but
90:41
i think you know
90:42
absent that sort of extreme example i

90:45
think there's a lot of
90:46
calculations that all of us do and i
90:48
think it's time for
90:50
this body to come together and start to
90:51
figure that out
90:54
i did have a question while i have
90:56
attended many executive retreats i've
90:59
never
90:59
hired the facilitator so how much of an
91:02
expense is that
91:04
i don't know did they provide any
91:07
so i thought it was facilitating the
91:08
services available they do
91:11
and that would come at no cost yeah i
91:14
haven't having been a facilitator it
91:16
depends it depends i mean i work for
91:17
organizations
91:18
but if i were facilitating i could be i
91:20
would charge you two to three hundred
91:21
dollars an hour
91:22
but that's me i mean and that's not a
91:24
lot you know that
91:25
but like if a company cost money i would
91:28
try to choose them
91:30
and that would also involve you know i
91:32
wouldn't charge for the planning and all
91:34
that
91:34
but like to have me on site like if
91:36
you're gonna do three hour retreat i
91:37
would charge you nine to four
91:41
probably that's
91:56
and
92:00
all right now the plans seem a little
92:01
bit more concrete i will contact
92:04
some of the people that i've been in
92:04
contact with and try to see if those
92:06
dates work
92:07

for them and then i'll come back with
92:09
those answers about
92:11
about the funding and you guys can let
92:12
me know if those costs seem reasonable
92:16
to me the biggest skills are going to be
92:19
experience working with groups
92:21
experience facilitating groups
92:24
and experiencing moving groups
92:28
so an experienced experienced facility
92:31
should have those skills
92:32
but that for me you know is working with
92:35
a group
92:35
you know using a group but allowing the
92:37
group to do its business but also moving
92:45
any other old business okay
92:48
future business one thing on the old
92:50
business in the diversity committee is
92:52
the fine policy came up and there was
92:54
some data just
92:55
available around issues of
92:59
how it affected folks based on income
93:03
and i think i emailed you jeff if that
93:05
could be cross-referenced
93:07
based on race she's working on that it's
93:10
not possible by this meeting
93:11
but likely by the time we would have any
93:13
retreat if that's the
93:15
retreat or whatever i just want people
93:16
to let people know that the old business
93:18
of the fine policy i asked for that
93:20
economic data to be cross-referenced
93:22
by race impossible and so whenever that
93:24
discussion comes up
93:25
that could be coming catherine thinks
93:27
possible but she'll
93:29
feel better yeah is that unique in this
93:32
library or generally
93:34
here so we're getting pretty good data

93:36
um based on
93:37
census block track median income by
93:40
census block track
93:42
and medium home value values which track
93:46
closely together we've got some pretty
93:49
good data about fine rates with that
93:52
and catherine would love to present it
93:56
great not necessarily
93:59
but whenever the fine discussion gets
94:00
scheduled yeah she's queued up so she's
94:02
ready to go it's just waiting for space
94:04
to have that discussion because it needs
94:06
um the data need a little bit
94:07
of time to absorb and look at
94:16
okay i have one item for future business
94:18
i i watched the meeting from last month
94:20
and uh
94:22
the challenge you talked about how we
94:24
should be setting up for the next
94:25
contract
94:27
um and earlier now it's two years so we
94:30
have some time but
94:31
people can start thinking about that
94:33
discussion
94:34
and maybe a future meeting we should
94:36
talk about kind of how structuring
94:38
how the board wants to uh organize
94:41
around the next contract
94:43
so i just kind of heads up to people who
94:45
start thinking about if they want to be
94:46
involved or
94:47
how they want to be involved in that
94:48
discussion as well and i think
94:50
yelling about it involving the union in
94:52
our discussions
95:03
i think there will be a lot of interest
95:04
in it or maybe
95:07

carving out time at maybe like october
95:10
meeting and i just thought like every
95:11
other month
95:12
somehow putting it on the gender whether
95:13
we touch it or not but thank you so much
95:14
for remembering that because i had
95:16
forgotten it but um
95:17
maybe every other month there's some
95:19
some discussion or report
95:21
or invitation
95:25
okay that's great okay any other future
95:27
business
95:29
comments concerns questions okay i'll
95:32
take a motion for
95:33
german
95:38
second all in favor
English (auto-generated)