

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES
AND INTERNATIONAL INTERGROUP RELATIONS
JOINTLY WITH THE SUBCOMMITTEE ON LIBRARIES

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November 30, 2015
Start: 10:03 a.m.
Recess: 12:15 p.m.

HELD AT: Committee Room - City Hall

B E F O R E: JAMES G. VAN BRAMER
Chairperson

ANDY L. KING
Chairperson

COUNCIL MEMBERS: Elizabeth S. Crowley
Julissa Ferreras-Copeland
Peter A. Koo
Stephen T. Levin
Costa G. Constantinides
Laurie A. Cumbo
Helen K. Rosenthal

A P P E A R A N C E S (CONTINUED)

Iris Weinshaw, Chief Operating Officer
New York Public Library

Bridget Quinn-Carey, Acting President and CEO
Queens Library

Linda Johnson, President and CEO
Brooklyn Public Library

Ellen Weber, Children's Librarian
Brooklyn Public Library
Macon Branch Library, Bedford-Stuyvesant
Lewis Avenue Branch Library, Halsey

Christine Zarred, Adult Librarian
Brooklyn Public Library New Lots

Michael Alvarez
Bronx Library Center

Jarvis Flowers
Bronx Library Center

Hilary Saxton
Adult Librarian
Brooklyn Public Library, Coney Island Branch

Dawn Chance, Associate Director
Lower Manhattan Library Network
New York Public Library

Sun Ro, Children's Librarian
Seward Park Branch in Chinatown
New York Public Library

Elana Rivera, Children's Librarian
Washington Irving Library

Penelope Cox
Appearing for Gale Brewer
Manhattan Borough President

Billy Geschlecht, Adult Librarian
St. George Branch
New York Public Library on Staten Island

Michael White
Citizens Defending Libraries

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

4

[sound check, pause, background comments]

CHAIRPERSON VAN BRAMER: Okay, and we are
ready. Good morning, everyone and welcome the
Committee on Cultural Affairs, Libraries and
International Intergroup Relations Jointly with the
Subcommittee on Libraries, a very important oversight
hearing on six-day service at our library systems in
New York. My name is Jimmy Van Bramer, and I'm glad
to be the chair of this committee. I'm thrilled to
see so many people packed into the hearing room today
to both celebrate the returned six-day service to all
of our libraries and also to learn more about how
we're doing as a citizen oversight committee here.
Just about everybody in this room joined with all of
us to push hard for several years to restore six-day
library service. All of us know how important
libraries are to every single New York, particularly
those in need, and it has been a long time coming, a
long time coming, but with a lot of work, a lot of
work, a lot of advocates really fighting hard making
the case to City Hall. Obviously, I'm proud to be
one of the advocates inside City Hall who along with
my colleagues, our Speaker and the Mayor helped to
deliver this historic increase in library funding.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

5

So that every single New York wanting to learn how to speak, read and write English, every senior citizen, every child has a place to call home at their neighborhood library on the weekends. So, it's a time to celebrate for sure, but, you know, this also is a historic investment in libraries a historic investment in taxpayer dollars. So, of course, it is our duty and obligation to track that funding and to see how the library systems are going about implementing six-day service. And there are lots of important questions. How much have we done? How many folks have we hired? How many more are there to go, and what kind of increases are we see, and will we also see increases in book budgets for example, programs and services, and how much more is there to do for libraries. So it's a great time to celebrate and take stock of what we've been able to achieve, but I also want to make the case continually for the importance of baselining funding because we have to make sure that the staff who have been hired are never put in the position where they feel that their jobs are in jeopardy. And we want to make sure that these gains and these increases are permanent, and that the libraries who have so joyously reopened all

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

6

over the city or increased their hours all over the
city can safely and securely maintain those gains.
So it's--it's a great time to be a library. It is a
great time for all of us who care about libraries,
but we want to make sure that we keep banging the
drum for libraries, for library workers, for library
services. And this committee hearing is aimed at
highlighting what has been achieved, and what can
still yet be achieved when we all work together
knowing just how important our libraries are. So, I
want to thank everyone for joining with us on the
steps at the rallies, with the postcards and the
readings. All of it worked, but we have to keep
going. We have to keep pressing forward, and making
the case everyday of what we know to be true that
libraries are essential city services. I also want
to recognize here today at his first official hearing
as the Chair of the Subcommittee on Libraries my
distinguished colleague from the Bronx Council Member
Andy King, a long champion of libraries. But very
exciting to co-chair this hearing with him, and I
welcome him again officially to the family of those
who love libraries and care about libraries. It's
so, so important. Also, Council Member Peter Koo

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

7

from the committee from Queens who is also a
tremendous support of libraries, and his commitment
predates his work on the City Council particularly
the Flushing Library. So with that, I want to
congratulate everyone, and I welcome everyone and in
particular our Chair of the Subcommittee on
Libraries, Council Member Andy King, and ask him to
say a few words.

CHAIRPERSON KING: Thank you, Mr. Chair,
and it's a delight and a pleasure to be here as I
embark on this journey with you as we've done over
the last year to make sure that our libraries stay
strong. I want to thank you for all the work you've
been doing prior to coming to the Council on the
Council and I'm looking forward to doing a whole lot
more. I want to thank the Speaker for appointment.
I'd like to thank my mother and the academy and
everything is okay. [laughter] But I do--I do want
to say that, you know, the \$43 million that we were
able to get a case of something--something that
speaks volumes to the work that we've done, and I
remember you said to me two days in \$43 million.
What you going to do with the next--for the rest of
the year? Well, I know a got a case of something

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

8

back there. We're going to start pulling right now
so that by June we can continue to keep this cup full
for our libraries. So we all know that libraries
mean so much more for our communities, and I want to
get into just the hub to make there's a safe haven
for our teens, but for our young people and our
adults who English speaking issues. They're able
learn and get more programs out of there on the
extended hours that from the funding that we've been
able to provide to make sure that the working
individuals has access to computer after their work
day. So, I'm excited about what we're going to do
for our after school programs where every New Yorker
that's going to have the ability to use the library
system because we know how much it means to all New
York. So again, thank you all. I'm looking forward
not dancing but be able to waltz in together as we
make sure that we continue to support libraries in
the City of New York, and thank you again, Mr.--Mr.
Chair.

CHAIRPERSON VAN BRAMER: Thank you very
much for thanking the Academy and you've got a case
of something-something. [laughter] Not usually how
we open hearings at the City Council, but I

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

9

1 appreciate the joy with which you come to everything,
2 Council Member King, and I'm very, very pleased to
3 have you as a Co-Chair at this hearing and going
4 forward. I know we're going to do great things for
5 libraries, and with that, I'd like to call our first
6 panel. We are thrilled to have Iris Weinshaw, the
7 Chief Operating Officer of the New York Public
8 Library; Bridget Quinn-Carey, Acting President and
9 CEO of the Queens Library; and Linda Johnson the
10 President and CEO of the Brooklyn Public Library.
11 [pause] And do you have that already worked up who
12 will go first? Okay. [pause] [gave]

14 LINDA JOHNSON: Good morning. My name is
15 Linda Johnson, and I'm President and CEO of Brooklyn
16 Public Library, and I'd like to thank Speaker Mark
17 Viverito; Finance Chairman Ferreras-Copeland;
18 Majority Leaders and Cultural Affairs and Libraries
19 Committee Chair Van Bramer; Library Subcommittee
20 Chair King; and the entire City Council for their
21 support of New York City's libraries. We are
22 grateful to the Council for allowing us several
23 opportunities earlier this year to testify about the
24 need for increased investment in Brooklyn Public
25 Library. Clearly, you heard our voices and those of

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

10

the thousands of patrons who participated in the
Invest in Libraries Campaign. On behalf of Brooklyn
Public Library's staff and trustees, thank you for
demonstrating in both word and deed your continued
support of the City's 217 public libraries, and the
millions of New Yorkers who rely on them. It gives
me great pleasure to report to you that we are
carrying out our promise to expand our hours,
increase our program--programming and hiring
additional staff to provide our patrons with the
world-class library services they deserve. Universal
six-day service has long been our foremost operating
priority. Thanks to your support, working parents
are now able to bring their children to the library
on weekends, and busy professionals and students can
access our resources in the evening. In addition to
providing system wide six-day service, we have more
than doubled the number of branches that are open
every day. Macon Library in Bedford-Stuyvesant, New
Lots Library in East New York, and Mapleton Library
in Gravesend have joined Central and Kings Highway in
offering seven-day service. In total, 22 branches
have added an extra day of service including six
branches that are now open on Sundays. Brooklyn

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

11

Public Library is providing an additional 217 hours of service per week throughout the borough with an average bran hours of operation increasing from 45 to 49 hours per week. But what is truly important is the difference more library service means in the communities our branches serve. Please believe me, the investment in our library is a wise use of city funding, and the return on that investment is, though, perhaps difficult in some cases to quantify. Immeasurable to the lives--our programs and terrific libraries both long serving and new make in the lives of the people that they serve. As proud as we are of the libraries' expanded hours, we are even prouder of the people who are serving patrons in our branches. Today, we are joined by several of the librarians and staff members we have been able to hire as a result of your investment in libraries. Would our new librarians and staff members please raise their hands. [pause] The majority of the librarians we have hired to date are children's and youth librarians, and as I will share with you in a moment, they are already contributing to the Early Literacy and School Preparedness programs. The newest members of our team are the best and brightest in their

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

12

field. More than 120 people attended the job fairs we held this summer within weeks of your decision to increase funding. Since July 1st, we have received hundreds of resumes. Our new librarians include Ellen Weber whose passion for books was ignited by a teacher who introduced her to the world of Harry Potter. Ellen believes that two ingredients are required to make a life long leader: The right book and a good mentor. Prior to Ellen's arrival at Macon Library, the branch was without a children's library and had the capacity to host only one children's program per week. Now, thanks to Ellen, the branch is hosting at least three programs per week for babies, pre-schoolers and older students. Kevin Liu is a former computer programmer who speaks fluent Mandarin, Cantonese and Haka. He is enthusiastic about serving new Americans at Arlington Library in Cypress Hills because he himself is a proud immigrant to this country. And Christine Zarred (sp?) who worked in the fashion industry until her job vanished during the recession. Faced with adversity, Christine went back to school, and today serves the patrons at the New Lots Library with the wisdom and empathy of someone who has known and overcome

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

13

challenging times. Elana Rivera Cruz, our new
Children's Librarian at Washington Irving in Bushwick
is already a known and trusted presence in her
neighborhood schools where she has conducted
bilingual outreach to children and educators. Elana
is an extraordinary asset to a branch that serves our
system's second highest Spanish speaking population.
The first phase of our hiring is now complete, and
the second phase will commence in the coming weeks as
we evaluate our needs in light of our expanded hours
of operation. In total, we tend--we intend to hire
between 90 and 95 new staff members, librarians,
special officers, and custodial professions--
professionals with the funds you have entrusted to
us. This is in addition to the 26 people we hired
with additional funding we received from the city in
Fiscal Year 2015.

Brooklynites continue to turn their
local--to turn to their local libraries in record
numbers to connect with their neighbors, access
virtually all of humanities' accumulated knowledge
and pursue their dreams with helps from our talented
staff and volunteers. 2015 was another record
breaking year for attendance at BPL, and in the

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

14

coming year we will serve more patrons than ever before with programs like Ready Set Kindergarten and Early Literacy Initiative that prepares future students to succeed in the classroom. With our new children's librarian in place, we have already been able to offer more Ready Set Kindergarten classes in our branches, and we will enroll even more children now that our expanded weekend hours will allow more working families to participate. Attendance at Brooklyn Public Library programs for children ages 5 and younger is up more than 20% over last year, and nearly 50% over two years ago. This is a tribute to the hard work of our new staff members, and a testament to the demand for library programs in the communities we serve. Ready Set Kindergarten is just one example of the programs we have been or will be able to expand thanks to your support. We expect that attendance at our programs will increase by more than 8% this year to nearly one million patrons. Preliminary data shows that we have already entertained more than 30,000 visits during our expanded hours since they began six weeks ago. Total visits to our branches are up more than 70,000 over the same point last year. These are people who will

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

15

1 go on to start businesses, graduate from college, or
2 contribute to the artistic and cultural life of the
3 borough thanks not only to the help they received at
4 Brooklyn Public Library, but also to the leadership
5 of elected officials who invested in their future.
6 And when these patrons visit our branches, they will
7 have access to a more robust collection as a result
8 of your leadership. We will increase our collections
9 budget by \$1.25 million over last year to add more
10 books to our shelves and more materials to our
11 electronic catalog.
12

13 In the greatest city in the world, every
14 family should be able to visit their nearest library
15 on the weekend. Every Brooklynite who works or goes
16 to school during the day should be able to visit our
17 branches in the evening. The single most important
18 thing libraries can do for their patrons is to be
19 there when we say we will be there, and that is why
20 the funds allowing us to provide expanded hours this
21 year must be baselined in the City's Budget. The
22 2016 budget reversed years of neglect that took a
23 great toll on the institutions that serve more
24 workers than our City's performing arts venues,
25 museums, gardens and zoos combined. As strong--as

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

16

our strong supporters as advocates, you understand
the passage--that the passage of the budget was not
the end of the process, but the begin--but the
beginning of the conversation we look forward to
having with you in the weeks and months ahead. We
have taken an important step together, and we have an
important--an extraordinary opportunity to build on
our momentum in the next year's budget. Let's seize
the opportunity and make sure that this world-class
city is home to world-class libraries. Thank you for
your support, and we look forward to our continued
partnership.

CHAIRPERSON VAN BRAMER: Thank you very
much, Linda. I want to recognize that we've been
joined by Council Member Costa Constantinides from
Queens, and who's next? Bridget

BRIDGET QUINN-CAREY: Good morning
everybody. I am Bridget Quinn-Carey. I'm the
Interim President and CEO of the Queens Library. I'm
very, very happy to be here today celebrating the
fact that we have restored six-day service across the
borough, and I want to thank Mayor de Blasio, Speaker
Mark-Viverito; Cultural Affairs and Library
Subcommittee--Committee Chair Van Bramer; Finance

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

17

Chair Ferreras-Copeland; Library Subcommittee Chair
King; and the entire City Council for making this
historic investment in our City's libraries. And I
also want to acknowledge the help that we received
from our key stakeholders along this path, DC37; our
locals, Urban Library and Two Knights (sic); our
community boards, our Friends groups. This really
was a team effort that so many people helped put
together, and I want to thank you for your leadership
and continued support to make this a reality. During
the week of November 15th, the Queens Library
increased our operating hours and began providing
six-day service at every community library in the
borough. Six-day service was previously only offered
in 19 of our community libraries, so we now have
increased that to 40--43 more libraries so that every
library across the entire Borough of Queens is now
open. And for the first time in seven years, we're
in a position to dramatically increase the number of
employees that we have as part of our team. With our
share of additional operating funds that we received
at budget adoption, which was \$12 million, 75% of
that has been dedicated to hiring new employees
including librarians, custodians, maintenance,

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

18

clerical, help desk. You know, all the different kinds of positions that we need in order to expand our public service offerings. The majority of those positions I want to note, too, are union positions. And right now I'd like to welcome Dana Howell, she is our--If you would wave or stand up. Hi, Dana. She is one of our newest employees at Queens Library, and we're thrilled to have her. She's a team librarian at Jackson Heights, and she's one of many, many new people that we have joined us, and we're so excited to see them in the library. Their fresh ideas, their creativity what they bring from other positions that they've had is really a huge benefit to Queens Library communities. One of the things we're really looking forward to do with so many new people and such a large gap between the time we welcome new people, and now we have our team is we wanted to create a very robust on-boarding program. Not just come in, fill out your paperwork and plop you in the--in the library that you're going to be assigned to. We've taken a two-week time priority period. The first day is all the basics. You know, here's how you do this. Here's how you do that, but also an introduction to every department in the--in the

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

19

library systems. So from their first week on the
job, they understand what IT does, what security
does, what cataloging does. You know, every piece of
the entire operation. We wanted to give them a sense
of how that all worked together. So that--that is
generally the first few days, and then the next days
we schedule them at the Central Library so they get a
sense of what that hub is like because it's very
busy, and incredibly diverse as far as the people
that come in and the services that we offer. So we
want to give them a sense of that. And they also
train on our integrated library software system, and
program database, and observing and shadowing staff.
Then in the second week, remove them to two or three
different libraries across the borough so that they
get a sense of the different flavors of different
communities in Queens, and that they're paired with a
specialist at those locations to learn about our best
practices, and about all the different communities in
Queens and what's unique there. And then the third
week they--with all of that introductory time behind
them, they are placed in their assigned work location
with a deeper understanding of Queens Library, but

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

20

then there are additional training opportunities for
them in the future as well.

CHAIRPERSON VAN BRAMER: Can I just ask a
quick question. Is that also offered for non-public
service staff?

BRIDGET QUINN-CAREY: Yes. All of our
new staff will be gone. Well, they wouldn't do the
same--the same embeddedness in--in community
libraries, but a very similar expanded orientation is
now being offered to all of our new staff.

CHAIRPERSON VAN BRAMER: Right, but that
could include going out into the field and seeing
how--

BRIDGET QUINN-CAREY: Yes, we want them
all--yes, absolutely.

CHAIRPERSON VAN BRAMER: When I went to
orientation 17 years ago, I thought it was actually
very helpful to go and serve in a branch in a day
even though I was not a librarian. So, I think the
training and orientation is great, but I also
encourage non-public service staff to go out there
and see what it's like behind the desk and--and at
the branch as well.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

21

BRIDGET QUINN-CAREY: Yeah, that's a great suggestion. Thank you. One of the--besides the fact that we haven't been able to hire staff in so many years, the other thing that took a real hit as far as our service offerings was our materials budget. In fact, in one year we--we really didn't buy very much at all, and that took a toll for those folks that were looking for reading materials, and obviously, you now, it affected our circulation. So I'm happy to announce that we are using \$2.6 million of our restored funding to purchase library materials, and that is both print materials, research materials, journals, newspapers, but also electronic materials so that we will build back up our collections, and have them be once again the--the robust resources people are looking to have us provide. Things that are also homework help, study materials, children's books, the whole range of materials that unfortunately we had to scale back on in previous years. Okay, as I mentioned we--we--we've already initiated six-day service so all libraries across the borough are now open from 10:00 to 5:00 every Saturday with the exception of our Kew Garden Hills Community Library, which is actually

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

22

open on Sundays as their sixth day. That's to meet the specific needs of that community, and our Court Square Community Libraries providing Saturday service out of our mobile unit at Gantry Plaza State Park until our new location at Hunters Point opens. The Central and Flushing Libraries are now providing-- well, they have been providing seven-day service, but they're also now providing expanded hours during the week. They are open Tuesday mornings, which they hadn't been previously. So that's another added bonus for access during the week. On average, our libraries will be open 45.6 hours per week up from 41 last year. So all in all, that's 302 more service hour per week than we were able to provide before the restoration. We have also invested in additional programming, although this received a lesser share of our--of our restoration. But programs are an area like--like Brooklyn where we've seen a real increase in participation, and we've been offering more and more and the demand continues to grow. We're a welcoming trusted source of information and services where we see up to 40,000 people use our resources everyday, which is pretty amazing. Last year, our libraries hosted 38,000 free programs with an

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

23

attendance of more than 700,000, and that represented
an increase of nearly 10% in fiscal year '15. So--
and that was without, you know, increased service. So
with additional hours on Saturdays or on, you know,
the sixth day of service on Sunday and we're more
accessible now. We anticipate that that number will
continue to grow. We've been able to also expand our
ESL and pre-high school equivalency classes to 38
community libraries, and we're scheduling more
sessions on the weekends, and this is above and
beyond the--the classes and the services that we
provide in our seven adult learning centers. And
while this expansion is great, unfortunately it
doesn't fill all of our needs. The New American
Community Survey, that was released a few weeks ago
represents--reports there are 600,000 people in
Queens County who self-identify as speaking English
less than well. And we know that for new Americans
learning English is absolutely essential to being
successful here in their new country. So we must
continue to increase our capacity to provide this
valuable service in our communities and in that place
that--that people know and trust, our public
libraries. We recently implemented a program, an

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

24

after school program called Stacks. For many years,
our after school program along with I guess our
materials budget and our staffing levels,
unfortunately decreased, and we want to reinvest in
our after school programs. So we created a program
Stacks. Right now, it's being introduced in 18
community libraries. It's an evidence and curriculum
based program, and we are fully subscribed. There
are waiting lists in every library that has this
program and we really, really want to get it out to
every--every library and that's one of our goals for
the future. We also have introduced a Kickoff to
Kindergarten program. We've got them in eight
library locations, and we had an independent
assessment of that recently done. 65% of the
children who participated in that program didn't
speak English at home, and after only eight sessions,
which included some parent training as well, more
than 85% of the children made measurable educational
gains. And this is a program that has clear impact.
So, you know, it's one that's working. We know that
people want it. We have waiting lists for them--
those programs at well--as well. So while we've
expanded the program, we still have work to do. So

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

25

your investment in libraries has enhanced our ability
to provide these needed services and do them in a
really--in a quality way to make sure that they are
meeting the needs of our communities, but
unfortunately critical gaps still exist. Mayor de
Blasio included the three library systems in the
City's Ten-Year Capital Plan for the first time in
Fiscal Year 16, which is an unprecedented investment
in capital funding for libraries, and we're--we're
really appreciative of that investment. It provides
us with the ability to plan short term and long term
for maintenance, and update needs, and that's--that's
critical for us to be able to create a sustainable
capital project. So I just want to highlight some of
the projects that we're able to address this year for
high priority maintenance needs. The Ridgewood
Library. They are getting masonry repairs.
Queensboro Hill is getting HVAC. Laurelton is
getting a roof. Jackson Heights is getting HVAC.
Richmond Hill is an interior renovation, and
Hillcrest, a roof and HVAC. And those are just, you
know, a few examples of where we had critical
maintenance needs that this funding will now be able
to help us address.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

26

Six-day service is something we have fought long and hard for a number of years ever since I came to the Queens Library, and I want to thank you again for your help in hitting this goal. This is really a momentous occasion, but with greater hours comes greater responsibility, and we are prepared to meet that responsibility to continue to develop more services on those six days of service, to welcome our communities and to continue to offer the levels of services, the quality of service that you have come to expect, and so have your communities. When libraries are asked to do more with less, we deliver. When the City needed a reliable partner to advance key initiatives like IDNYC, UPK, New Americans Corners, libraries were there, and will continue to be there whenever we are needed. And even though we didn't receive our full 65 restoration, we found a way to deliver six-day service and increase our programming nonetheless. And in order to lock in the gains we've worked so hard to achieve, I urge us all to work together to baseline the operating funds for the three systems for next year. So thank you for your leadership and critical support in the Fiscal Year '16 funding for restoring six-day service across

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

27

1 the city. Your communities are so happy. They
2 streamed through our doors on our first day opening.
3 Investing in libraries is investing in the people of
4 this great city. Together we do great work but there
5 is some more that needs to be done. We need the city
6 to continue to invest in New Yorkers by investing in
7 libraries. Thank you.
8

9 CHAIRPERSON VAN BRAMER: Thank you very
10 much, Bridget, and I just want to say for the record
11 while it is certainly true that the Mayor put the
12 \$300 million in the Ten-Year Capital Plan, I firmly
13 believe and I believe this to my core that would not
14 have happened without the City Council joining with
15 you all to make sure that that became the bigger
16 priority for this administration. So yes, Mayor de
17 Blasio deserves all the credit in the world. The
18 truth is we need a lot more than the \$300 million
19 that got in there, but the City Council has really
20 been the champion of libraries in this city for as
21 long as I can remember that anyone else has been
22 involved in libraries. And I'm really proud that the
23 Speaker and all of us has made capital funding for--
24 for libraries a huge priority, and with you ratcheted
25 it up to such a degree that the Administration

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

28

1 included us in the Ten-Year Capital Plan. So lots of
2 credit to go around on a day like today. And I
3 believe last, but certainly not least, Iris Weinshaw
4 represent New York Public Library.
5

6 IRIS WEINSHAW: Good morning. I'm Iris
7 Weinshaw and I'm the Chief Operating Officer of the
8 New York Public Library and speaking on behalf of our
9 President and CEO Tony Marx, who's out of the country
10 on a prior engagement. First, I would like to thank
11 Speaker Melissa Mark-Viverito; Finance Chair Julissa
12 Ferreras-Copeland; Majority Leader and Committee
13 Chair Jimmy Van Bramer; Subcommittee Chair Andy King,
14 and the entire City Council for hosted us here today.
15 I appreciate the opportunity to testify on the
16 progress that NYPL has made with regard with
17 implementing this historic budget increase for our
18 system, which we received in Fiscal Year 2016. I'd
19 like to start by saying thank to this City Council
20 delegation and to Mayor Bill de Blasio for this
21 reinvestment in New York City's libraries. We're
22 submitting written testimony on this important topic,
23 but I would also like to walk you through how we've
24 been implementing this unprecedented budget increase.
25 I would just like to note you have copies of our

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

29

presentation in front of you. The City's three library systems were granted an increase of \$43 million in operating funds for Fiscal Year '16, the largest single increase on record. These funds allow us to better serve New Yorkers by being open more days and longer hours, increasing educational programming, acquiring more materials and hiring more staff. The City has allocated \$300 million in capital funding over the last 10 years, and as the Speaker--as the Committee Chair noted, because of the efforts of the City Council, and this money will improve and modernize buildings across the New York Public Library, Brooklyn Public Library and Queens Public Library system. Of that \$300 million, NYPL received \$100 million. I know all three systems are grateful for this investment, and thankful for all of our supporters for prioritizing libraries in this year's budget. Earlier this year, our President Tony Marx testified before this committee and made a promise. He assured this body and the constituents it serves that increasing funding for our library systems would be a wise investment. Today, I'm proud to report that your investment, \$19 Million for NYPL alone is already paying off. In terms of expanded

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

30

hours, despite the budget cut since 2008, NYPL has continued to maintain six-day service throughout the system. With these new funds, we've committed to increasing hours across our 88 branches from an average of 46 to 50 hours per week. We've already increased weekly hours to 36 locations and we'll fully implement the new schedules at the beginning of January 2016. Starting in September, we also opened four additional sties on Sunday in the Bronx, Grand Concourse, Parkchester, Manhattan, Inwood and Jefferson Market. This brings our total to seven branches offering Sunday service. All tolled, the City's investment means NYPL libraries will be open 289 more hours each week or roughly 15,000 new hours in the course of a year. This directly translates to more services to our patrons and to all New Yorkers. In addition to increasing our hours, we are hiring 141 new positions, 93 new branch librarians, 14 facilities and security staff and 34 other employees including research, school outreach, educational, Bryant Park staff--extension staff throughout the system. Of the new branch librarians, 45 are children's librarians, 22 young adult librarian, and 26 librarians. As of today, 71 of those library

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

31

positions have been offered or filled. Among those
hired is Sun Ro (sp?). Sun was brought in, in
September as a children's librarian at the Seward
Park Branch. Sun is already having an important
impact increasing the number of story time sessions
and allowing the library to function at its fullest
capacity. We also hired Billy Geschlecht. Billy is
a librarian at our St. George Branch. Bill was a
former NYPD Officer and is now assisting the St.
George Library with employment and technology
programming ranging from resume building, employment
application assistance for basic computing and
technology training. We thank Billy for service to
the city and to our library. We're also hiring and
bringing on board 15 critical support staff. Jarvis
Flowers is one of those who's been recently brought
on board. Jarvis will be working in the facility
staff at the Bronx Library Center. In recent years,
attendance has surged at the Bronx Library Centers
accommodating as many as 5,000 patrons in a single
day. Jarvis represents an expansion of the Bronx
Library Center's facilities crew that matches its
increased need. We're so excited to welcome Jarvis
to our staff with all of his new colleagues. Along

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

32

with expanding the hours and hiring staff, we're also increasing our circulating collection and accelerating the growth of our essential educational programs for all ages from our after school program to free English and Citizenship Prep classes in technology training. In particular, with the increased city funding, we're using this moment to magnify the city's investment in its youngest New Yorkers by expanding our early literacy support for young children 0 to 5 in support of the Mayor's Initiative. Currently, we provide story times and other high quality early literacy programming at 80 sites across the system. Of those locations, the designated 20 is Early Literacy sites, which features intensive resources as well as programming and outreach to help parents, day care and preschool providers prepare children to read. In addition, we partnered with Pre-K for All to provide thousands of children with high quality supplemental literacy services.

In Fiscal Year 16, we project that attendance in Early Literacy programs will increase by 16% to provide services for 320,000 attendees. This is conservative. We expect our impact to grow

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

33

as we fully hire all of our new children's librarians. In Fiscal Year 16, we also project that we are able to increase science workshop series that we offer to our children and teens at our branches by 38%. Finally, \$750,000 of renewed funding has been allocated to further supplement our heavily used circulating collections, specifically \$250,000 for branch materials and half a million dollars for e-books. On the research side of the \$19 million for NYPL, \$3 million was collected--allocated by the city's four largest research libraries according to the funding formula. Library for the Performing Arts will go from 40 to 49 hours per week, a 23% increase in service effective today. The Schaumberg Center will add 14 more hours total, seven more weekly in the Manuscript Archives Division, Photographs and Prints Division. This added time represents the 13% increase in operating hours for the Schaumberg that started this week. In addition to increased hours, we've also been able to add 11 positions to our research centers. Of the positions stated earlier, five are full-time library technical support jobs at the LPA, four are paiges at the LPA, and two are librarians at the Schaumberg Center. I'm happy to

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

34

report that as of today all but one of those positions have been filled. And finally, we've been able to invest an additional \$275,000 in research materials to further augment our World Renowned Collection. This increase in funding has strengthened the connection between our system and city government. We are proud of our partnership with the city. We've partnered with HRA to implement IDNYC; the Department of Education in support of Pre-K for All, also bringing resources to schools through mylibrary.nyc, and bring students to our branches through a Team Thursdays, and the Mayor's Office of Immigration. We have new American Corners in all 88 of our neighborhood libraries, and the City Council with its City's First Readers enhancing our efforts even further to promote early literacy. The list of partnerships is hardly exhaustive. As we work toward accomplishing our common goal of providing much needed support for New Yorkers of low income and working families, we're reminded that our jobs are anything but finished. The city's library systems have contributed immensely to the value of citywide initiatives while increasing being asked to do more to support the city. I believe that we have proven

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

35

that we're capable of more quickly and effectively to
execute these key priorities. As important as our
operating funding is, our physical infrastructure is
just as vital to accomplishing our shared goals.
NYPL's portion of the \$300 million the City allocated
over the next ten years amounts to \$100 million.
With our share, we're funding--we are planning to
fund the following: The complete renovation of five
Carnegie branches. They are located at Melrose,
Hunts Point, 125th Street, Port Richmond, and Fort
Washington. With discretionary capital funding
support from the Speaker, City Council Members and
borough presidents, we're also working hard making
the necessary improvements and upgrades to all of our
facilities. These steps forward notwithstanding our
building footprint is still again. Critical
maintenance projects throughout the system range from
major renovations to targeted upgrades. Last year,
libraries asked for a staggering \$1.4 billion system
wide to bring the city libraries up to modern
standards. As stated earlier, these three systems
received \$300 million. Given the needs that we still
face, we're hoping to secure additional capital
funding to adequately address our system's vital

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

36

1 infrastructure needs. Suffice to say we're excited
2 about this historic increase. We're not the only
3 ones. We have spread the word to all of our
4 communities throughout the five boroughs by doing
5 branch celebrations, signage, flyers, newsletters,
6 paid media, earned media and social media. Our
7 patrons are elated. Take for example Ellie Pichardo
8 (sp?) a mother and graduate student who visited our
9 Inwood branch at one of our expanded hour events.
10 Ellie is studying for her medical school boards and
11 regularly uses the Inwood branch. She says that the
12 new schedule had been a great help offering her a
13 quiet place to study on the weekends when everyone is
14 home and there is nowhere to focus at home.

16 In closing, I'd like to conclude with a
17 look at one of our branch systems, Mott Haven in the
18 South Bronx. As a direct result of our investment,
19 Mott Haven has undergone a dramatic transformation,
20 and increased funding has allowed Mott Haven to hire
21 a new children's librarian, January Sanleck (sp?) who
22 started last month and who is already doing outreach
23 to our local daycare centers. Expanded hours two
24 days a week, fix much needed critical maintenance
25 needs at this busy branch including new flooring.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

37

Library Manager Jeannie Thomas Cross says that the investment is already having a big impact on the neighborhood to increase programs, hours and improve library space. Mott Haven is proof that this historic financial commitment to our city's libraries and has and will continue to provide an incredible return for the people of the City of New York.

As implementation moves forward, we're excited to work with all of you to continue to provide New Yorkers with the library spaces and services that they demand and that they deserve. Thank you all for your support and for this opportunity to testify. We remain available to answer all your questions.

CHAIRPERSON VAN BRAMER: I think you very much Iris and Linda and Bridget for your testimony and for the presentation with some of the most ridiculously cute photos that I've ever seen. So, thank you and it is tremendous to be here to listen to your testimony, which is very different than the testimony that I've heard over the last two years and glorious to hear about the hiring, the success stories, the increase in the book budgets and the materials budgets. Very exciting and obviously we

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

38

all at the Council are proud to have played an
important role in making this day possible. And I
thank you for the work that you do, but more
importantly I thank all of the people behind you and
all those folks who are at the libraries right now
serving customers and making life better for people
all over the five boroughs. The work that library
workers do is incredibly important to our city. Let
me recognize we've been joined by Council Member
Elizabeth Crowley from Queens a member of our
committee. And I just wanted to ask a few questions
before passing it onto my Co-Chair Council Member
King. We appreciate the breakdown--New York Public
Library gave a particularly detailed breakdown of the
staff hirings and the positions, what kind of
librarians, custodial staff. Do the other two
systems have that information? If so, it would be
great to hear the breakdown of all the positions
hired as well.

LINDA JOHNSON: Can we give you this--Are
you ready?

CHAIRPERSON VAN BRAMER: Sure. So you
have it there? Absolutely.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

39

BRIDGET QUINN-CAREY: I--I can give you
kind of broad strokes of where we are. We've filled
about 100 positions so far. I think it's 99,
and the reason I say about is because every day we--
we get those hiring reqs and we bring people in. So
it is an ongoing process, but the vast majority of
the positions that we needed to--to make six-day
service happen we were able to do before we--we
opened our doors thank goodness. As far as
librarians, we are--we have 20 children librarian's
positions filled. 20 of 21 for general librarians; 8
of 9 YA librarians currently filled, and for
assistant community library managers 9 positions
filled. Customer service we have 13 representatives;
20 of 21 specialists. For our custodial we have a
vacancy and a maintainer position that we're looking
to fill; four vacancies for our library custodians
and for junior library custodians, we've filled four
of seven. So we are obviously well on our way to
filling all of those positions, and then there are a
number of non-public service. We prioritize hiring
public service first, and then there's some--a non-
public service and that are things like help desk,
the investigators, and all the other parts of the

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

40

puzzle that come together to help support six-day
service once it's up and running.

CHAIRPERSON VAN BRAMER: I appreciate
that and detail you'll get to us.

LINDA JOHNSON: Sorry, as long as you're
reading it into the record I can do it as well. So
we--we very quickly move to step things up. We held
three job fairs in July, which attracted over 120
applicants and over 350 applications we received for
positions that were posted. We're currently going to
schools to do some recruitment, and to interview for
the latest round of hiring. The first waves were
hired in August and early September for a total of 43
people; 9 adult librarians; 13 children's librarians;
12 young adult librarians; 3 special officers; and 6
custodians. We're aiming for a total of 90 to 95
librarians. So we're sort of halfway there, and the
balance of the hiring should be completed in December
and January. The majority of those hires will be
librarians, but the exact configuration will be
determined as we see how the first wave has settled
in.

CHAIRPERSON VAN BRAMER: Terrific and if
am counting correctly between the three systems

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

41

including your FY 15 26, we're talking about something around 400 new positions that have been hired or will be hired as a result of this historic investment. And one reason I wanted--I just want to let you know that that means 400 families and 400 people. We're going to have good jobs, good jobs, and do great work as a result of this historic investment. And I want to recognize we've been joined by Councilwoman Helen Rosenthal from Manhattan on the committee, and ask--because you all touched no it, but exactly how much more hiring do you have to do as a result of this investment, and when do you think--I know hiring is a rolling phenomenon, but when do you anticipate this hiring will--will essentially conclude?

IRIS WEINSHAW: Well, so I'll--I'll just say and I think all three systems are feeling this crunch. It is a rolling, hiring process, and I think on of the issues that we're all facing is finding trained librarians to come to New York. Although we all love living here, we think it's the best place in the world to live and work, I think we're all finding that it is a challenge now at this point. So we are all visiting schools that had graduating classes in

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

42

December, and we're also trying to line people up who are graduating in the spring as well. So, we've already hired, as I noted 78 librarians or have it in the process, and we're just going to keep going until we get that--that right number.

CHAIRPERSON VAN BRAMER: And approximately how many more hires do you--do you think?

IRIS WEINSHAW: We have about--I would say about 25 to 30 more to go.

LINDA JOHNSON: We have--we have a bit more. We expect to hire another 40 to 45 staff, and we hope to be able to make a big dent in that number by the end of the first quarter of the calendar year. And again, it will be determined by on needs as we figure out where we need to offer more service, more programming and more hours.

BRIDGET QUINN-CAREY: For us it's different. We--our total hire is going to be 129 new positions, and we're a little over 100 right now. So we have, you know, 25 or 30 to go, and we are looking have those filled as soon as we possibly can. We've got, you know, positions posted on our website now. Some of them are in the process of interviewing. We

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

43

would love to wrap it up by spring. You know, by March and make the same--probably the same schedule as--as my colleagues and it is just making sure we've got the right fit, too. So we want to take our--take the time that we need to make sure we're bringing in the people that are going to be a good fit for Queens, but doing it as quickly as we can. Some of the positions we added were in HR because that was quite a--quite a lot put on them all at once in a department that had shrunk over the years. So that was part of the--the rolling--that was part of the rollout for the hiring was also getting our H.R. to--to be equipped to handle that.

CHAIRPERSON VAN BRAMER: Thank you and obviously we've pleased to see the focus on the front line staff and the public service staff in particular. And obviously, this is still evolving, and some of the libraries have just opened up for the first time on Saturdays. But I know that you track a gate count on a fairly immediate basis. So have we seen good numbers so far? What kind of increases are we looking at. Obviously, much of this is new. I understand that, but if you have any numbers or percentages of our totals that could demonstrate that

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

44

folks who are, in fact, availing themselves of the
opportunities?

BRIDGET QUINN-CAREY: Yep. I have some
number. On our--so we've been open one Saturday. So
on that Saturday we had almost 33,000 people come
through the doors for that Saturday as opposed to the
same Saturday a year ago, really we had 19 libraries
open. It was about a 35% increase. So it is, you
know, a large increase. Our circulation went up 7%.
So it really is pretty dramatic to--to see those
numbers, and we will continue to promote Saturdays.
We think, you know, some people are just out of the
habit if they're new to the community and aren't used
to having Saturdays in their routine. So we will
continue to promote publicized special events,
welcome in special guests, you know, along the year
just to get Saturdays back in the routine or the six
days of service back in the routine for people using
social media and earned media, purchase media.
Everything that we can do to make sure people know
that Saturdays are now--or seven--there's a sixth day
of service across the borough for them.

LINDA JOHNSON: So we implemented
Saturday service and additional expanded hours on

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

45

October 19th. So we have a month's data to report.

The preliminary data shows that we had an additional 30,500 visitors in the branches during the extended hours. We've had an additional 6 to almost 70,000 visitors who have come during that month versus the same month last years and, you know, what we're really excited about in addition to the hours, of course, is the work that's being done in the libraries during those expanded hours. And we'll be able to report in the near future on the increase in program attendance and PC sessions--computer sessions.

IRIS WEINSHAW: So as I noted in my testimony, we've been opened Saturdays, and what we're seeing an increase is, of course, the libraries are staying open later. I can get you those numbers. We have a metric. But the most exciting news for us is that those branches now that are open on Sunday are seeing a dramatic increase in the number of people. And as the word is getting out in the community, more and more people are coming.

CHAIRPERSON VAN BRAMER: Thank you very much, and Bridget, I've--I've--as you know, I know a little bit about libraries and I think the--the

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

46

tragedy of closing libraries, of course, is that people get out of the habit of going to the library, and their routines are disrupted. So now that we've reopened them or expanded hours, the outreach is so incredibly important to let folks. And I suspect and assume you're all planning for this that there will be a gradual increase actually in the numbers that you're seeing. It will start off robustly we hope, but will grow over time as people walk by the library on a Saturday and see it open as opposed to having been closed for the last several years. And, just before I turn it over to our co-chair I know who has some questions, baselining as victors is incredibly important. You know, one-time shots don't get us to where we need to be, and to simply have to fight once again to restore all this funding and to go through similar exercises it takes a toll in and of itself on--on the three systems so--and hopefully we'll be having a hearing where we talk about the baselining of [coughs] six-day service, but--and we'll thank the mayor but we'll also thank the City Council for having helped push the administration to get us baselining. So maybe you all can talk about the importance of baselining this from your perspective,

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

47

1 and what that means to planning. You've hired a
2 bunch of new people. You've opened and expanded a
3 bunch of facilities. You've bought millions of
4 dollars of new materials, and--and to go back and
5 somehow not continue that, you know, would be an
6 absolute shame and--and disgrace. So from a planning
7 perspective and learning the systems talk about the
8 importance of baselining and--and your planning
9 process going forward now that you've got the money,
10 but it's not guaranteed.

12 LINDA JOHNSON: I'm start. It's--it's
13 hard to even express forcefully enough the important
14 of baselining the budget, at least baselining the
15 budget. You--you yourself spoke of the toll that it
16 would take on the system, and it's--it's the morale
17 but it's also all of the patterns that we've been
18 talking about this morning. The fact that people
19 take--it takes a while for people to sort of
20 understand that we're open when we're open. To roll
21 service back would not only mean letting go of the
22 most recent hires which, of course, would be
23 devastating because no one wants to run a business
24 that way. And also because of the sort of infusion
25 of energy and--and new--new newly-minted librarians--

1 newly-minted librarians bring to the culture of the--
2 of the system. But just the notion that we could
3 make that kind of investment and then roll it back
4 would actually be wasteful because it would undo the
5 work that's been done. So all of the energy that's
6 been spent in ramping up, and the pride that goes
7 along with the work that we're doing, you know, would
8 be dashed. So I--it's hard to even express really
9 just how important it is, and we will, though, do a
10 great job in letting you know just how strongly we
11 feel about it over the hearings to come on the next
12 year's budget. But really, we've made such--we've
13 made such progress over the past year, and we are all
14 so anxious to continue build on the momentum that's
15 already in place that it would break my heart to even
16 think about it not being baselined.

18 CHAIRPERSON VAN BRAMER: And I'm--I'm
19 assuming morale is much higher these days as you're
20 hiring and bringing all these terrific new people to
21 the system. Everyone back there I'm sure are happy
22 to be working at the three systems that you're
23 working on, and all the new folks. So this is a good
24 time, but we have to make sure that the gains are--
25 are permanent and put in place.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

49

IRIS WEINSHAW: I--I--I think--and I
would agree with Linda. I think it be devastating
not only for the people we've hired, but for all the
New Yorkers who avail themselves of the longer hours,
the Ellie Pichardos who have some place now to go to
study for her medical exams. And also aligning our
selves with the priorities of this City Council and
this mayor in terms of early literacy and education.
All these programs are essential, and if--if we were
to have to, you know, God forbid have to let go of a
number of children's librarians, those programs would
be gone, too. So we will be joining in with the
other two systems in making it a campaign to baseline
this funding. It's really crucial to all New Yorkers
to have that happen.

LINDA JOHNSON: I'll just add--I would
just add that it's critical to the communities also.
There a--not only a pride in the system in terms of
the great work that we're being able--that we're able
to provide, but when you make an investing in a
library, you're making an investment in the community
and you're telling that community that their
neighborhood is, in fact, worthy, you know, of this
investment and of the additional service and of the

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

50

1 help that they get in improving their lives or just,
2 you know, enjoying--enjoying reading. So I think it
3 goes beyond just the library systems themselves, but
4 it actually would be devastating to the city as a
5 whole.
6

7 BRIDGET QUINN-CAREY: And I--I don't have
8 much to add because I think my--my co-speaker spoke
9 very eloquently, but not having this baselined it's
10 potentially a short-term fix that creates a huge
11 long-term challenge. You know, the longer we go
12 without bringing in new people to the system to
13 create and develop the programs and services and move
14 the--move our programs forward, the--the less
15 prepared we are to serve future generations. And
16 that's not what I think we want our legacy to be. We
17 want to make sure we've got great new people coming
18 in with fresh ideas and fresh blood and fresh
19 enthusiasm to make sure that when the time it's
20 happened because they're happening that we're able to
21 continue that, and have that institutional knowledge.
22 And, you know, having to constantly cut back, or--or,
23 you know, not hire is not good for the long-term
24 health of our communities.
25

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

51

CHAIRPERSON VAN BRAMER: So let me just conclude by saying I love being a City Council member. I love being chair of the Cultural Affairs and Libraries Committee. I love the arts community, but I think that all of you know that libraries are incredibly special to me, and forms from my 11 years that I was a library worker and staff person myself. So it's incredibly important that we do this now. This is the time for us to baseline this funding, and if not, then it's just to sort to even thinking about increasing library funding a little bit further so we can do even more the work that we want and need to do. But at a minimum, we need to baseline this funding. The City is in a position. We can do this now if all of us come together. So with that, I would like to hand it over to our esteemed colleagues for his first ever round of questioning as the Chair of the Subcommittee on Libraries, Andy King.

CHAIRPERSON KING: Thank you, Mr. Chair, and I'll try to be brief if I can, but I want to say to the Amazing Three knowing that your system is the largest system in the United States, you have a lot to deliver. And if anyone can deliver, I know you all can deliver for New Yorkers. I heard a few

1 things during your testimony, not of concern because
2 I know that isn't it a whole lot better to spend
3 money than trying to figure it out at budget times
4 cutting money? So, it's a great day in New York as
5 we look forward to improving one of the services that
6 we offer. But I heard you had some hiring--you might
7 have some hiring challenges right now due to time and
8 finding quality because we just don't want to put
9 people in positions. We want to put quality people
10 in positions. So thank you so far for going to the
11 union and hiring a lot of union people. As a union
12 man, I know our brothers in D.C. they are certainly
13 quite happy that we continue to partner and get the
14 best quality people that we can. But, I want to know
15 with the lack of hiring right now or the challenges
16 you might have, how will that slow down with the
17 implement--the implementation of any programs that
18 you want to implement, and that's for any of the
19 Amazing Three right now.

21 IRIS WEINSHAW: Well, let me just speak
22 for the NYPL. We are--we're not slowing it down
23 because we're paying overtime--

24 CHAIRPERSON KING: [interposing] Okay.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

53

IRIS WEINSHAW: --to those employees who are there, and as I noted, we're trying every which avenue to be able to find those trained, competent, talented librarians that we'd like to attract to all three systems. So we are still continuing the programs. The--the one minor delay is that we had to stretch out in terms of the--the hours that the libraries are open longer. But we would be fully implemented by the end of December. So ideally, you want to be fully staffed. You know, our employees love the overtime, but then, of course, they get a little tired. So we are--we're moving ahead regardless.

CHAIRPERSON KING: Okay.

BRIDGET QUINN-CAREY: [off mic] [pause]
So we are not slowing our hiring down either. We are just--we are proceeding a pace as we were before. We focus on our public service first. So the majority-- I mean almost all of our public service positions are filled and that's--that's the good news. So, the-- the positions that we are now focusing on are those things like we needed a new head of Purchasing, a new head of, you know, Programs and Services. So those are the positions we're recruiting for now. There

1 are a few positions still in Public Service we're
2 hiring, but we are absolutely--as I said we are not
3 slowing down. We are continuing to go, and--and to
4 recruit as aggressively as we possibly can, and as a
5 matter of fact, you know, we had--I think all three
6 of us had a presence to add at the National Library
7 Conference over the summer, and that was a great
8 opportunity to have people think about relocating to
9 New York to take these positions. So our other
10 conference season is coming up again. So we'll be
11 doing the same thing having recruiting tables at the
12 New York Collaborative Association Mid--Mid-Year, you
13 know, Mid--I'm totally drawing a blank--the Annual
14 Convention [laughs] that's coming up, and other
15 opportunities besides going to our library schools
16 that are locally really putting out the call for
17 anybody that wants to come and be considered to work
18 at one of our great institutions.

19
20 CHAIRPERSON KING: Okay.

21 LINDA JOHNSON: Similar to Queens and--
22 and the New York Public Library, we're--we're, you
23 know, sort of being very diligent about bringing new
24 staff on board. We're also doing a lot of training,
25 and the fact that we're doing this in waves actually

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

55

I think benefits the system as a whole because we're being very deliberate and being very careful in making sure the people who are out and delivering services in the neighborhoods are actually trained and ready to do that. So some of the programs, you know, still need to be added, but I--I think we're in good stead.

CHAIRPERSON KING: Okay, so if I'm understanding correctly then the hiring process has not slowed down the program, but the new program might--might take a hit right now or it won't take a hit? The new programming won't take a hit. Everyone will just work over--work 12 shifts instead of three shifts. Got it. Okay, the next question I want to ask you is in regards to children and families. I know I heard in the testimony about 320,000 additional participants that will be coming on through the six-day services. So you have a breakdown as of yet the ages of your six-day whether or not you're going to have more under 12 or you have more teens coming in, or you're looking to target more adults? Who are we looking to really get in the door as opposed to everyone, and what hours of the day do you find would be the peak hours with what--

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

56

with the new program that we're coming in with. And,
are we prepared for those peak hours as more people
come through the doors?

LINDA JOHNSON: It's different--it's
difficult to make broad generalizations--

CHAIRPERSON KING: [interposing] Okay.

LINDA JOHNSON: --about--about hours or
target audiences because it varies branch to branch--

CHAIRPERSON KING: [interposing] Okay.

LINDA JOHNSON: --and the importance
really is that each branch reflect the community that
it serves. So in neighborhoods with a large number
of children that typically come into a branch we're
focusing on children's programs, but there are other
neighborhood where morning--programs in the morning
would not actually improve the level of service that
we're--we're being provided in that community. And
in neighborhoods where job searches are important
yeah we're doing that work during the day in
neighborhoods where, you know, professionals are
coming in after work. So we're working very hard to
tailor the hours to make sense for the communities
that it serves. In cases where we're providing
Sunday service rather than Saturday service that's a

1 reflection of the fact that the neighborhood library
2 is serving a--an Orthodox Jewish community that
3 wouldn't use the services on Saturday if we were to
4 offer them. So we're--we're being very thoughtful and
5 deliberate about how we're doing this.
6

7 CHAIRPERSON KING: Okay, okay. Thank
8 you. I also want to chime in on with that--all
9 right. I just want to jump over the capital right
10 quick. I know that our buildings some of them have
11 been around for centuries, and you've talked about
12 how you're upgrading the \$300 million that we have
13 for upgrading the capital projects. Are there right
14 now any buildings that you see that really are just
15 because of lack of funding and neglect that are not
16 salvageable, or we just have to do away with? Or do
17 we have to build new buildings. [coughs]

18 IRIS WEINSHAW: Well, let me just say
19 every building is salvageable.

20 CHAIRPERSON KING: Okay.

21 IRIS WEINSHAW: It's just a matter of
22 what type of improvements need to be put into those
23 buildings. I know last year we all testified about
24 the dramatic need for critical maintenance in many of
25 our branches. So many branches don't need a top to

bottom renovation. They may need a new boiler. They may need new windows. They may need new flooring, and in that case I would say those buildings are salvageable.

CHAIRPERSON KING: Okay.

IRIS WEINSHAW: Clearly, for some buildings it would be great to do a top-to-bottom renovation, which we chose to do at NYPL. We have five spectacular Carnegie branches, and it's almost as though you have to do a whole heart transplant. You can't just do a little bit here, a little bit there, but I--I just know in NYPL that there are hundreds of projects that need to be done along all of our branches just to make them habitable for the millions of New Yorkers who come into-

BRIDGET QUINN-CAREY: For us, our buildings are in fairly good shape. I mean some of them like the ones that I highlighted, needed new boilers, new roofs, masonry work. You know, those kinds of critical infrastructure pieces, but the challenge more for us is does the--does the building meet the needs of a 21st Century library? And in many cases, the answer to that is no they are undersized. They are not really, you know, ready for

1 the kinds of, you know, wiring that's needed to make
2 them really functional and robust. So that there are
3 critical needs as far as making them be the kinds of
4 facilities that are poised well to serve their
5 communities. And when we've looked at well can they
6 be expanded, sometimes the answer is well yes, but it
7 would be less expensive to basically tear it down and
8 start over than to try and take a 7,500 square foot
9 cinderblock and go up. So, that's the challenge that
10 we have is those communities that really have seen a
11 very large population growth, and their library is
12 not currently serving their needs. So that's--that's
13 more of our challenge. We have been, you know,
14 fortunate to be able to keep up. We have the--I'd
15 say the youngest libraries in the--in the system. I
16 mean ours only average 61 years old. So that's you
17 know, we're--we're--

18
19 CHAIRPERSON KING: [interposing] They're
20 babies. Okay.

21 BRIDGET QUINN-CAREY: --in better shape.

22 CHAIRPERSON KING: Okay.

23 BRIDGET QUINN-CAREY: And so our
24 maintenance thankfully with this investment, too, and
25 with your help we've been able to--to keep up with

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

60

1 that. For us really, it's--it's making sure every
2 community has a library that's worthy of the services
3 that we provide, and that the community needs and
4 wants.
5

6 LINDA JOHNSON: Yeah, I would echo what
7 my colleague from Queens said about the advisability
8 of salvaging a building rather than starting from
9 scratch. It depends completely on what the needs are
10 in that community. We have one in Sunset Park for
11 example, which is a growing neighborhood. That
12 library is busting at the seams, and the only way
13 really to provide the space that we need is to tear
14 the building down and to build something bigger. But
15 we have many libraries that need investments that are
16 perfectly good. In some cases extraordinarily
17 beautiful and inspiring libraries. They just need
18 infrastructure. And then, of course, the challenge
19 with some of our older libraries is that it's
20 difficult to know exactly what you're going to find
21 when you do start doing the work especially the
22 libraries that are more than 100 years old, which
23 are, of course the ones that are architecturally so
24 special and worthy of being well cared for. So, we
25 have some of the older--oldest libraries in New York

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

61

City, and--and I--some of them we would like to be more inspiring, but are structurally sound. Some of them are not even ADA compliant right now, which is an embarrassment. So we're in a tough spot.

CHAIRPERSON KING: So that kind of leads me to another question that was circulating in my brain. The--the infrastructure, with the amount of new traffic that we anticipate with six-day service and maybe seven-day service, how do we ensure that our buildings are safe for the amount of traffic that's going to come in, and knowing that some of our buildings are so old, you know, as you say tearing them down might be the best thing. But I understand some of the architectural designs and the history of the building, maybe we start creating some library reserves or something. But we have to figure out how do we keep our New Yorkers safe in this great day and age where we have the finances to improve our infrastructure. So I just want to know--you touched on it a little bit about what you can do, but is there a concrete plan? Or, maybe we can start thinking about how do we address with the new found traffic that will be coming into some of the structures?

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

62

IRIS WEINSHAW: So I think that although this is not a hearing about the next fiscal year, I think that we're going to hear form all three library systems about, you know, coming in with a plan for next year for capital to address a lot of the issues that you stated. I will just say here and now if you noted in my testimony we added 14 more facilities people to our roster to be able to deal with just the issues that you say: Greater use of the building. Longer hours. You need to clean it more. You need to maintain it more as well as more security people because you have the libraries open longer and more days. You know, it's--it's going to be interesting to see what's going to happen this winter in--in many of our older buildings where we're already challenged on a maintenance issue having to do with the base building issues. So I think for some of us it's going to be a plan in action as we go along. But I-- I do know that we are going to start to discuss what our needs are for next year, and this will be a good baseline in terms of the libraries are open that many more hours. They're being used that much more. It's like having a car. You have to keep maintaining it. You can't just let it go.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

63

CHAIRPERSON KING: Thank you. I'll go back into why we're here today, and we're doing-- doing it, but back to programming. Now, I know in your libraries a lot of our New Yorkers who have challenges speaking English and learning it, he language, there are programs for that. What other programs do you have that engage parents and children other than the English language or even homework or help. Is there any other--what kinds of programs do we have them engaged in?

BRIDGET QUINN-CAREY: We've introduced a program called Family Place, which is an early learning program that brings parents in with their children to learn and play. Really learn through play but also learn about the library and learn about, you know, how to get your child ready to read. How to look at, you know, child development. So we-- we have those programs. We also have programs for older teens that are college bound or don't know that they're college bound but their parents, you know, maybe want them to be. So we want to make sure that we've got programs for them to come in. We've got health programs that are for--for parents and--and kids. So, to--we--we do create those opportunities

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

64

to have family learning beyond what we've done for
our family literacy, which is a specific kind of
service that we offer in some of our learning
centers.

LINDA JOHNSON: So Brooklyn Public
Library has added \$500,000 to programs for children
five years and younger--first five years--well, to
programming in general, but a lot of that focus is on
the first five years programming, which is designed
to not only help children with the word deficit, but
some less privileged kids face. But also, to teach
parents the importance of reading to their children.
So there's a big focus on--on what is essentially a
pre-kindergarten service.

IRIS WEINSHAW: So at the NYPL we have
numerous educational programs. As I noted in my
testimony, we do a lot of early literacy programming
from 0 to 5. We are working with the Pre-K
Initiative by offering services and offering
materials to those new Pre-K programs that have
popped up all over the city. We have numerous ESOL
programs as well as teen programs after school. We
have something called, you know, OTS out of school
where we offer programs to teenagers to come into our

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

65

libraries after school to be able to get help. So we have numerous, numerous programs as well as we're working with all three systems and My Library NYC where we are lending materials to the schools, and they are using the materials to teach their students part of the curriculum. So the programs are numerous, and I think all three systems would agree that we're trying to touch on all different facets of the population that need this assistance.

CHAIRPERSON KING: Well, I'm going to wrap it up, but I want to say thank you to the Amazing Three. You guys do a wonderful job at our libraries. It's great to hear the testimony today, and I just want to say to everybody here who likes the color orange [cheers]. Thank you, Mr. Chair. God bless everyone. Thank you again.

CHAIRPERSON VAN BRAMER: Thank you very much, Chair King, and we will certainly let Tony Marx know that the--the Fabulous Three [laughs] does not include him apparently. [laughter] So, I know that Council Member Crowley has a--some question.

COUNCIL MEMBER CROWLEY: Good morning. Thank you to both our chairs and to the library system for the good work that you do. I just have a

1 few quick questions. I happen to like this picture
2 very much. It's the UPK graduates from Woodhaven.
3 Some of my constituents with the graduates, and I
4 know that all those little ones will always remember
5 when they went to UPK. Are looking to do more UPK
6 programs in Queens and are the other boroughs or
7 other service providers looking to do that as well,
8 and is it a cost or you reimbursed for the expenses
9 involved?
10

11 BRIDGET QUINN-CAREY: Thank you for--for
12 raising that. That's something that we're really
13 very proud of is the UPK program. We've got one year
14 under our belt at Woodhaven and that graduation was--
15 was really quite a special event to see those--those
16 families and the--and the children. That program
17 continues. We have a three-year contract with the
18 Department of Ed to provide that program at
19 Woodhaven. We've also expanded to the Ravenswood
20 Learning Center to deliver UPK in that location as
21 well. Right now, we are evaluating other locations,
22 but as you can imagine having a UPK within a library
23 site is, you know, it creates its own set of
24 challenges as far as the actual space and how it's
25 configured; access to the space during the time that

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

67

1 Pre-K is being offered. So as far as the cost, the
2 cost of the service is actually provided by the
3 Department of Education. You get reimbursed for
4 every child that's in your program. Although there
5 are certainly in-kind costs that we provide as far
6 as, you know, some of the administration, and clearly
7 the--you know, the preparation in getting it all
8 geared up and ready. So at this point we don't have
9 any plans in the near future, but it's something
10 we're always open to. And as we look towards
11 renovating libraries, trying to see if it makes sense
12 to putting a UPK into some of our newly renovated or
13 our new built libraries.

14
15 COUNCIL MEMBER CROWLEY: Not to
16 interrupt, but just to get into the heart of the
17 question, is there any profit? Like I would think
18 that there should be some type that means that we're
19 using your space. We're looking all over the city
20 for space to sort of incentivize this activity
21 happening in mornings when libraries may not be as
22 utilized.

23 BRIDGET QUINN-CAREY: No there isn't any-
24 -there's no additional revenue that comes for us.
25 We're providing that. We--we essentially are looking

ideally to be cost-initial. It would be wonderful if
we could--

COUNCIL MEMBER CROWLEY: We should have
these cost initial.

BRIDGET QUINN-CAREY: But right now,
it's, yeah, that's our goal at least cost initial.

COUNCIL MEMBER CROWLEY: Okay.

LINDA JOHNSON: In Brooklyn we, you know,
0 to 5 is our bread and butter, and we've been doing
that for as long as the library has existed. We
don't have a formal UPK program in any of our
branches right now, although we've spent a lot of
time with people from the DOE and--and the school
construction authority looking at our branches, and
trying to figure if, in fact, there's a branch that
could be remodeled in order to meet the criteria that
go hand in hand with having an official UPK site. So
far, SCA seems to have come up dry, but we continue
to cooperate with them and, of course, continue to
offer programs for this particular age group.

IRIS WEINSHAW: So likewise, at NP--NYPL
we--we work with the School Construction Authority.
We work with the Mayor's Office. We gave a list of
branches that we thought were a possibility, and I

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

69

1 think like in the case of Brooklyn, it was determined
2 that the amount of capital work that was done needed
3 to be done on these branches was just extraordinary,
4 and it would never get them to the place that they
5 needed to be this year. So for NYPL, one of the
6 things that we're doing is we are, as I said, going
7 to those sites. We're offering our services. We're
8 bringing books. We're bringing our children's
9 librarians. So we're offering programming at these
10 Pre-K programs.
11

12 COUNCIL MEMBER CROWLEY: Okay.

13 IRIS WEINSHAW: Yes.

14 COUNCIL MEMBER CROWLEY: Yes. The next
15 question has to do with the need for trained
16 librarians. So I--I believe you have to have a
17 masters degree. I'm curious to know what the
18 question--the question is what level of education is
19 needed because I understood from before that we're
20 actually having to look at other cities to draft
21 trained and qualified librarians, which is a little--
22 I'm saying that just because we have over--you know,
23 many people in the city and I want--wanted to make
24 sure that, you know, New Yorkers know that this is a
25 good profession. So where are you going to schools?

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

70

Like which schools have this program? And then, how attractive is the salary and the level of education amount? [pause]

BRIDGET QUINN-CAREY: Um, to be a--to be a librarian, you do have to have a masters in library science. So that's, you know, above and beyond your bachelor's degree, and locally Queens College offers programs. So does St. John's and Long Island University. That's--and Pratt. So those are the-- the schools that have them her in the city. The next closet one is Syracuse. There's also one in Boston. So they are--and in Buffalo. Of course Buffalo. So there's--there are a number of schools that offer that as a graduate degree. For us the starting salary for a new librarian coming in is a little over \$45,000, but depending on the experience they come in with that could go up to \$53,000 as a, you know, an initial salary for them if they've got some experience when they're coming in, and depending on the position that they have. So the recruiting has been really robust. We've been on --at Queens we've been working particularly closely with Queens and St. John's doing recruiting, and encouraging people. We've also actually looked at our own ranks. We've

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

71

had people that have been serving as customer service specialists or representatives that actually have their MLS. So the number of people that have taken these librarian positions actually represent a promotion, which is wonderful. I'm happy to see that because we've had so many people that have gone back to school. We just didn't have a position for them. So that's that been, you know, a win-win all around because they already know Queens Library, and now they get to serve in that--in that capacity. The recruitment for--for--around the country is really part of, you know, an overall effort to also promote the fact that, you know, here's--here's a great opportunity, but the vast majority of people that we have hired particularly in Queens we have a lot of people from Long Island. You can imagine, you know, wanting to come here, but we've also had a lot of people just from Queens itself that have MLS degrees that want to. They may be working in other areas that want to be closer to home. So we've seen a lot of applicants locally as well.

LINDA JOHNSON: We're actually paying librarians a starting salary of \$49,000. The bulk of their hiring is coming from Pratt, which is in

1 Brooklyn. But, of course, you know, as we stated in
2 our testimony, it's really important to find the
3 right person for the open position. So it's all
4 about quality, and excellence and--and doing the best
5 we can with what we can with what we have. And so,
6 we are in addition to making sure that we have, you
7 know, great new energetic engaged librarians. We're
8 also offering a lot more training than we have in the
9 past. We have a new chief librarian who comes to us
10 from the Silicon Valley and who is all about
11 training. So we're excited about some of the
12 programs that are internal to the library as well as
13 the program that we're offering to the public. And
14 it is, of course, a moment in time in New York when
15 all three systems are hiring. And so, you know, we
16 are in an unusual position of fighting for the same
17 candidates.
18

19 IRIS WEINSHAW: So I wouldn't say
20 fighting. [laughter] I would say we are banding
21 together.

22 LINDA JOHNSON: Sorry.

23 IRIS WEINSHAW: We're a band of brothers.
24 So at the NYPL we did a--or we still are doing a
25 national search. We've gone to Rutgers (sic),

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

73

Buffalo, Syracuse, Indiana and McGill in Canada,
Michigan and the University of Texas at Austin also
has a very good library program. Like Brooklyn, our
starting salary is \$49,000 plus benefits and we also
are looking to home--home grow a lot of our
librarians. You know, people come to work in the
library system. If we can identify some really good
local talent, we have a program where we reimburse
for folks to go back to school. And so some people
take the course online. Some people go to Queen's
College, St. John's. And so, we're trying every
which way to be able to increase of the ranks of the
librarians at the NYPL.

COUNCIL MEMBER CROWLEY: I like that. I
just have one last question. With the new jobs and
all the hiring, is everyone receiving pay greater
than \$15.00 an hour? Do you what is your most--
lowest pay or lowest salary? Do you know? [pause]
Do you employ part-time employees?

LINDA JOHNSON: All full-time people are
certainly.

COUNCIL MEMBER CROWLEY: Okay, good.
Thank you to both our chairs.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

74

CHAIRPERSON VAN BRAMER: Thank you very
much, Council Member Crowley, and thank you to the
three systems for not fighting over your new
employees, but instead--

IRIS WEINSHAW: [off mic] We're a band
of brothers.

CHAIRPERSON VAN BRAMER: Yes, a band of
sisters as it's turned out. But, thank you and I
also want to thank all of the folks who have been
waiting and some of the folks who are standing. It
is a good thing that there are so many library
supporters here. We're going to thank and say good-
bye to now to the three leaders of our great library
systems, and call the next panel. I think we're
going to start to hear from our new librarians who
have recently been hired. Christine Zarred from the
Brooklyn Public Library; Ellen Weber from the
Brooklyn Public Library, and I guess they're a team.
Michael Alvarez and Jarvis Flowers from NYPL. Is
that right? All right. So there are four seats
there. Those are four folks. We're going to go to a
three-minute clock for all the public testimony. So
hopefully you can be as powerful and succinct as--as
you can, and we have a lot of folks who are looking

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

75

testify. So once you have your seats, and now are
Michael and Jarvis are you testifying together.

MICHAEL: [off mic] We are

CHAIRPERSON VAN BRAMER: So it's like
it's a team. So maybe they should be--yeah, they
should be together. All right. So why don't we
start with Ellen, and--and work our way down to the
table. Since this is a dynamic duo. There is such
anticipation for this testimony, we're going to save
you for last, and then you've just got to bring it.
You've got to bring it, though. Okay.

ELLEN WEBER: Good morning. First of
all, I want to thank the Cultural Affairs and Library
Committees for the opportunity to speak today. My
name is Ellen Weber and I'm the Children's Librarian
for Brooklyn Public Library at the Macon Branch in
Bed-Stuy or Lewis Avenue in Halsey. I've worked for
the libraries since August 24th of this year, but
I've worked in libraries for the past three years in
both private and public settings. Earlier this year
in the spring I actually got to attend the City
Council preliminary budget hearing here at City Hall
to show my support for libraries. And I would have
never imagined that I would be hired by the Brooklyn

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

76

Public Library just months later. I moved to Brooklyn from Texas about five years ago, and I've been on this never-ending quest to become a true Brooklynite. So I figured working for my community would get me closer to that goal. So working for the library has truly fulfilled a dream of mine. When I was younger, I wasn't much of a reader, and then my world kind of exploded when my teacher introduced me to Harry Potter, and things weren't really the same after that. I think I must have read over 100 books that year. William Nicholson once wrote that we read to know we are not alone, which pretty much sums up how--why I clung so hard and so fast to books. In a way, libraries have the same effect. They let us know we aren't alone in our various pursuits. If you don't know where to begin to write a resume straight out of college, we're there for you. If you need a book that you read years ago, but you can't remember the title, we're there for you. And if you need a break for the two-year-old that you've been watching all day, story time is definitely there for you. Even though I've only been at the Macon Branch for about three months now, I've gotten to know many of our regulars, and gotten to understand the true depth

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

77

of need that the patrons have for certain services.

Every morning when I come in the library, there's already a line of people waiting to take advantage of our laptop loan program to work on resumes, shop applications and skill building. During my Wednesday morning story time about 60 people pack the room, and that's just one of the three new children's programs that I've been able to implement since I've been hired. As a kid, I was a weekend library girl myself, and I'm happy to see that more kids are coming in, and they get to take advantage of all of what we have to offer at the branch. As a children's librarian, I have to speak for those kids, and urge the Council to keep supporting our extended service days. The library is such a treasure and I would hate to see it turn into a privilege reserved only for those who have the time to come in during the week day. I want to thank you for your support thus far. Like I've said, you've made a personal dream of mine come true, but please don't forget about those weekday warriors and their kids not only in Brooklyn, but throughout all three branches--three systems.

Excuse me. [bell] Thank you again for allowing me to speak today.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

78

CHAIRPERSON VAN BRAMER: Perfectly time.
Amazing. So you testified or you attended our
budget hearing?

ELLEN WEBER: I did.

CHAIRPERSON VAN BRAMER: In June was
that?

ELLEN WEBER: That was in April, the
preliminary one.

CHAIRPERSON VAN BRAMER: In April and--

ELLEN WEBER: Yeah.

CHAIRPERSON VAN BRAMER: --then two
months later we got \$343 million.

ELLEN WEBER: Yep, exactly.

CHAIRPERSON VAN BRAMER: You should show
up at more hearings. [laughter] Right?
Congratulations and--and thank you.

ELLEN WEBER: Thank you

CHAIRPERSON VAN BRAMER: And Christine
Zarred is next who just happens to live in Sunnyside,
Queens can I just say with great pride. She's joined
the Brooklyn Public Library family.

ELLEN WEBER: Thank you. My name is
Christine Zarred, and I'm an adult librarian at the
Brooklyn Public Library New Lots. I'm a new

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

79

librarian hired thanks to the additional funding for
libraries added to the budget this year. New Lots is
a poor neighborhood. Many patrons that visit the
library do not own computers, and the library
computers are used consistently all day long. The
world has moved online. There is a lot of literature
on the digital divide, and how libraries are the
first line of defense to bridge that divide.
Everyday technology advances and accelerates. The
population that sits on the other side of the divide
falls further behind. The patrons from the New Lots
branch--New Lots branch lack the most basic skills.
Many patrons will come in to put together and print a
resume that day. The need is immediate. A patron
can access a computer for 30 minutes, but one cannot
write a resume or complete a job or housing
application in 30 minutes. So we now offer a drop-in
computer lab two days a week for two hours so patrons
can have the time to work on applications and resumes
and I also manage a workforce development program.
So thank you very much for this gift of time. With
our newly expanded six-day service, and new
librarians we can facilitate more programs and a lot
more time for helping patrons. But sadly, it is

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

80

insufficient. Patrons need more computer time to
watch tutorials to gain technology skills, and more
time to access technology to navigate the world that
has moved online. I lost my job in the recession,
and I was able to recover because I had skills and I
also had the time to access resources, and what I
observe daily is more barriers with fewer resources.
But also, people are extremely grateful when you help
and teach them. So just to give you a little story,
a woman came to fill out a housing application at the
lab, and came back a few weeks later to say she had
received her letter from NYCHA and she was on the
list. So, there are success stories there. And the
increased library funding to help New York City
residents as well as provided employment for
librarians and library staff, and we are very
grateful. And I hope the City continues to do more
so that we can get to a place where people have more
technology in the library, and the needed time to
effectively utilize all the services the library can
provide and offer communities. And thank you to the
Cultural Affairs and Library Committees for this
opportunity.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

81

CHAIRPERSON VAN BRAMER: Thank you very much, Christine. It's a pleasure to have you here. What a treat to see you at City Hall testifying on behalf of libraries, and we're thrilled to have you. And clearly, Brooklyn Public Library refers to these speeches because they're all under three minutes or right at three minutes. So a great job to the Intergov staff. And now, we--we are so excited because Michael Alvarez and Jarvis Flowers are testifying together, and we--do you have a Power Point as well?

MICHAEL ALVAREZ: [off mic] No.

CHAIRPERSON VAN BRAMER: Oh, you're just in front of the computer. Okay, well I don't know how you can follow up those two women, but ladies and gentlemen, Michael--[laughs] Michael Alvarez and Jarvis Flowers.

MICHAEL ALVAREZ: [pause] Wait. Thank you. A broader range of programming ranging from educational programs for children, teens and adults and seniors, too, that were also involved. Job search strategies and resources and, of course, English language classes. To adequately serve our patrons, we at the Bronx Library Center maintain and

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

82

operate a facility that matches our high capacity
needs. Prior to bringing Jarvis on board, the Bronx
Library Center had six facility staffers. Given the
substantial needs of this branch, we were stretched
too thin in particular during the morning shifts.
Since Jarvis came on board the Bronx Library Center
has noticed a considerable improvement in the
building's condition. Now, every morning the Bronx
Library Center opens as a s clean and inviting space
allowing us to function to our fullest capacity and
better serve the community. We can deliver the best
customer service, but if there's trash on the ground
or the bathrooms aren't being cleaned throughout the
day, we're not putting our best foot forward for the
community, and they deserve it.

JARVIS FLOWERS: [pause] Sorry, Council
members. This is my first time doing this, but, um--
[laughs]

CHAIRPERSON VAN BRAMER: You're already
doing better than most Council members. [laughter]

JARVIS FLOWERS: Good afternoon. My name
is Jarvis Flowers, and I stated earlier I'm a faculty
staff member at BLC. I started working in the
morning shifts from 6:00 a.m. to 3:00 p.m. at BLC in

1 mid-October of this year. Prior to taking this
2 position, I was a porter at a local hospital--at a
3 local supermarket. I can--I can honestly say I'm
4 much happier at this job, and genuinely enjoy what I
5 do. I take great pride in make BLC clean, safe and a
6 financial (sic) place for the community. With BLC
7 the excessive busy location and challenges that this
8 job faces--oh, sorry. With BLC being such a busy
9 NYC--oh, Lord--with BLC being such a busy location
10 that challenge--the challenges this job bring me are
11 large and rewarding. Finally, I can say thank you to
12 NYC and to the New York City Council and the Mayor
13 for funding my position, and I hope that this
14 opportunity like mines will continue to be vital and
15 created in our city library--libraries. Sorry.
16 [laughs]

18 CHAIRPERSON VAN BRAMER: Oh, heck. They
19 can't clap, Andy King. I don't know about that.
20 Apparently, it's against the rules. So, well, thank
21 you so much all four of you, but Jarvis was a
22 particularly compelling testimony. I don't know,
23 maybe New York Public knows, but my stepfather who
24 raised me was a custodian at a public school. So I
25 know how important it is the work that you do to keep

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

84

the library clean and safe for everybody to use. So,
I particularly care about that. My mother worked at
a supermarket. So you're like my favorite person
ever [laughter] to testify at a hearing, and it's
great. It takes a lot for all four of you to come
here and testify, and I know I've seen you before,
but thank you so much. And I don't know if my co-
chair has any encouraging words to offer.

CHAIRPERSON KING: Just keep coming back.
Just keep coming back. Thank you.

CHAIRPERSON VAN BRAMER: Again, thank you
all four of you. Jarvis, you did great. I really
appreciate you coming here.

CHAIRPERSON KING: Thank you, Jarvis.
[applause]

CHAIRPERSON VAN BRAMER: And George
Mohalis (sp?) gets extra points for that. That was
great. And out next panel we have Hilary Saxton from
the Brooklyn Public Library; Albert Tablante (sp?).
I hope I'm saying that right. Tablante could it be.

ALBERT TABLANTE: [off mic] Tablant.

CHAIRPERSON VAN BRAMER: Tablant?

ALBERT TABLANTE: [off mic] Yeah.

Tablant.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

85

CHAIRPERSON VAN BRAMER: All right and
from the Brooklyn Public Library and another
combination, Dawn Chance and Sun Ro, right.
[laughter] I'm resisting extra glasses. So, why
don't we start from the left again. I am in the
Progressive Caucus, and Hilary Saxton thank you.
You're one of the three people that got that joke in
the audience. Hilary Saxton, Albert, and then Dawn
and Sun, you're going to do it together as well?

DAWN CHANCE: Yes.

CHAIRPERSON VAN BRAMER: NYPL with these
dynamic duos. Thank you very much. Hilary.

HILARY SAXTON: [TESTIMONY OFF MIC] Good
morning Committee of Cultural Affairs and Libraries
for having me here today. My name is Hilary Saxton,
and I'm an adult librarian at the Coney Island Branch
of the Brooklyn Public Library. I've worked with the
library system and came to New York and just moved
from in September of this year. Because of being
member of the Center for Literacy and on the steering
committees, I was given the opportunity to come to
the job fair this last summer. I boarded a bus from
Boston, and I knew before and when unboarded the bus
immediately after when I knew this was an opportunity

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

86

not to be missed. Shortly after the job fair I was
hired by Brooklyn Public Library. I'm still
traveling today, and I am no longer leaving behind my
work. (sic)

CHAIRPERSON VAN BRAMER: You didn't
travel from Boston to Coney Island, did you?.

HILARY SAXTON: [TESTIMONY OFF MIC] It's
close, though. [off mic] Going from a community to
another part of the community and providing services
not only brings staff the awareness [off mic] but
people use the libraries such as myself. [off mic]
as much as possible to fit every person's needs.
[off mic] and providing New Yorker with libraries
that are safe, comfortable and up to today's
innovative and technological needs--[off mic].

CHAIRPERSON VAN BRAMER: Thank you. And
now it's Albert?

ALBERT TABLANTE: I appreciate the
opportunity so speak before the Cultural Affairs and
Library Committee. I represent the Brooklyn Public
Library as a new librarian. My name is Albert
Tablante, and I am a young adult librarian at the
Clarendon Branch in Flatbush, Brooklyn. I want to
thank you for increasing funding for the public

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

87

libraries. I am pleased that all Brooklyn Public
libraries are able to serve their patrons at least
six days a week. As you know, libraries provide much
more than access to company today. (sic) Libraries
offer DVDs, CDs, database and electronic books. We
provide free Internet service on library desktop
computers and access to personal laptops, tablets and
personal handheld devices. Internet access is
essential to engagement in the 21st Century, and
especially in some communities Internet access is
unobtainable. Like the Flatbush neighborhood and
library service. Patrons use Internet for work,
looking for employment, online applications, computer
studies, social networking and school levels of
education. Brooklyn Public Library also offers free
programs to the public. There are cultural,
education and entertainment programs for all ages
engaging senior citizens. (sic) You might need to
know of a booking signing. There are book talks at
many of the branches. We even have services like
books online (sic) that give patrons access that
cannot physically come to the library. We offer
programs such literature, photography, dancing and
art, and we do school outreach because, of course, we

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

88

are the biggest champions for literacy. At the
Clarendon Branch, we have many programs for children.
We have ESL programs for adults. We have programming
geared towards getting students free money for
college. We offer computer schools for adults. We
have media hours in the meeting rooms, which is
extremely popular with young adults. Our library
branch is one of the branches that has extended hours
to six days a week. Since getting hired on November
2nd of this year I have worked two Saturday shifts.
On both Saturdays it was relatively busy at the time
at the branch. They should let the welcome desk [off
mic] and make library cards for new patrons. [off
mic] most of the day. Many students are doing
homework assignments and projects. We have a casual
children's program on Saturday where children under 5
can come in with toys, and it is well attended. (sic)
Many patrons come in simply to read the newspapers or
meet other friends of all ages. Of course, I'm not
alone at Clarendon Branch on Saturdays. The other
librarians and other staff on our newly opened
Saturdays have found it very good for our patrons.
Having more staff and more weekend hours allows us to
offer better service to the public. Brooklyn Public

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

89

Library six-day service, [off mic] and we ask for complete support for this important service. I'd like to thank the Committee for their time and the opportunity to testify.

CHAIRPERSON VAN BRAMER: Thank you, and Dawn are you going to lead us off?

DAWN CHANCE: Good afternoon. My name is Dawn Chance, Associate Director of the Lower Manhattan Library Network of the New York Public Library. I am joined today by Sun Ro, a newly hired children's librarian at our Seward Park Branch in Chinatown. Thank you for having us today. We appreciate the opportunity to testify regarding the impact that the Fiscal Year 2016 increase has had on our library. Before Sun was joining our staff at the Seward Park Library, we were down by one children's librarian. Being short staffed by one employee may not seem like much. However, at our branch it had a drastic impact. The Seward Park Library is a community hub for families and adult patrons alike. Given the high utilization of our branch, the lack of one librarian has caused us to cut back on outreach and not provide the full quantity or range of programming we would have otherwise offered. The

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

90

addition of Sun to our team has afforded us full coverage for our patrons. Sun's work has allowed us to ramp up our outreach efforts, provide additional bilingual toddler story time, and add more early literacy and free kindergarten programming. Given the demands of the Seward Park branch, I don't think we could ever have too much staff. With Sun here, however, I can honestly say that for the first time in a while, we're in a comfortable place. WE are hugely thankful to have Sun on our team.

SUN RO: My name is Sun Ro and I am a new addition to New York Public Library thank to the budget increase. I am working at the Seward Park Library as a Children's Librarian. Since I began at Seward Park Library, our children--children's staff has been able to cover more hours in the Children's Room and, therefore, when reference services are needed, we now have the ability to provide reference services more effectively. Seward Park Library is surrounded by many public schools and private learning centers. Our children's staff regularly invites classes to the library and provides outreach services at community organizations. Our morning services are full with class visits, read aloud, and

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

91

1 outreach programs. We provide six to ten outreach
2 service classes per week. Since joining the NYPL
3 staff, I personally have had six class visits and
4 read books to more than 100 students. Our work--
5 sometimes teachers use our services and request
6 special books for their instructional needs. I work
7 hard to assist them in finding the materials they
8 require. I am building up relationships with new
9 teachers and growing in my profession, and as I
10 progress, I expect to support more students in their
11 instructional reading. After school I see many
12 students who I met during the class visit. They feel
13 comfortable coming back to the library, and I enjoy
14 the opportunity to introduce them to the recreational
15 reading. Story Time is another program we host.
16 Children love story time and often check out books
17 with each visit. Our location hosts--host four
18 sessions of total Story Time each week, and two
19 infant Story Time sessions per week. I have been
20 presenting those programs on a weekly basis. I sing
21 nursery rhymes, doing finger plays, read books and
22 teach kids new words. I give educational resources
23 to parent, and caregivers and guide them to raise
24 their children to become book lovers. In each
25

program I average more than two children and
caregivers. Having around 40 people in a small room
makes it a bit crowded, but we are having so much fun
with songs and books, we hardly notice. [bell] Let
me share a story with you. [laughter] Bear with--

CHAIRPERSON VAN BRAMER: Just keep going.

SUN RO: Yeah. [laughter] Yeah, let me--
-let me share a story with you.

CHAIRPERSON VAN BRAMER: I had a sense
you were anyway, so just keep going.

SUN RO: One Chinese mother who brought
her toddler to the library because of her lack of
English speaking skills, she always lingered in the
Chinese book section and never tried Toddler Time. I
approached her and encouraged her to join in the
program. Though I don't speak Chinese, I am very
good at communicating using body languages as my
survival kit, and I could tell she may give it a try.
I was scheduled to do a Toddler Time session on the
following day. So I wrote the date and the time on a
piece of paper and give it to her. On the following
day the woman showed up. Right after the program,
she came to me with a program calendar and a pencil
to ask me to circle the programs that she can attend.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

93

1 From that day, she has been a regular participant,
2 and she started to check out English--English
3 children's books for her daughter. Some parents ask
4 me how I learned English. As a first generation
5 American immigrant, this is how I learned English: I
6 read children's books aloud. The more I read, the
7 more I got interested in children's literature. Now,
8 I am a children's librarian. I truly believe in the
9 power of reading aloud with children, and I share my
10 story whenever I have a chance. I strive to be a
11 good example for new immigrant students and parents,
12 and I thank you for giving me a chance to share my
13 experience as a children's librarian for the New York
14 Public Library. Thank you.

16 CHAIRPERSON VAN BRAMER: Thank you very
17 much. Sometimes you--you don't turn the page and see
18 what's on the other page, and in life it's always
19 good to see what's on the following page, and that
20 was beautiful. Your last couple of minutes were--
21 were absolutely beautiful for that, and all of you I
22 say thank you and then there's a slight lobbying push
23 in there for some more funding as well, which is
24 great. [laughter] But I want to say thank to you
25 because, you know, we--we in the City Council we pass

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

94

lots of laws and we allocate a lot of funding, and--
and you don't always see the tangible results of the
work that you do demonstrated so powerfully as you
all in front of you. You were traveling from Boston
and your start date was November 2nd, and--and--and
all those stories are so powerful, and I want to
thank you because you remind me of what I do what I
do, and--and trust me, this is the best thing that's
going to happen to me today. I mean absolutely just--
--it's--it's great to hear these stories, and to see
our work, you know, changing lives for the better.
So it's--it's tremendous, and I have a sister named
Dawn so that's--that's good, too. And I think Andy
King has some challenging probing questions for this
panel.

CHAIRPERSON KING: I want to thank you
for putting flesh and blood to our reality when it
comes to the funding and seeing the fruits of our
labor, the fruits of all of our labor when it comes
to fruition today. But, the million dollar question
is I have to ask you what comes first, doing or
saying?(sic) [laughter]

CHAIRPERSON VAN BRAMER: Thank you very
much. He'll be here all week, ladies and gentlemen.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

95

He'll be hear all week. Two shows 7:00 and 10:00.

Two shows, 7:00 and 10:00. All right. Thank you very
much. Our last panel is Penelope Cox from Manhattan
Borough President Gale Brewer's Office. Is she still
here? Penelope Cox.

PENELOPE COX: I'm here.

CHAIRPERSON KING: You are and have a
seat and we have Elana Rivera from the Brooklyn
Public Library. Is Elana Rivera still here? She is,
and then Laquisha Ruiz? Is Laquisha Ruiz here? No.
All right, she just signed up to--

LORRAINE RUIZ: [off mic] There's a
Lorraine Ruiz.

CHAIRPERSON VAN BRAMER: What's that?

LORRAINE RUIZ: There's a Lorraine Ruiz.

CHAIRPERSON VAN BRAMER: I have Lorraine
Ruiz and Billy Geschlecht..

LORRAINE RUIZ: [off mic] That's us. But
we also have Laquisha Ruiz. Apparently her sister
left early, though. [laughter] And then Michael
Wright will be our final testimony for the day. I
don't--Yeah, Michael just do a panel all to yourself
after this panel, and then why don't we start on the

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

96

left and we'll go to another. You're testifying
together, I guess.

LORRAINE RUIZ: Yes, we are.

CHAIRPERSON VAN BRAMER: Awesome.

ELANA RIVERA: Hello, I would like to
thank the Cultural Affairs and Library Committee for
the opportunity to testify today. My name is Elana
Rivera and I am the Children's Librarian at the
Washington Irving Library, part of the Brooklyn
Public Library system. I have a Bachelor's in
Languages and Cultures and Masters in Languages and
cultures and a Masters in Library and Information
Science with a specialty in Youth Services. Five
months ago I moved 2,000 miles across the United
States from Los Angeles, California to Brooklyn, New
York leaving behind family friends and all those
familiar in order to work with the library system
whose mission and values closely aligns with my own
professional philosophy. And that is provide free
and open access to information for education,
recreation and reference, along with innovative
library services that reflect the divers and dynamic
spirit of the communities. I have learned a lot
about the people who live in Bushwick that comprise

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

97

the Washington Irving Library community, my new home and community where I live. They come from different walks in life and backgrounds and use the library as a resource where they can introduce their child to their very first favorite book. Where they can work on their resume and search for the perfect job. Where kids can have a quiet space to do homework if they can't find it at home, and most importantly they come to the library to find hope, to find hope for themselves, for their families and even for the world. The funding that the library system received to expand the six-day service made it possible to hire staff including myself as well as the ability to purchase materials for programming and services. Due to this funding, our libraries have been able to expand their hour and provide programs through its communities that they hadn't been able to in a long time. As an example, my branch had been without a children's librarian for many years, and were admitted to the children's programming carried out by facilitators. As Washington Irving's children's librarian, I now run 16 children's programs a month for ages 0 to 12 not including regular class visits and the average work that I do at my neighborhood

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

98

community shelter. Within a month alone, I
influenced the lives of hundreds of children in
Bushwick, and it is all through the work that I do by
working with the Brooklyn Public Library, something
that would not have been possible without the
additional funding received. Just like at my branch,
many branches in the system and in the communities
find themselves greatly benefitting from the
additional funding. With your help, my library will
continue secure the funds necessary to continue or
expanded hours of operation throughout the borough,
which in turn will continue to have a positive effect
in the lives of the many people that use our
libraries. Thank you again to the committee for
allowing me to testify today.

CHAIRPERSON VAN BRAMER: Thank you very
much and I have to ask how are you liking Brooklyn?

ELANA RIVERA: I love it.

CHAIRPERSON VAN BRAMER: Is it better
than Los Angeles?

ELANA RIVERA: [laughter] It's
fantastic.

CHAIRPERSON VAN BRAMER: Oh, so and I may
interpret the answer she was saying yes with a smile.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

99

You've got it right. Brooklyn is just amazing,
right,

ELANA RIVERA: Yes.

CHAIRPERSON VAN BRAMER: Thank you,
Elana, and now go ahead.

PENELOPE COX: Good afternoon. My name
is Penelope Cox. I'm here offering testimony behalf
of Manhattan Borough President Gale Brewer. Thank
you to Chair Van Bramer, Chair King and to the
members of the committee and the subcommittee for the
opportunity to testify. I am thrilled to see how the
New York Public Library has responded to the
Council's request for six-day service at its branch
libraries. The additional funds provided by the
Council have resulted in an increase of operating
hours from 46 hours per week on average to 50 hours
per week on average across the system. Importantly,
the library has extended the operating hours of the
Schaumberg Center for Research and Black Culture and
the Library of the Performing Arts. Each of these
rich cultural resources now operate six days a week
with extended hours some evenings making them
accessible to more and more New Yorkers. Branch
libraries strengthen communities and make our boughs

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

100

more equitable and opportunity rich. Branch
libraries support the education of our children
especially the youngest learners. Branch library
services allow for personal and professional
development. Branch libraries support personal
productivity and cultural engagement. Branch
libraries are central and safe public spaces. Branch
libraries provide valuable meeting places. Branch
libraries accelerate community involvement. Branch
libraries support the literacy of the homeless.
Branch libraries are often the major technology
provider for both individuals and families. That
last point is huge. Residents rely on branch
libraries not just to expand horizons, but also to
keep up with the rapid pace of change in the digital
age. And the branch library is a place that parents
can take their children to support their literacy
development. It ties into the larger cultural
practices of coming together as part of the
community. In a city with skyrocketing rents and a
serious lack of affordable housing, it's also
important to consider the phenomenon known as the
living room experience provided by branch libraries.
They often meeting and conference rooms that are all-

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

101

1 inclusive, safe and friendly. Extended hours have
2 also resulted in 100 new librarians being hired as
3 well as all important 15 new custodians to meet the
4 demand on the library's facilities. Six-day service
5 is essential for our branch libraries, and it is
6 essential that we continue to support extended hours
7 by baselining the funding for six-day service.
8 Branch libraries improve the quality of life of all
9 residents in the boroughs period.
10

11 CHAIRPERSON VAN BRAMER: Thank you very
12 much. Please send our regards to my former colleague
13 in the City Council Borough President Brewer and I
14 just want to say publicly that when she was in the
15 Council and when we were behind closed doors--a lot
16 of folks say that for libraries in public--but it's
17 been behind closed doors. Every time I talked about
18 funding for libraries, Gale Brewer would back me up,
19 and always say we should just do six days, we should
20 do seven days. She's an amazing champion for
21 libraries. So thank you for being here, and please
22 let the borough president know how much I appreciate
23 her. And now, double--the third double intro. So
24 whoever is going first?
25

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

102

LORRAINE RUIZ: Yes, good afternoon. My name is Lorraine Ruiz, the Branch Manager of the Sta. George Branch of the New York Public Library in Staten Island. I am joined today with Billy Geschlecht a newly hired adult librarian at our branch. Thank you for having us today. We appreciate the opportunity to testify regarding the impact that the Fiscal Year 2016 budget increase has had on our library. The St. George branch is one of Staten Island's busiest with our proximity to public transportation and the location on the north coast of the island, our library serves a broad and diverse population. The needs of our branch are as varied as those of our patrons. At St. George, we offer an tech lab and classes, as well as English classes for speakers of other languages and Early Childhood Literacy programming. Prior to Billy joining our staff, we had four librarians focusing--focused on serving our adult patrons. This simply was not sufficient to adequately serve our patrons. At St. George--sorry--St. George is a three-four branch with four information branch. The addition of Billy has afforded us full coverage throughout the building allowing for the patron experience our community

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

103

deserves. We are hugely thankful to have Billy on staff and look forward to the ways he will continue to contribute to St. George.

BILLY GESCHLECHT: Good afternoon. My name is Billy Geschlecht, and I'm an adult librarian at the St. George Branch of the New York Public Library on Staten Island. I started working for the New York Public Library in early September, and it's been a great experience so far. Located close to a homeless shelter and a courthouse, St. George attracts a wide variety of patrons requesting everything from basic peer training to advance legal research. Prior to pursuing my current career, I was a New York City Police Officer. My experience dealing with diverse populations and serving the city as an NYPD officer has proven incredibly useful in my new role at St. George. My responsibilities include assisting our patrons with resume building, technology training, and teaching basic computing. I also write for the library's blog, and work with our branch's Staten Island History Collection, a unique and valuable resource to our branch and borough. I look forward to growing the State Island History Collection, and continuing to serve our community as

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

104

my time at NYPL progresses. I'd like to say thank
you to the Council, the Mayor and NYPL for providing--
excuse me--for providing me this opportunity.

CHAIRPERSON VAN BRAMER: Thank you very
much. Billy, first of all, did I get your name right
on the first try?

BILLY GESCHLECHT: The first time.

CHAIRPERSON VAN BRAMER: I nailed it
right?

BILLY GESCHLECHT: Perfect.

LORRAINE RUIZ: Yeah.

CHAIRPERSON VAN BRAMER: Geschlecht.
Probably people butcher that a few times.

CHAIRPERSON VAN BRAMER: Oh, yeah.

LORRAINE RUIZ: Oh, yeah.

CHAIRPERSON VAN BRAMER: My last name
also gets messed up a bunch. So thank you for your
service, and--and I have to ask I don't--haven't
heard too many stories of police officers becoming
librarians. So maybe you can share and this is a
serious question. What attracted you to
librarianship and--and working libraries?

BILLY GESCHLECHT: Prior to being a
police officer when I was younger, my mom always used

1 to take me to the library. It was always a place
2 that I felt comfortable in, and I love going to. And
3 dealing with the public and being a public servant
4 also was something I enjoyed. So it seemed like a
5 natural transition so to say to go into it even
6 though it's far less dangerous. [laughter] I enjoy
7 dealing with the patients.
8

9 CHAIRPERSON VAN BRAMER: I've seen some
10 library patients. [laughter] You all know what I'm
11 talking about. That's, um, that's great. That's
12 really exciting, and it's great to have you on board
13 and--and I just want to say I--I love this practice
14 that we started. I think it's so incredibly
15 important to have library staff testify. I also feel
16 like in some ways we're encouraging leadership,
17 right, in growing leaders, as all of you testify
18 which is for some is a frightening experience. But
19 it's--it's really great to see and hear the stories,
20 and I love every minute of this. And before we hear
21 our very last person to testify, Michael White, I
22 don't know if Council Member King has any--

23 CHAIRPERSON KING: I don't.

24 CHAIRPERSON VAN BRAMER: He has lots of
25 love for all of you.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

106

LORRAINE RUIZ: Yay.

CHAIRPERSON VAN BRAMER: And with that,
we'll have Michael White conclude our hearing today.
Thank you.

LORRAINE RUIZ: Thank you.

[background comments, pause]

MICHAEL WHITE: Good morning. Michael
White, Citizens Defending Libraries. It's nice to
have the libraries open more hours than in recent
years, but more hours lose their meaning when
libraries are too small and cramped to get into.
When those hours are spent waiting in line unable to
get into story time. The benefit of those longer
hours are counteracted when we are selling and
shrinking libraries. Those extra hours lose their
meaning when you get to the library and there are no
books, when patrons are driven away from the
libraries because they must wait extended periods for
books they must order ahead of time, and not getting
them as soon as they would have been needed. When
research can no longer be conducted in timeframes
that allow it to be timely, powerful and efficient.
When stacks can no longer be browsed for inspiration
to remind us of what we don't know, but what there is

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

107

to be learned. We haven't restored the Bloomberg cuts. We haven't eliminated the budget dance. We haven't eliminated underfunding as an excuse for a program to cannibalistically fund libraries by selling and shrinking libraries at great public expense and loss. This week that excuse will be cited here in City Hall for the sale and shrinkage of the Brooklyn Heights Library one of the newest, most up to date in the system, especially if you want computer access and support. Similarly, plans are afloat to shrink the Mid-Manhattan Library by squashing it to make room to transfer a sold off Sybil, another of the most modern libraries in the system. The 42nd Street Reference Library is missing its books, the number now being far below the number intended with the expansion for which we shut down Bryant Park for more than four years over 20 years ago. As much as anyone would to compliment themselves for these longer hours, declare the City Council a champion, it is hard to do so when fighting a fight for funding no has said that the measure must be that it is unacceptable to so underfund libraries that they must be sold and shrunk. That these real estate deals that benefit developers, not the public

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

108

are not acceptable and opposite to what we can
tolerate in the solutions. Instead, I've heard
praise today for those theoretically on our team who
tell us that the underfunding is the way it is, that
it must be accepted even though it is not the way it
has been in the city before, and it is not the way it
in other cities. The City Council is not our
champion when it comes to appropriate library funding
when there is no hue and cry for calling attention to
rushing to these real estate deals, subtracting from
our system subverts the libraries from their core
mission, failing to serve democracy rather than
provide handoffs to the one percent.

CHAIRPERSON VAN BRAMER: All right, is--
is that it?

MICHAEL WHITE: That's it.

CHAIRPERSON VAN BRAMER: Thank you,
Michael. Obviously, you testified before the
committee. I know of your work. I--I strongly
disagree with some of what you've said, particularly
the Council's work has been quite successful. But I
think we'll just have to agree to disagree and thank
you for being here. With that, we are concluded.

COMMITTEE ON CULTURAL AFFAIRS, LIBRARIES AND
INTERNATIONAL INTERGROUP RELATIONS JOINTLY
WITH THE SUBCOMMITTEE ON LIBRARIES

109

MICHAEL WHITE: Thank you for saying on
the record that you disagree.

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date December 4, 2015