

MINUTES  
REGULAR MEETING OF THE  
BUFFALO AND ERIE COUNTY PUBLIC LIBRARY BOARD OF TRUSTEES  
DECEMBER 20, 2007

The regular monthly meeting of the Board of Trustees of the Buffalo and Erie County Public Library was held on Thursday, December 20, 2007, in the Central Library pursuant to due notice to trustees. The following members were present:

W. Lawrence Buck, Chair  
Rebecca L. Pordum, Vice Chair  
Frank Gist, Secretary  
Sheldon M. Berlow, Treasurer  
Phyllis A. Horton  
Elaine M. Panty  
Mario J. Rossetti  
Judith K. Summer  
Sharon A. Thomas  
Wayne D. Wisbaum  
Robert J. Plache, Trustee Emeritus  
Daniel T. Roach, Trustee Emeritus  
George M. Zimmermann, Trustee Emeritus

Excused:  
Richard L. Berger, ill  
Jack Connors, conflict  
Annette A. Juncewicz, conflict  
Susan Maggiore, resigned  
Hormoz Mansouri

Chair W. Lawrence Buck called the meeting to order at 4:05 p.m. in the Joseph B. Rounds Conference Room.

Agenda Item B - Agenda/Changes to the Agenda. There were no changes to the agenda.

Agenda Item C - Minutes of the Meeting of November 15, 2007. On motion by Ms. Pordum, seconded by Ms. Panty, Minutes were approved as mailed.

Agenda Item D - Report of the Chair. Mr. Buck updated trustees on the search for a new director. Three final candidates have been chosen, two from out-of-town and one internal candidate. Phone interviews went very well. In an executive session that immediately preceded this meeting, a schedule was developed for conducting personal interviews with the candidates. It was proposed that interviews take place on January 9 and 10, 2008. On January 9th, individual sessions will be held with the general staff,

contract library directors and trustees and the administrative team starting at 1 p.m. Candidates will rotate from group to group, with sessions scheduled to take place from 1-1:30, 1:40-2:10 and 2:20-2:50. A two-hour break will occur after these sessions, to be followed by an informal reception with light refreshments at 5:30 p.m. At 6 p.m., a public forum will take place to provide ample opportunity for all stakeholders to participate in the process. Questions from the audience will be permitted, although they will be screened to avoid illegal or inappropriate content. On January 10th, three one-hour interview sessions with the Board of Trustees will take place from 2 to 5 p.m. Afterwards, light refreshments will be provided to give trustees time to discuss candidates and deliberate. The Executive Committee meeting will take place on January 17th, with the full Board meeting scheduled for January 24th, allowing sufficient time for negotiations. This information will be provided in memo format to all trustees within the week.

Agenda Item D.1 - Election of Nominating Committee. Mr. Buck stated the Bylaws stipulate that a Nominating Committee be appointed at the December meeting. He selected Judy Summer and Rick Berger as his appointees. Ms. Pordum proposed a slate of Sharon Thomas, Elaine Panty and Phyllis Horton. Ms. Panty made the second. There being no discussion, the aforementioned individuals were approved as the Nominating Committee. Mr. Buck asked Ms. Summer to Chair the committee and she accepted the charge.

Mr. Wisbaum arrived at approximately 4:13 p.m.

Agenda Item E - Committee Reports.

Agenda Item E.1 - Executive Committee. The Committee convened on December 13th at the Central Library. Trustees Buck, Pordum, Panty and Berger were present. The Director, CFO and COO introduced proposed agenda items for the December 20th Board meeting. The Executive Committee discussed and confirmed those items.

At approximately 4:50 p.m., Mr. Buck called for a motion to enter executive session to discuss personnel matters. Ms. Pordum made the motion, seconded by Ms. Panty, and the motion was approved unanimously. Ms. Jakubowski and Mr. Stone were excused. At 5:10 p.m., Mr. Mahaney was excused. At 5:15 p.m., Ms. Panty moved, and Mr. Berger seconded a motion to re-enter public session. The motion was approved unanimously. Mr. Buck reported no action had been taken. The meeting adjourned at 5:18 p.m.

Agenda Item E.2 - Budget and Finance Committee. Due to Richard Berger's absence, Deputy Director Kenneth Stone introduced and explained budget and finance items.

Agenda Item E.2.a - Contract Library Transfers. Mr. Stone said this matter involved routine transfers within the 2007 budget of the Amherst Public Library. Ms. Panty moved for approval and was seconded by Ms. Thomas. Approval was unanimous.

## RESOLUTION 2007-54

WHEREAS, a request for budget transfers has been received from the Amherst Public Library, now therefore be it

RESOLVED, that the Board of Trustees of the Buffalo and Erie County Public Library approve transfers totaling \$6,549 within the 2007 budget of the Amherst Public Library.

Agenda Item E.2.b - Adoption of 2008 Budget. This resolution presented the Library's 2008 budget for consideration and adoption. For the second year in a row, the Erie County Legislature supplemented funding to the Library System for restoration of services. Every library operating within the B&ECPL System will be strengthened. Mr. Stone went on to describe in detail various service improvements. However, he pointed out that even with the additional funding, library funding is still \$5 million below what the County was able to provide in 2004.

Ms. Summer thanked Mr. Stone for his work on the budget, and especially for disseminating the information in a form that is easy for everyone to understand and absorb.

Ms. Pordum thanked trustees who had an opportunity to talk with legislators prior to the budget vote. The Library has established its credibility year after year. When the Library says it is going to do something, it follows through. Legislators know allocated funds are well spent.

Ms. Panty seconded those thoughts and said trustees are happy to help the Library. Mr. Buck reiterated those sentiments. The staff and Board have done a great job together. The Chair called for a motion. Ms. Horton moved and was seconded by Ms. Summer. The 2008 budget was adopted unanimously as presented.

## RESOLUTION 2007-55

WHEREAS, in adopting the 2007 budget, Erie County and its public library system turned a corner, using a County Legislature approved \$500,000 increase in funding, the first increase in County support in three years, the Library implemented focused service restorations aimed toward making our leaner library system more responsive and more effective, providing the most value for our customers in meeting their diverse needs, and

WHEREAS, the Library used those funds to expand hours of public access, especially at libraries that had failed to meet New York State minimum standards in 2006 yielding positive results: Year-to-date circulation through October has risen 2%, while year-to-date public access computer use has soared more than 24% across the System (up 12% among suburban contracting libraries, 28% at the Central Library and a staggering 63% increase among Buffalo branch libraries), and

WHEREAS, this reinforces both the continuing need for basic library services and the growing importance of the Library in bridging the "digital divide," and

WHEREAS, there remains much more work to be done, and

WHEREAS, this past June, Erie County Legislature Chair Lynn Marinelli, asked: "...the library board and staffs [to] prepare a realistic neighborhood services restoration plan that covers a three-year timeline," and

WHEREAS, to proactively address the situation, the Library Board directed the 2008 budget request include groupings of service restoration proposals, starting with high impact restorations to allow existing libraries to provide more effective public access and service and progressing through a series of service restorations that will pilot and ultimately expand alternate service provision models, and

WHEREAS, in a further gesture of support for public libraries, the Erie County Legislature funded \$1,600,000 of the Library's restoration request in the recently adopted Erie County 2008 budget, and

WHEREAS, this much appreciated restoration will be applied first towards optimizing library service provided to the community from existing funded libraries followed by exploring alternate service models, and

WHEREAS, this approach ensures the \$1.6 million will have maximum impact, strengthening service at 26 libraries and system services to all libraries, with many restoring open hours on evenings and weekends most in demand from our public, now therefore be it

RESOLVED, that the Board of Trustees of the Buffalo & Erie County Public Library adopts the 2008 Budget, utilizing the following sources to provide library services in 2008:

\$22,171,833 - Property Tax for Library Purposes  
\$1,600,000 - Erie County Interfund Revenue Subsidy  
\$2,380,981 - New York State Aid - Operating Budget  
\$500,000 - Use of Fund Balance  
\$1,152,402 - Library Fines, Fees and Other Revenue

\$27,805,216 - Total Operating Budget  
\$720,994 - Library Grants Budget

\$28,526,210 - Combined Operating and Grants Budget, and be it further

RESOLVED, that the budget documents and schedules be promptly posted on the Library's website and all needed forms and accounting entries to implement this budget and its allocation of the \$1,600,000 County Legislature funded service restorations be promptly completed and transmitted.

Agenda Item E.2.c - Request Assistance for Unanticipated Expenditure: Lackawanna Public Library. The Lackawanna Public Library received a New York State Construction Grant award to install improved, energy-efficient lighting in that facility. Contractor quotes obtained at the time the grant was prepared are now below current costs. The Lackawanna Public Library has proposed the use of \$2,000 in excess fine revenue to cover the additional cost. The B&ECPL will save on utility expenses. Ms. Panty moved for approval. Ms. Thomas seconded. Approval was unanimous.

RESOLUTION 2007-56

WHEREAS, the contract between the Buffalo & Erie County Public Library and contracting libraries, in the Twenty-Second item, provides a process for requesting assistance in the event of "unforeseeable circumstances" that "result in a material impact on the 'Public Library's operating budget..." and

WHEREAS, the Lackawanna Public Library Board of Trustees has requested assistance in the amount of \$2,000 to help offset an unanticipated cost increase in a New York State Construction Grant project to replace outdated and energy inefficient lighting in the library, and

WHEREAS, without this assistance the Lackawanna Public Library's ability to move forward with the project may be compromised, and

WHEREAS, after reviewing its budget status, the Lackawanna Public Library has determined that it will end 2007 with a combined surplus of revenue/under expense in excess of \$2,000, and

WHEREAS, the Lackawanna Public Library has requested that they be allowed to retain \$2,000 of these proceeds in its 2007 ending fund balance to apply those funds in 2008 to help offset the increased cost of this project, and

WHEREAS, the benefit of improved lighting for the Lackawanna Public Library's patrons and staff, combined with expected utility savings from installing energy efficient fixtures, provides a sound basis for supporting this request, now therefore be it

RESOLVED that the Board of Trustees of the Buffalo and Erie County Public Library approves allowing the Lackawanna Public Library to retain \$2,000 of combined surplus revenue/under expense in their 2007 ending fund balance and to apply those funds in 2008 to help offset the increased cost of their lighting replacement project, and be it further

RESOLVED, that a copy of this resolution be transmitted to the above contracting library to implement the change.

Agenda Item E.2.d - Monthly Financial Report. The monthly financial report for the

period ending October 31, 2007 was presented for information.

Off topic, Trustee Wisbaum asked for clarification of the process for filling open positions on the B&ECPL Board. Mr. Buck said appointments are for five years. The Mayor of Buffalo nominates five trustees and the Erie County Executive nominates ten. Every year three positions become vacant, one mayoral appointment and two county executive appointments. Mr. Wisbaum suggested that the Board, as a body, suggest candidates for appointment to the Library Board. Mr. Buck stated this has been done in the past, but usually the nominating entities have their own ideas about who they want to sit on boards. Mr. Wisbaum made a motion that the Board recommend John Long, a former trustee, for one of the available 2008 appointments. Trustee Rossetti said the proper procedure would be for Mr. Long to write a letter to the County Executive requesting appointment to the Library Board. Mr. Buck said he would prefer that this matter be handled in that manner. Past practice did not include the Board making official requests for the appointment of specific individuals.

Mr. Berlow felt the Board should consider long term planning for Board appointments. Mr. Gist asked who would determine what qualifications are desirable. Ms. Pordum pointed out that individuals currently serving as trustees may wish to be reappointed to another term. The Board may be doing a disservice to trustees who wish to continue to serve in that capacity. Mr. Berlow said three terms are potentially up for reappointment. He agreed that trustees who wish to be reappointed should not be replaced by new individuals. However, he felt it would be prudent planning to search for individuals who wish to serve if a vacancy occurs. Mr. Buck said he would review this proposal with the Library's attorney to determine its legality. Ms. Pordum thought it would be a good idea to compile a list of names for occasions when vacancies occur.

Ms. Summer agreed it is important to run this past the Library's attorney to determine what the Board's role can be legally. She felt the most desirable qualities for trustees include attending meetings, participating in committee work, reading the Minutes, etc. Unlike many other boards, the Library Board is a working board. Meetings are open to the public and everything is under scrutiny. She believes it is possible to go forward with both suggestions: compiling a list of names of potential trustee candidates as well as a list of desired qualities for candidates. Mr. Buck said he would take the matter up with the Library's attorney and ask the Executive Committee to develop a list of qualities and characteristics desired in Board members. Once the Executive Committee has completed that list, it will be shared with the full Board. Board members will then be asked to suggest names of potential trustees. Mr. Gist expressed some concern with this proposal. He does not want to see an elitist Board appointed and asked who would determine which individuals are more qualified to serve than others. At this point, Mr. Buck directed trustees' attention to the next agenda item.

Agenda Item F - Report of the Director. Michael Mahaney echoed previous comments and said the Board of Trustees and staff worked together to accomplish great things. He stated it has been an honor to work for this institution for 34 years. Some tremendous

things have been accomplished under very difficult circumstances. The B&ECPL is not a one-person operation; the entire team works together for the community.

The Director called upon Deputy Director Mary Jean Jakubowski to brief the Board on the recent surplus computer sale. She reported the first sale was conducted at the East Delavan Branch Library on December 15th. Approximately two-thirds of available units were sold. In addition, 20 Pentium 2 computers were donated to Potter's House in Niagara Falls, which is a group home for teenage boys. A profit of \$4,000 was realized and the people who purchased computers were very appreciative. A second sale will take place at the Niagara Branch Library on December 22nd.

Deputy Director Stanton Hudson updated trustees on the annual appeal, which is expected to be put in the mail very shortly. Last year's mailing went to 16,000 recipients. It grossed \$21,155, representing 419 donors. The cost was \$6,660, for a net profit of approximately \$14,500. The price per piece was 41.6 cents. This year the mailing will go to about 45,000 households in Erie County. Due to the larger mailing base the cost of this mailing will be approximately \$13,330, but the cost per piece has dropped to 29.6 cents per piece. Mr. Berlow asked if any media support had been received. Mr. Hudson said because the mailing came so quickly on the heels of the recent publicity concerning the additional \$1.6 million allocated by the Legislature, a decision was made to keep the mailing low key.

Mr. Mahaney reported he will be making an appearance on a Time Warner cable television show "All That Matters" on January 2nd and he plans to talk about how the Library is diversifying its revenue generation. Mr. Buck stressed how important it is to have full participation by the Board in the annual appeal. Mr. Berlow agreed that 100% participation by the Board is vital for receiving any grants. Mr. Hudson concurred wholeheartedly with that comment. Any donation amount is fine, the important aspect is full participation, not how much is contributed. The following was submitted by the Director and transmitted to Board members prior to the meeting.

Legislature Increases Investment in Library in 2008: Thanks to the support of the Erie County Legislature, the adopted 2008 County budget provides \$1.6 million in additional support for the Buffalo and Erie County Public Library, increasing the annual appropriation from \$22.2 million to \$23.8 million. Additional funds will benefit 26 libraries directly with increased hours of access, and every library in the county will receive some benefit from enhanced System support. All Buffalo branch libraries will be open a minimum of 40 hours per week. This funding also allows libraries to provide additional programs, including computer training and youth activities. Alternative service models will be explored as part of this extensive restoration package approved by the Legislature. For a complete breakdown of restoration details, visit the Library's website at: [http://www.buffalolib.org/aboutthelibrary/Library\\_2008\\_Restores\\_County\\_Adopted\\_12\\_11\\_2007.pdf](http://www.buffalolib.org/aboutthelibrary/Library_2008_Restores_County_Adopted_12_11_2007.pdf)

B&ECPL Awarded Additional Computers: On December 5th, Mary Ann Stiefvater, New

York State Coordinator of the Gates Foundation's Opportunity Online Grant Project, advised CIO Shirley Whelan that some additional grant-funded computers might be available for allocation to B&ECPL libraries already designated to receive new computers. Based on Ms. Whelan's timely and appropriate response, Ms. Stiefvater verbally agreed to provide B&ECPL with six of these "extra" computers to help address increasing public demand for access.

Computer Reservation and Printing Module Implementation Continues: In October, Envisionware software was introduced at the Dudley Branch as a pilot project to precede system-wide implementation. Both patrons and staff like the new system and, despite some minor glitches encountered during the rollout, continue to express their enthusiasm. Recent implementation at the Crane Branch was quicker and smoother than expected, partly because some Crane patrons also use the Central Library, where Envisionware has been in place since early November. The West Seneca Public Library introduced Envisionware to its patrons on December 13th, and the East Aurora Library is due to begin offering it on December 17th. When installation at these libraries is complete, other locations will be scheduled. Plans remain on track for a "soft opening" of the eCommerce module of Envisionware before year's end. With this software, patrons will be able to pay library fees and fines online using a credit card.

Merriweather Library Is Heart of Community Activity: The calendars of the community room and auditorium of the Frank E. Merriweather, Jr. Library continue to remain full. In addition to the "regulars," i.e., many organizations and groups that use these spaces on a recurring basis, additional groups took advantage of these prime meeting spaces during November and December. Among them are the Western New York Library Resources Council's Regional Automation Committee, Families CAN, Group Ministries Community Housing Forum, Childcare Resource Network, Jack & Jill of America-Buffalo Chapter (Kids Voting Workshop).

B&ECPL to Participate in Big Read: The Buffalo & Erie County Public Library will partner with Just Buffalo Literary Center in February 2008 for a celebration of Harper Lee's novel, *To Kill a Mockingbird*, in conjunction with the nationwide Big Read initiative. In early November, Public Relations and Development Officer Paula Sandy attended the Big Read's two-day orientation in Minneapolis to facilitate the planning of events for the Western New York area. Library events include the kick-off press conference at the Central Library's "Ring of Knowledge," book discussion groups throughout the System and special events at various library locations.

Graphics Department, Rare Book Room Collaborate on "Ring of Knowledge" Display: Senior Library Display Artist Dawn Stanton and Assistant Library Display Artist Darlene Pennachi collaborated with Elaine Barone and Amy Pickard of the Grosvenor Room to create a seasonal display featuring the woodcuts of J. J. Lankes, as inspired by the works of Robert Frost. The display, which features items on loan from the Toy Town Museum, will remain in the "Ring of Knowledge" through mid-January.

WebFeat Re-Design Delivered: WebFeat, the provider of B&ECPL's federated search

engine for subscription databases, has delivered a new product design based on specifications developed by B&ECPL's Technology Services Committee. Committee members have begun to examine the design and will post the results of their evaluation to a "wiki" to be developed by librarian Kelly Donovan and Webmaster Dave Wojtasik. The committee will meet next in January to review feedback from a demonstration for administrative staff scheduled for the third week of December.

Niagara Branch Hosts Colleges and Universities: On November 28th, the Niagara Branch Library conducted its first "College Night." Representatives of St. Bonaventure University, Buffalo State College, Daeman College, D'Youville College, Niagara County Community College, Erie Community College, University at Buffalo, Niagara University and the Equal Opportunity Center visited to answer the many questions of students and parents who might not have convenient access to such information without the encouragement and involvement of their local public library.

"Get Graphic" Gets Going: On November 17th, 60 people attended the panel discussion, "From Superman to Sandman: Comics Grow Up." As part of the continuing "Get Graphic" project, the panel presentation was designed to offer an overview of graphic novels to a general audience, including their history and evolution, censorship, inclusion in library collections and increasing reader appeal. The panel included University at Buffalo librarian Mike Lavin, Canisius College librarian Barbara Boehnke and Martin Kilroy, a teen reader and avid graphic novels collector. Melanie Kimball from the University at Buffalo's Department of Library and Information Studies moderated. Mr. Kilroy stole the show with a poised and fascinating discussion of his passion for graphic novels and how that passion developed from early childhood. Later, he was featured in a Buffalo News "NeXt" article showcasing graphic novels. Recently, Popular Materials librarian Britt White conducted two graphic novel workshops for educators at Depew Central and Frontier Central High Schools.

ILLiad Training and Implementation Underway: The B&ECPL Technology Plan includes implementation of OCLC's ILLiad system to improve interlibrary loan services while reducing staff workload and costs. As part of the recent New York Library Association conference in Buffalo, several staff attended a pre-conference entitled, "Maximizing the ILLiad Interlibrary Loan System: Extending Resource Sharing a Step Further." B&ECPL attendees included CIO Shirley Whelan, Central Library Administrator Peggy Skotnicki and Interlibrary Loan staff Mary Schiffhauer and Sandra Schamber. While the session might have offered more detailed guidance, both presenters and attendees from libraries that already have implemented ILLiad provided encouragement to the B&ECPL team. Staff have decided to host the software in the Central Library's Network Center, using an existing server - saving almost \$5,000 annually. Full implementation is planned for early 2008.

Net Equalizer Installed to Improve Bandwidth: Technology Support Services Specialist Johnny Hsu has installed a new product to help manage B&ECPL's Internet bandwidth more efficiently. Its use has already resulted in measurable improvement. Mr. Hsu will

continue to monitor Net Equalizer's impact and fine-tune the product as needed in the coming months.

**Ex-Offenders Receive Assistance from the Library:** Correctional Facility librarian Brian Hoth, Institutional Services librarian Monica Mooney and Business, Science and Technology Department Manager Nancy Mueller attended the Commission on Citizens' Rights meeting at the Employment Training Center. Participants were provided with information about job-seeking resources, B&ECPL's Connections guide, etc. Mr. Hoth compiled a Bibliography of Resources for Ex-Offenders, which was distributed at the meeting.

**East Delavan Celebrates Autumn Harvest:** The East Delavan Branch Library hosted the kick-off celebration for children in daycare facilities that are a part of the "Read to Succeed" program. The Autumn Harvest Festival included story time, crafts and food provided by RTS . Presenters included Colleen Adams from WNED-TV, Sherry Byrnes from Literacy Volunteers, Debbie Gil from Success by Six, Val Cooley from the Child Care Coalition and others. In addition to the Autumn Harvest festivities, "Read to Succeed" provided two separate programs on Financial and Computer Literacy.

**Library Makes Canadian Connections:** In November, Chief Operating Officer Mary Jean Jakubowski, Chief Development and Communications Officer Stanton Hudson, Central Library Administrator Peggy Skotnicki, Humanities and Social Sciences Manager Elaine Barone and Grosvenor Room librarian Amy Pickard toured two of Toronto's finest rare book libraries: the Lillian H. Smith Library of the Toronto Public Library, which houses the Merrill Collection of Science Fiction, Speculative Fiction and Fantasy as well as the Osborne Collection of Early Children's Books, and the Thomas Fisher Rare Book Library at the University of Toronto to view its Bruce Rogers exhibit . At each site, B&ECPL staff received a personal tour and took part in informative discussions on housing, exhibiting and promoting rare books and associated fundraising opportunities.

**Miscellaneous Meetings, Contacts and Appearances:** On November 20th, as part of the Central Library's lunch-time series, "Literally Speaking," Grosvenor Room librarian Suzanne Colligan led a discussion of Diane Dillaway's *Power Failure: Politics, Patronage and the Economic Future of Buffalo*. A passionate group debated Buffalo's prior successes and failures, as well as its promising future. Chief Operating Officer Mary Jean Jakubowski and Business, Science and Technology Librarian Dan Caufield attended the Erie County Industrial Development Agency Community Manager's Meeting where County Executive-elect Chris Collins was the featured speaker. Ms. Jakubowski introduced herself and offered the Library's resources and services to assist Mr. Collins in his transition efforts. Popular Materials Department Manager Meg Cheman spent three days in Chicago as a member of an advisory board overseeing the development of an online resource center for the Public Programs Office of the American Library Association. Children's Room Manager Beverly Federspiel along with librarians Kerra Alessi, Mary Ann Budny and Gwen Collier attended author and reading motivator Esme Raji Codell's workshop, "Approaching Reading with Appreciation."

Humanities and Social Sciences librarian Charles Alaimo attended two training sessions for Dragon Naturally Speaking voice recognition software at the Western New York Workforce Development Center. Dragon Naturally Speaking is installed on the Library's Disabilities Room computer. Humanities and Social Sciences librarian Angela Pierpaoli attended a "Second Life" class at Western New York Library Resources Council (WNYLRC). Central Library Administrator Peggy Skotnicki attended several WNYLRC meetings, including the WNYLRC Board, Marketing Committee and Resource Sharing Regional Task Force. Coordinated System Services Administrator Carol Batt participated in WNYLRC's Continuing Education Committee and on the Town of Tonawanda Public Library Building Advisory Committee. Extension Services Administrator Ann Kling participated in a meeting of the WNYLRC Regional Automation Committee, which she chairs. Institutional Services librarian Monica Mooney addressed the Western New York Association of Activities Professionals meeting, discussing Bifolkal Kits and senior programming resources available through the Library. Ms. Mooney also attended a LawHelp.org workshop. Chief Operating Officer Mary Jean Jakubowski, Chief Development and Communications Officer Stanton Hudson and Extension Services Administrator Ann Kling met with Buffalo Museum of Science President and Chief Executive Officer Mark Mortenson and members of his staff to further program ideas and potential collaborations. On December 18th, COO Mary Jean Jakubowski, CFO Ken Stone and the Director are scheduled to appear before the Buffalo Common Council's Finance Committee and Legislative Committee to discuss library service in the City of Buffalo and renewal of the branch lease agreement between the City and B&ECPL.

Farewell: As I conclude my last monthly report of 2007 and the final report of my 34-year career with the Buffalo and Erie County Public Library, I am inescapably drawn to the words of Charles Dickens in his *A Tale of Two Cities*: "It was the best of times, it was the worst of times..." I have experienced both the height of B&ECPL's accomplishments (to date), but I also have witnessed the most difficult and disconcerting days in its history. Nevertheless, as I leave B&ECPL service, I remain optimistic about the future. Two years ago, we struggled and we suffered - but we survived. Today, we are leaner but stronger and better equipped to deal with whatever comes our way. We take nothing for granted. We embrace our mission and our purpose. We are a public trust, and when the public invests in us, the public deserves and should expect a respectable return. It has been a privilege to work for this great institution for so many years, and I am confident that with the continuing support of County government, the leadership of its Board of Trustees and the talents and dedication of its outstanding staff, the Buffalo and Erie County Public Library will continue to adapt to meet the changing wants and needs of Erie County residents for many years to come.

Agenda Item G - Public Comment. There was no public comment.

Agenda Item H - Unfinished Business. No unfinished business.

Agenda Item I - New Business.

Agenda Item I.1 - Language Clarification of Benefits Package. Trustee Judith Summer introduced this resolution, which proposes minor language updates to the benefits package stipulated in a Memorandum of Understanding with contract libraries enacted in 2002. The Benefits Committee met in June to revisit this issue. The revised Memorandum of Understanding will become part of the 2008 annual contract with contracting libraries. Ms. Pordum moved, Ms. Horton seconded, and approval was unanimous.

#### RESOLUTION 2007-57

WHEREAS, in 2002 the Buffalo and Erie County Public Library Board of Trustees created a Benefits Committee to review and standardize the employment benefits of blue and white collar full-time, RPT and part-time non-bargaining unit employees of the contracting libraries, and

WHEREAS, the Benefits Committee developed the Employee Benefits Package: Contracting Library Blue and White Collar Full-time, RPT and Part-time, and

WHEREAS, in 2003 the Employee Benefits Package was issued as a Memorandum of Understanding with the annual contract agreement between the Buffalo and Erie County Public Library and contracting libraries, and

WHEREAS, in 2004 the Employee Benefits Package became Exhibit D in the annual contract between the Buffalo and Erie County Public Library and contracting libraries, and

WHEREAS, the Benefits Committee has reviewed and clarified language in the Employee Benefits Package, now, therefore be it

RESOLVED, that the Board of Trustees of the Buffalo & Erie County Public Library approves the language clarifications as indicated in the Employee Benefits Package, be it further

RESOLVED, that these changes be incorporated into Exhibit D of the annual contract between the Buffalo and Erie County Public Library and contracting libraries.

Agenda Item I.2 - Appointment of B&ECPL Interim Director. Chair Buck stated that due to Mr. Mahaney's imminent departure as Director of the B&ECPL and the ongoing recruitment of a new director, it will be necessary to appoint an Interim Director for a period of time to oversee the operations of the Library System and fulfill other functions of the Director's Office. A recommendation was made to appoint Deputy Director Mary Jean Jakubowski to the interim position as she is the Library's highest ranking administrator who meets the necessary qualifications to serve as Library Director. Ms. Panty moved for approval and Ms. Summer made a second, whereupon approval was unanimous. Congratulations were extended to Mrs. Jakubowski, who replied that she is

looking forward to working with the Board in the capacity as Interim Director.  
RESOLUTION 2007-58

WHEREAS, Buffalo & Erie County Public Library Director Michael C. Mahaney's retirement becomes effective January 5, 2008, and

WHEREAS, the process to recruit a new B&ECPL Director is ongoing, and  
WHEREAS, Deputy Director / Chief Operating Officer Mary Jean Jakubowski is B&ECPL's highest ranking administrator who meets the necessary qualifications to serve as Library Director, and

WHEREAS, Mrs. Jakubowski's service as Deputy Director / Chief Operating Officer has been exemplary, now therefore be it

RESOLVED, that the Board of Trustees hereby authorizes the appointment of Mary Jean Jakubowski as Interim Library Director at an annualized salary of \$96,701, effective January 5, 2008 and until such time as the Board of Trustees identifies and appoints a permanent Director.

Agenda Item I.3 - Resolution to Honor Michael C. Mahaney. Chair Buck displayed a framed resolution and presented same to Director Michael Mahaney. Ms. Panty motioned, Ms. Thomas made a second and approval was unanimous. Mr. Buck proceeded to read Resolution 2007-59 in its entirety.

RESOLUTION 2007-59

WHEREAS, MICHAEL C. MAHANEY began his association with the Buffalo and Erie County Public Library (B&ECPL) as a Library Page in the Central Library's Stack Department in December 1973, and

WHEREAS, after receiving his Master of Library Science degree from the State University of New York at Buffalo in 1976, he worked as a part-time Librarian at the Fairfield, Mead and Kensington Branch Libraries until being appointed to a full-time Librarian I position in the Central Library's Business and Labor Department , and

WHEREAS, he soon earned promotion to the title of Librarian II, being assigned to Area 5 (Literature and Education Department) of the Central Library and,

WHEREAS, in 1982, he left the Central Library to serve as Library Director II at the Aurora Town Public Library, and

WHEREAS, in 1983, he returned to the Central Library's Area 5, until being reassigned to the Consultant's Office, responsible for collection development and advisory services to community libraries, and

WHEREAS, during this time he served as Treasurer of the Grosvenor Society (Friends

of the Buffalo and Erie County Public Library) and editor of the Society's newsletter, Among Friends, a member and subcommittee Chairman for the Trustee/ Administration/ Staff Advisory Committee and the editor of Joseph B. Rounds' The Time Was Right: A History of the Buffalo and Erie County Public Library, 1940 to 1975, and

WHEREAS, he was subsequently promoted to the position of Librarian III, where he continued and expanded his consulting duties, which included planning assistance for new library construction, and

WHEREAS, in 1990, he was promoted to Assistant Deputy Director for Community Relations, and

WHEREAS, during this time he served as liaison to the Erie County Legislature, Library constituents, local and regional media and the Library Board of Trustees, and

WHEREAS, he also served as Chairman of the Library's Long Range Planning Committee, and

WHEREAS, throughout this period he was active in the New York Library Association and American Library Association, frequently representing the Buffalo and Erie County Public Library on committees and task forces and as a speaker at various state and national conferences, and

WHEREAS, in January 2000, he was promoted to the post of Deputy Director, Chief Operating Officer, responsible for the administration of all B&ECPL public, support and planning functions and played a key role in the development of the Library's strategic plan, and

WHEREAS, it was during this period that he conducted a series of twenty-two public meetings to promote the Library's proposed planning initiatives and was instrumental in guiding the community through the challenging times of the Library's reorganization, and

WHEREAS, in January 2003, following a national recruitment effort, Mr. Mahaney was selected overwhelmingly by the Library's Board of Trustees to serve as permanent Director of the B&ECPL, and

WHEREAS, during his tenure and under his guidance the Buffalo and Erie County Public Library has made tremendous strides in new service development, technology deployment and strategic planning, now, therefore, be it

RESOLVED, that in recognition and appreciation of thirty-four years of diligence, devotion and enlightened leadership that MICHAEL C. MAHANEY has demonstrated in service to this institution, the Buffalo and Erie County Public Library Board of Trustees, on behalf of the Library and the community at large, expresses its profound gratitude and deepest respect on the occasion of his retirement.

Mr. Mahaney said it was an honor to work with the Library Board and fellow library staffers and stated he could not think of any other place where he would have rather spent 34 years of his life.

Mr. Wisbaum stated Mr. Mahaney was a wonderful addition to the community and feels the Library System made significant progress under Mr. Mahaney's guidance and said it had been a personal honor and pleasure working with him.Â Mr. Wisbaum noted a recent editorial in the Buffalo News that cited Mr. Mahaney and said it was richly deserved praise.

Ms. Pordum expressed her personal gratitude for all the Director has done for this Library System and said he always took the high road no matter the circumstances or challenges presented to him. Mr. Mahaney represented the Library very well and always did what was best for the community.

Mr. Buck seconded those thoughts and thanked Michael for his service.

There being no further business, on a motion by Mr. Wisbaum, seconded by Ms. Summer, the meeting adjourned at approximately 4:56 p.m.

Respectfully submitted,

Frank Gist  
Secretary