

January 28, 2011  
Mid-Hudson Library System  
Executive Director's Report  
Director's Association Meeting  
February 3, 2011

### **Greetings!**

I have met some of you and a very long way from meeting all of you, but I look forward to meeting everyone who is planning to attend the Directors Association on Thursday, February 3. Hope it doesn't snow!

### **Financial**

Passage of the ELFA Article VII Bill leads to a bit more money under Mid-Hudson's supplemental aid but funding is still uncertain. We're told that we still risk an additional 5-10% cut, which means a further reduction of \$73,000 or \$146,000 in state funding for 2011.

Forced reductions in spending at Mid-Hudson totaled \$167,000 by the end of 2010 and 2011 began with cuts of an additional \$165,000 in layoffs.

Makes you want to shout from the rooftops "Stop Additional Cuts to Libraries!" We're certainly going to need a lot of support in Albany on March 1, Library Advocacy Day.

We have to stop the cuts!

### **Reduction of Personnel**

Discussions and meetings with the Director, Department Heads and other staff are on-going to address member library concerns. A number of concerns have been raised by member libraries about the layoffs, and questions raised about how support to member libraries from missing staff would continue. Some reorganization is being planned.

Mid-Hudson staff was reduced from 21 full-time equivalent staff to 16 in a series of layoffs on January 24 and 25 that affected 6 people. In consideration of the affected staff and to meet contractual obligations with CSEA, all staff were placed on immediate leave for 30 days.

Two administrative support positions are to be down-sized from full-time to part-time and affect Doris Formby and Peggy Winn. Both have rights of first-claim on the part-time positions and the hope is they will return to work within the next couple of weeks.

Due to the lack of funds, the four positions to be eliminated are the Youth Services Coordinator, Outreach and Education Assistant, Director of Computer Operations and Shipping, Receiving and Facilities Assistant, affecting Christina Ryan-Linder, Lena Smolon, Mohamed Toufali,, and Robert Beeble respectively.

Input on system services will also be sought as part of the Library System's development of its new plan of service, which must be adopted by October 1, 2011.

### **Plan of Service**

Merribeth has told me a number of times that we have both our current and future plan of service to work on. And each time she tells me, I think the same thing, that this means there's a lot of work ahead, which is what I think Merribeth is saying each time she says this to me.

And for the new plan of service, Mid-Hudson has a full schedule of focus groups and meetings to determine member library expectations. Member libraries will have a number of opportunities to provide the system some guidance and advice. Advisory committees will also be involved. We hope everyone has a chance to participate!

### **Review of Free Direct Access**

One of the key plan-of-service documents we'll need to review as we develop our new plan of service, is the Free Direct Access policy, nominally referred to as FDA. This policy determines fairness in the sharing of member resources and identifies maintenance of effort and defines what constitutes excessive use of a library by residents from other service areas and unserved areas.

Carol Carol Rodriguez from Beekman Public Library, Lisa Karim from LaGrange and Nancy N. Rogers from the Millbrook Free Library met with the system to discuss the service their libraries provide to the residents of the unserved area of the Town of Unionvale. They raised questions about the high thresholds set in the current FDA to determine excessive use by residents of an unserved area whose municipality does not support library service.

The FDA will need to be reviewed and its the Director's Association that must approve this policy first, before it goes on to the Mid-Hudson Library System Board of Trustees, and then on to the DLD and Commissioner.

The current policy is at [www.midhudson.org/mhls/free\\_direct\\_access\\_plan.pdf](http://www.midhudson.org/mhls/free_direct_access_plan.pdf)