

## **LIVONIA PUBLIC LIBRARY EMERGENCY CLOSING POLICY**

### **PURPOSE**

The Livonia Public Library has adopted this Emergency Closing Policy to ensure a cautionary response to an emergency threatening to impact or immediately impacting the library's facilities, materials, staff, or community members.

The primary goals of Livonia Public Library's Emergency Closing Policy are to establish:

- The types of emergencies which may cause the library to close or suspend services
- The power of the Director to close the library due to an imminent or immediate emergency
- If the library's Emergency & Disaster Plan needs to be implemented

The library will make every effort to maintain regular library operating hours in accordance with Minimum Standards for New York's Public and Association Libraries. However, at times, the library may have to close, shorten hours, or cancel programs due to emergency conditions.

### **ADMINISTRATION**

The Director is empowered by the Board of Trustees to address emergency conditions and may close the Livonia Public Library for up to 72 hours. For closures lasting beyond 72 hours, the Director will consult with the Board President to determine the library's course of action including the implementation of the library's Emergency & Disaster Plan.

If the Director is not in the building when an emergency or disaster occurs, the staff should immediately contact the appropriate emergency agencies and then contact the Director. If, for any reason, the Director is unable or unavailable, administrative authority shall be passed to President of the Board of Trustees.

### **TYPES OF EMERGENCIES**

The decision to close the library will be made with the health and safety of the library staff and community as the top priority. The following emergency situations may call for closure of the library:

- Local or regional declaration of a State of Emergency
- Pandemic, serious illness, or public health crisis

- Severe weather events
- Loss of critical utilities
- Gas leak or suspected gas leak
- Water Damage or Flood
- Fire
- Hazardous spill
- Bomb threat
- Active shooter
- Lockdown/Shelter In Place
- Pests, bugs, or infestation

Other emergencies may occur that cannot be planned for. The Director will handle such situations in accordance with this policy and the library's Emergency & Disaster Plan and will coordinate response efforts with the In-House Emergency Team in the best interests of the library facility, staff, and community.

#### **IN-HOUSE EMERGENCY TEAM**

Director: Frank Sykes  
Office Phone: 585-346-3450  
Cell Phone: 585-905-4518

Board President: Mae Sharman  
Cell Phone: 729-2511  
Alternate Phone: 346-2511

Board Vice-President: Sally Collins  
Cell Phone: 585-315-9781

#### **COMMUNICATION**

All library closures will be communicated to the public via local news stations and on the library's website, social media accounts, and outgoing voicemail message. The staff will be notified of library closures by the Director or designee of the Director.

## **PERSONNEL**

If the library is closed due to emergency conditions, staff will be paid for shifts/hours scheduled to work. Staff who were scheduled to be absent due to vacation, illness, or other leave will not receive pay for the time the library is closed.

An interim work or telecommuting schedule may be developed and job descriptions or duties may be temporarily altered or reassigned based on the needs of the library. A reasonable effort will be made to maintain a useful work schedule and provide continuous employment opportunities.

## **ONGOING USE EVALUATION**

The Emergency Closing Policy will be evaluated yearly at the Board of Trustees Annual Business Meeting and updated as needed.

Questions or concerns regarding Livonia Public Library's Emergency Closing Policy should be brought to the Director.

ADOPTED by the Livonia Public Library Board of Trustees 7/14/2020