

MILWAUKEE

PUBLIC LIBRARY

Vision

MPL is an anchor institution that helps build healthy families and vibrant neighborhoods – the foundation of a strong Milwaukee.

Mission

Inspiration starts here – we help people read, learn, and connect.

BOARD OF TRUSTEES REGULAR MEETING

John Gurda, President

Michele Bria, Vice-President

JoAnne Anton, Financial Secretary

Paula Kiely, Secretary

**Ald. Milele Coggs, Sharon Cook, Ald. Cavalier Johnson, Ald. Nik Kovac,
Chris Layden, Sup. Marcelia Nicholson, Joan Prince, Dir. Mark Sain, Jennifer Smith
Secretary's Assistant: Crystal Sura (414) 286-3021**

Tuesday January 23, 2018

4:30 p.m.

Central Library

Community Meeting Room 1

814 West Wisconsin Avenue

Milwaukee, WI 53233

AGENDA

Annual Board Photo

PUBLIC COMMENT

RESOURCES / RECOMMENDATIONS / RESEARCH

1. **Net Neutrality**. Assistant Library Director Judy Pinger will explain the importance of Net Neutrality and how the recent action by the Federal Communications Commission may impact public access to the Internet.

CONSENT AGENDA

Attachment A, page 3

2. **Regular Board Meeting Minutes November 28, 2017**.

3. **Committee Reports**.

- a. Innovation and Strategy Committee Meeting Minutes December 6, 2017
- b. Executive Committee Meeting Minutes December 8, 2017

4. **Administrative Reports.**
 - a. Personnel Actions
 - b. Financial Report
 - c. Library Director's Reports

REPORTS

5. **Milwaukee County Federated Library System (MCFLS) Board.** Trustee Nik Kovac, Resource Library Representative, will report on the January 22, 2018 MCFLS Board meeting.
6. **MPL Finance and Personnel Committee.** Chair JoAnne Anton will provide a report from the January 23, 2018 meeting regarding the quarterly review of the Trust Fund investments, and internal account management.
7. **MPL Foundation Report.** MPL Foundation Executive Director Ryan Daniels will report on 2017 fundraising.
8. **Branch Redevelopment.** Library Construction Project Manager Sam McGovern-Rowen will provide an update and review the schedule for all projects.

OLD BUSINESS

9. **Board Retreat.** Consultant Frank Martinelli will work with the Board on making final preparations for their February 28 retreat.
10. **Communication from City Council Members.** Director Kiely will provide an update on an aldermanic request for information about expanding library hours.

NEW BUSINESS

11. **Nominating Committee.** President Gurda will appoint a committee to nominate officers for the 2018-2020 term. The election will be held on May 22, 2018.

STRATEGIC DISCUSSION

12. **Urban Library Council – Equity Statement.** The Board will discuss and consider formal adoption of the Statement on Race and Social Equity developed by members of the Urban Libraries Council, including Director Kiely. Attachment B, page 56

REMINDER: Next scheduled meetings are:

February 5, 2018 Library Services & Programs Committee Central Library 5:30 p.m.

February 14, 2018 Innovation & Strategy Committee Central Library 8:00 a.m.

February 28, 2018 BOARD RETREAT

March 1, 2018 Building and Development Committee Central Library 8:00 a.m.

March 27, 2018 Regular Meeting Central Library 4:30 p.m.

Persons engaged in lobbying as defined in s. 305-43-4 of the Milwaukee Code of Ordinances are required to register with the City Clerk's Office License Division. More information is available at www.milwaukee.gov/lobby or by calling (414) 286-2238.

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**MILWAUKEE PUBLIC LIBRARY
BOARD OF TRUSTEES
REGULAR MEETING
MINUTES
Tuesday November 28, 2017
Central Library Community Room 1
814 West Wisconsin Avenue
Milwaukee, WI 53233**

PRESENT: JoAnne Anton, Ald. Milele Coggs, Ald. Cavalier Johnson, Ald. Nik Kovac, Chris Layden, Sup. Marcelia Nicholson, Joan Prince, Jennifer Smith, Paula Kiely

EXCUSED: Michele Bria, Sharon Cook, John Gurda, Dir. Mark Sain

STAFF: Joan Johnson, Eileen Force Cahill, Dawn Lauber, Sam McGovern-Rowen, Judy Pinger, Crystal Sura, Pat Swanson, Kelly Wochinske

OTHERS

PRESENT: Eric Pearson, Budget and Policy Division
Frank Martinelli, Center for Public Skills Training

In the absence of President John Gurda, Financial Secretary JoAnne Anton called the meeting of the Milwaukee Public Library Board of Trustees to order at 4:45 p.m. on November 28, 2017 with a quorum present. Trustees Coggs and Smith participated by conference phone. Agenda items were taken out of order; however, these minutes are presented in numerical sequence.

PUBLIC COMMENT Ms. Mary Glass of Milwaukee Professionals Association LLC said the purpose of her attending the last and this Board meeting is to get further insight as to what the public library system is doing for city-wide input for broadband and neighborhood group. She is also seeking a timeframe for an annual study of Team Internet Net Neutrality (TINN) to explain how that will affect the citizenry and the mission of the library.

RESOURCES / RECOMMENDATIONS / RESEARCH

1. **MPL 2020 – Progress Report**. The Trustees received the MPL 2020 Progress Report prior to the meeting. Director Kiely explained that the report identifies the ways the library has focused efforts on the citywide strategies identified in the library's Strategic Plan. The report is available to the public on MPL.org. Informational item.

CONSENT AGENDA

2. **Regular Board Meeting Minutes October 24, 2017.**
3. **Administrative Reports.**
 - a. Personnel Actions
 - b. Financial Report
 - c. Library Director's Reports

Chair Anton asked the Board if any items should be removed from the Consent Agenda presented as attachment A, pages 3-40 of the agenda. Chair Anton entertained a motion to approve. Trustee Kovac amended the minutes to include Ms. Mary Glass in the list of others present at the meeting. Trustee Layden moved and Trustee Johnson seconded a motion to approve the Consent Agenda as amended. Motion passed.

REPORTS

4. **Milwaukee County Federated Library System (MCFLS) Board.** Trustee Kovac, Resource Library Representative, reported that at the September 30, 2017 meeting, it was announced that MCFLS Director Bruce Gay is resigning at the end of the year. An interview panel has been selected and candidate interviews have been scheduled for December 6, 2017. The discussion at the November 27 meeting included the approval of the cost to be charged to West Milwaukee residents for libraries services. West Milwaukee does not have its own public library. The Board approved the two-year lease agreement between the Federated system and MPL. The MCFLS audit contract was approved. The MCFLS budget was approved at the County's budget hearing. The 2018 Interlibrary Loan Service Grant between MCFLS and MPL was also approved. Informational item.

5. **Library Finance and Personnel Committee.** Chair Anton said the committee met just prior to the Regular Board meeting. She moved approval to award the contract for Public Computer Access Control and Printing Software to TBS Solutions for \$45,473.00. Trustee Johnson seconded the motion. Motion passed. The agenda and minutes of the Library's Finance and Personnel Committee are attached at the end of these minutes.

6. **Building and Development Committee.** In the absence of committee chair Bria, Trustee Kovac provided the report from the November 2, 2017. The meeting agenda and minutes were listed as attachment B, pages 24-27 of the agenda. Trustee Kovac briefly summarized the committee's discussion. Updates were presented on the Mitchell Street Branch Condominium Association, the Good Hope Project development agreement, the Martin Luther King Project finance plan, and the committee's process on site-selection for a new library to replace the Capitol Branch. There were no action items. It was noted that since the committee meeting, the library learned our application to the Wisconsin Department of Natural Resources for grant assistance for the Mitchell Street Pocket Park was not approved. Informational item.

7. **MPL Foundation Report.** MPL Foundation Director of Philanthropy Patricia Swanson said year-to-date the Foundation has raised \$4,518,000, which is an increase of over \$3,000,000 from last year. Senator Kohl's gift that was announced at the Benjamin Franklin Awards Celebration accounted for most of the increase. Recent gifts include a Schoenleber Foundation grant of \$100,000 to launch a Learning Commons in the Business and Technology Department located on the second floor of the Central Library. Phase one of the project begins with installing co-working spaces with state of the art furniture that will create space for entrepreneurs, small business owners and independent professionals. The Foundation participated in Giving Tuesday. The Bill and Melinda Gates Foundation matched every gift up to \$50,000. Informational item.

OLD BUSINESS

8. **Budget Update.** The Milwaukee Public Library 2018 Adopted Budget Overview document was distributed at the meeting and is attached at the end of these minutes. Director Kiely said the library's salary budget is going to be reduced further due to a Mayoral veto that was

ATTACHMENT A-P. 2 of 53

MPL CONSENT AGENDA

2.Regular Minutes 11/28/17

P. 4

8. **Budget Update.** (continued)
overridden. As a result, an additional \$58,000 will be added to MPL’s “vacancy deduction,” the savings credited by keeping positions vacant. The Mayor’s proposed budget included a 4.3% vacancy deduct (\$565,000). The additional \$58,000 increases that to almost \$623,000 and increases the library’s vacancy deduct to 4.8%. The library’s overall budget is reduced by 1.9%. Discussion ensued regarding an amendment that creates an Office of Early Childhood Initiatives at MPL and will create a new position funded with special City funds. Informational item.
-
9. **Wisconsin Library System Changes Update.** Director Kiely referred to attachment C, page 28-32 of the agenda. She summarized the Public Library System Redesign Update, dated November 20, 2017, highlighting the timeline. The Board was reminded that this is a State level project to improve the equity and efficiency of funding to public library systems, whose role is to support public libraries. There are currently sixteen Wisconsin library systems. Director Kiely said the models being developed will provide services in a different and consolidated manner with separate governance and administrative structures. Members from the Steering Team will meet with State Superintendent Tony Evers on December 5 to update him on the process. The final recommendation report will be drafted in May of 2018. Informational item.
-

NEW BUSINESS

10. **Communication from City Council Members.** Trustee Anton asked the Board to read the letter from four members of the Common Council, dated November 10, 2017, listed as attachment D, page 33 of the agenda. Director Kiely noted that library administration is calculating the cost of keeping a branch library open until midnight on each day that it is now open. This expansion of hours is an increase of approximately 30%. Trustee Layden suggested that this item be forwarded to the Library Finance and Personnel Committee for further discussion. Trustee Kovac suggested that this could be topic of discussion at the February Board retreat. After a brief discussion, it was decided that Director Kiely will meet with the Alderpersons, provide the information, and inquire about intent and audience that led to the request. Chair Anton tabled the discussion until more information is available. Informational item.
-
11. **2018 Milwaukee Public Library Proposed Public Service Hours.** The Milwaukee Public Library 2018 Public Service Hours, attachment E, page 35 was reviewed. The schedule maintains current hours. Trustee Prince moved and Trustee Chase seconded the motion of approve the 2018 hours as presented. Motion passed.
-

STRATEGIC DISCUSSION

12. **Board Retreat.** Mr. Frank Martinelli from the Center for Public Skills Training, distributed a document titled MPL Scenario Development Process Work To Date and an Urban Libraries Council Statement on Race and Social Equity, attached at the end of these minutes. In preparation for the February 28, 2018 Board retreat, Trustees and the

12. **Board Retreat.** (continued)

Administrative Team were asked to complete a survey. Using the survey results, the MPL Retreat Planning Team proposed two critical uncertainties for developing scenarios: the relevance of MPL and resources to support MPL. Trustees and staff will form teams and be assigned to a scenario and answer questions on implications if a particular scenario was MPL's future. The scenarios that are developed will be examined during the retreat and discussion will lead to future decision making that will support the mission of the library. Informational item.

With no further business, the Milwaukee Public Library Board of Trustees meeting of November 28, 2017 was adjourned at 6:00 p.m.



MILWAUKEE
PUBLIC LIBRARY

Paula A. Kiely
Director

November 16, 2017

To: Finance & Personnel Committee of the
Milwaukee Public Library Board of Trustees:
Chair JoAnne Anton, Ald. Milele Coggs, Ald. Chevy Johnson,
Chris Layden, Joan Prince *all trustees are welcome to attend*
MPL: Jennifer Meyer-Stearns, Judy Pinger

Fm: Paula A. Kiely, Library Director

Re: Finance & Personnel Committee Meeting
Tuesday November 28, 2017, 4:15 p.m.-4:30 p.m.
Central Library Meeting Room 1, 814 W. Wisconsin Avenue

MEETING NOTICE AND AGENDA

1. **Contract Award - Computer Access and Print Management.** The committee will be asked to approve a contract for computer access and print management.
Attachment A, page 2

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ATTACHMENT A-P. 5 of 53
MPL CONSENT AGENDA
2.Regular Minutes 11/28/17



MILWAUKEE
PUBLIC LIBRARY

Central Library

November 20, 2017

To: Finance & Personnel Committee of the Milwaukee Public Library Board of Trustees

From: Judith Pinger, Assistant Library Director – Library Information Technology

Re: Bid Proposals for Public Computer Access Control and Printing Software

The Milwaukee Public Library issued a Request for Proposals for the Computer Access Control and Printing Software. The RFP for this topic was last issued in 2003.

The Request for Proposals was publicly advertised with the release date of September 19, 2017.

Four companies submitted proposals:

<u>Company</u>	<u>Proposal Cost</u>
Envisionware	\$31,270.00
ITC	\$46,027.00
TBS Solutions	\$45,473.00
TracSystems	\$23,862.00

An interdisciplinary team of staff from the IT Department, Branch and Central public service staff and Business Office staff evaluated the proposals after a lengthy research process. The unanimous recommendation is to award the contract to TBS Solutions based on ease of use, security features and peer recommendations.

**MILWAUKEE PUBLIC LIBRARY
BOARD OF TRUSTEES
FINANCE & PERSONNEL COMMITTEE
MINUTES
Tuesday November 28, 2017
Central Library Meeting Room 1
814 W. Wisconsin Avenue**

PRESENT: JoAnne Anton, Ald. Chevy Johnson, Chris Layden, Joan Prince, Paula Kiely

EXCUSED: Ald. Milele Coggs

OTHERS

PRESENT: MPL: Judy Pinger, Crystal Sura
Budget & Management: Eric Pearson

Chair and Financial Secretary JoAnne Anton called the meeting of the Board of Trustees Finance & Personnel Committee to order at 4:20 p.m. on Tuesday November 28, 2017 with a quorum present.

1. **Contract Award – Computer Access and Print Management.** Assistant Library Director Judy Pinger referred to the memo regarding Bid Proposals for Public Computer Access Control and Printing Software, attachment A, page 2 of the agenda. Ms. Pinger explained that MPL issued a Request for Proposal for computer access control and printing software. The software will allow patrons to sign-in to library computers and print their documents using the latest technology. Four companies submitted proposals. The proposals were evaluated using the following criteria: ease of use, security features, experience with large systems, and price. Library administration recommends approval to award the contract to the vendor that offers the best product, TBS Solutions, for \$45,473.00. Trustee Prince moved and Trustee Chase seconded a motion to award the contract, as recommended by library administration, to TBS Solutions. Motion passed. The committee's recommendation will be brought to the full Board for approval at its regular meeting on November 28, 2017.

The meeting of the Library Board's Finance & Personnel Committee was adjourned at 4:30 p.m. on Tuesday November 28, 2017.

Milwaukee Public Library

Year 2018 Adopted Budget Overview

Operating Budget	2017 Adopted Budget	2018 Adopted Budget	Change from 2017 to 2018	% Change	Notes
Salaries and Wages	\$ 12,731,816	\$ 12,340,806	\$ (391,010) ▼	-3.1%	Several positions held vacant for budget savings (Mill Road changes); Amendments 1G & 2B
Fringe Benefits	\$ 5,729,318	\$ 5,642,270	\$ (87,048) ▼	-1.5%	Vacancies; 1% rate increase; Amendment 2B
Supplies and Materials	\$ 410,587	\$ 476,827	\$ 66,240 ▲	16.1%	Reductions made for budget savings; Amendment 1G
Rental and Services	\$ 1,710,698	\$ 1,801,468	\$ 90,770 ▲	5.3%	\$100K added for Teacher in the Library
Energy	\$ 809,700	\$ 664,179	\$ (145,521) ▼	-18.0%	Efficiencies; Special Fund Contingent Financing
Equipment	\$ 408,419	\$ 308,419	\$ (100,000) ▼	-24.4%	Computer equipment reduced for budget savings
Books and Materials	\$ 1,751,774	\$ 1,751,774	\$ -	0.0%	
Special Funds - Branch Leases	\$ 49,182	\$ 49,182	\$ -	0.0%	
Special Funds - Energy Efficiency	\$ -	\$ 137,000	\$ 137,000		Energy Efficient Contingent Financing
Total	\$ 23,601,494	\$ 23,171,925	\$ (429,569) ▼	-1.8%	
Total Less Fringe Benefits	\$ 17,872,176	\$ 17,529,655	\$ (342,521) ▼	-1.9%	

Summary

The Milwaukee Public Library is 3.7% of the total City of Milwaukee Budget

- BIG Picture:** 2018 Adopted City Budget is \$1.5 billion, down 2.5 million from 2017. Tax Levy is up 3.7% due to decreases in State Aids. 2018 eliminates approximately 100 FTE citywide.
- 2018 MPL City Supported Budget:** Total decrease of 1.8%. Materials Budget same as 2017; Technology and Equipment decreased by 24.4%.
- Key Impacts:** 2016 increases to MPL hours are maintained. MPL will hold 11.6 FTE vacant - no layoffs. Mill Road library will use a limited service model, similar to Tippecanoe and East Branches during construction.
- Capital Budget:** Capital Funding for the MPL Branch Libraries re-development is maintained. Capital Funding support for general facility upgrades reduced by \$550,000 from the 2018 Request.
- Amendment 1G:** Creates an Office of Early Childhood Initiatives at MPL. A new position – Early Childhood Director – created with salary of \$75,000 and \$100,000 in Operating Expenditure funding is also provided.
- Amendment 2B:** Increases MPL's PCA from 4.38% in 2017 to 4.80% in 2018, reducing salaries by \$58,099 and Fringe Benefits by \$26,726 to help fund a citywide diversity study.



Urban Libraries Council

Statement on Race and Social Equity

As leaders of North America's public libraries, we are committed to achieving racial and social equity by contributing to a more just society in which all community members can realize their full potential. Our libraries can help achieve true and sustained equity through an intentional, systemic and transformative library-community partnership. Our library systems are working to achieve equity in the communities we serve by:

- Eliminating racial and social equity barriers in library programs, services, policies and practices
- Creating and maintaining an environment of diversity, inclusion and respect both in our library systems and in all aspects of our community role
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice
- Serving as a convener and facilitator of conversations and partnerships to address community challenges
- Being forthright on tough issues that are important to our communities

Libraries are trusted, venerable and enduring institutions, central to their communities and an essential participant in the movement for racial and social equity.

MPL Scenario Development Process: Work To Date

Stage 1: Identifying Critical Uncertainties

Using the results of a board and staff survey, the MPL Retreat Planning Team began the scenario thinking exercise by identifying a list of critical uncertainties -- unpredictable external/societal driving forces, such as public opinion, degree of governmental regulation, or the state of the economy, that will have an important impact on MPL as an urban public library located in Milwaukee. They are listed here:

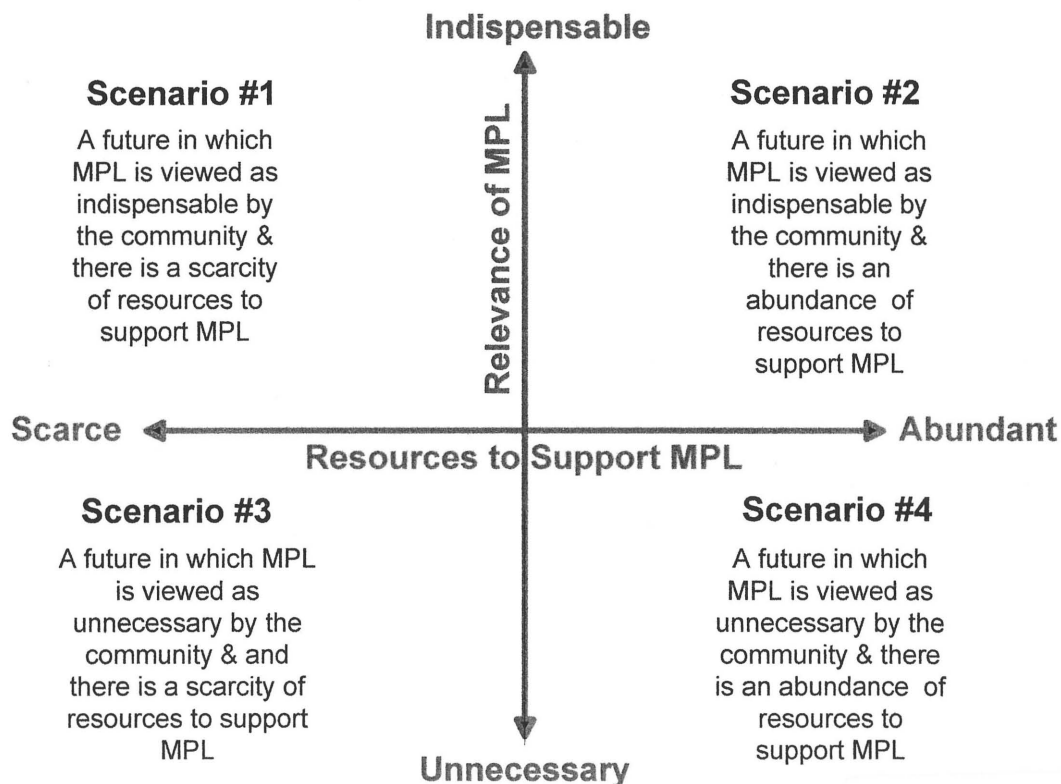
1. Relevance of MPL (increasing/decreasing)
2. Resources to support MPL (Ample/Limited)
3. Jurisdiction (Local, county/Regional, statewide)
4. Public Safety (increased/decreased - sense of personal safety)
5. Future state of the economy (weaker/stronger)
6. Role of Librarians (generalist/specialist) (broaden to include staff)
7. Access to Digital Information Resources (Increased/decreased – Net Neutrality/ Affordability)

The MPL Retreat Planning Team then reviewed the seven critical uncertainties with reference to two factors: impact and degree of uncertainty. The team proposed the following combination of two critical uncertainties for developing scenarios:

- #1 Relevance of MPL
- #2 Resources to Support MPL

Stage 2: Designing a Framework for the Development of Scenarios

In the next step, the Retreat Planning Team combined the two selected uncertainties to create a scenario template. One critical uncertainty serves as the "X axis" and the second one serves as the "y-axis". This template defines four broad possible future scenarios for our consideration:




MPL Scenario Development Worksheet

Your Team's Assigned Scenario:

1. Begin by reviewing the capsule description for your assigned scenario. In the framework above, one capsule description is: "Scenario #1 Scenario #1 A future in which MPL is viewed as indispensable & a scarcity of resources to support MPL ". Develop an initial description of this scenario, making any reasonable assumptions about how you might expect this scenario to play out for MPL – what would be happening in such a future?
2. What is the impact of this future scenario on MPL as an urban public libraries operating in Milwaukee?
3. What are the implications for MPL? - What actions would we/MPL take if we knew this were the future? How would/should MPL respond in this future to continue to thrive and to advance its mission, vision and strategic priorities?
4. Then, using the results of steps 1-3, write a short story or narrative that describes your assigned scenario. Creatively name your group's scenario using a theme-based metaphor such as a book or movie title, or even a bird or tree species that capture the inherent nature and behavior of the scenario. The name should be memorable. The name should invoke the sequence of changes in the business environment associated with the scenario.

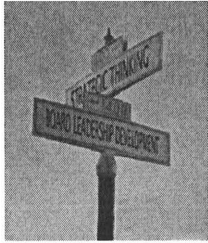
Preparing for the February 2018 MPL Board of Trustees Governance Retreat



**Retreat Planning Team
Working Session**

Key Focus Areas

- ▶ Reducing racial, economic and social inequities in significant and measurable ways
- ▶ Effective governance on the part of MPL Board of Trustees



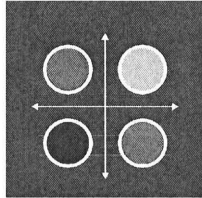
The Context for the MPL Scenario Thinking Exercise

- ▶ February 2018 Trustee Governance Retreat
- ▶ Scenario thinking and other activities set the stage for strategic & generative work
- ▶ Four workgroups engage trustees and staff in development of scenarios
- ▶ What this exercise it is and is not...
 - Is ... A way to initiate an ongoing strategic and generative dialogue and action among MPL leaders
 - Is not ... A full blown scenario development process

Preparing for the February 2018 MPL Board of Trustees Governance Retreat

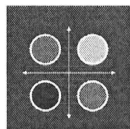
Developing Future Scenarios

Setting the Stage for
Strategic and Generative Work



What are Scenarios?

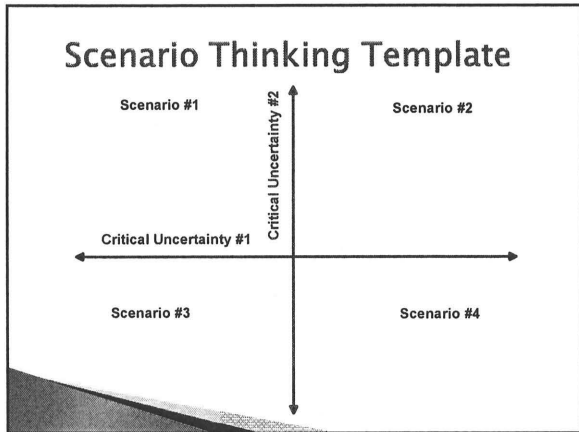
▶ "Scenarios are stories about how the future might unfold for our organizations, our communities and our world. *Scenarios are not predictions.* Rather, they are provocative and plausible accounts of how relevant external forces ... might interact and evolve, providing our organizations with different challenges and opportunities."

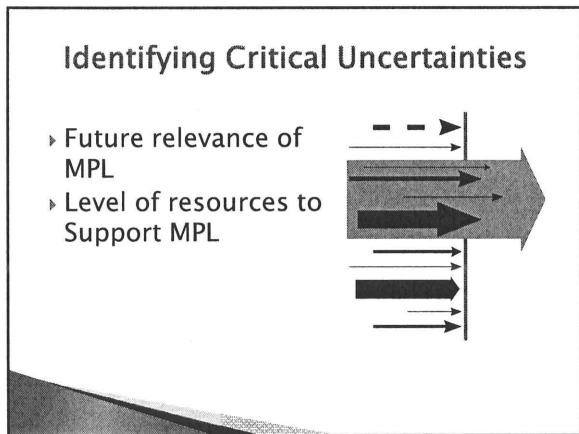


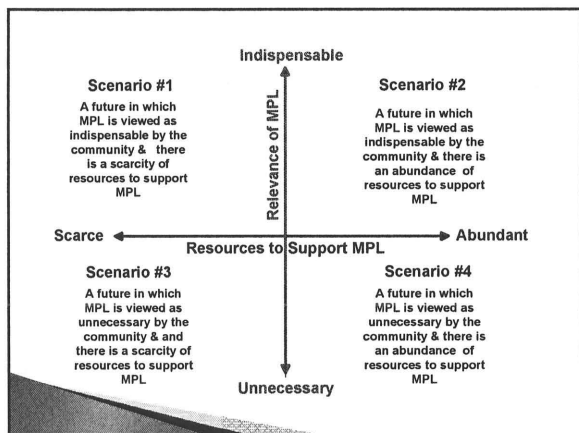
Designing a Framework for the Development of Scenarios

1. Identify critical uncertainties according to two factors:
 - Impact
 - Degree of uncertainty
2. Select two critical uncertainties
3. Combine selected uncertainties to create a scenario template.

Preparing for the February 2018 MPL Board of Trustees Governance Retreat







Preparing for the February 2018 MPL Board of Trustees Governance Retreat

Identifying Resilient Strategies

- ▶ Examine scenario stories noting new insights and learning
- ▶ What are the implications of each future for us?
- ▶ Search for resilient strategies that could work in multiple futures



Designing a Framework for the Development of Scenarios

1. Identify critical uncertainties according to two factors:
 - Impact
 - Degree of uncertainty
2. Select two critical uncertainties
3. Combine selected uncertainties to create a scenario template.

Selecting Critical Uncertainties

- ▶ Not too "global"
- ▶ Not too focused on "inside the library"
- ▶ Critical uncertainties that embrace sub-points which foster deeper conversations



Preparing for the February 2018 MPL Board of Trustees Governance Retreat

Scenario Development Steps

1. Develop an initial description of this scenario -- how you might expect this scenario to play out for MPL -- what would be happening in such a future?
2. What is the impact of this future scenario on MPL?
3. What are the implications for MPL? -- What actions would we/MPL take if we knew this were the future?
4. Write a short story or narrative that describes your assigned scenario in more detail.

2018 Trustee Governance Retreat

- ▶ **Part 1** -- Overview of strategic and generative board leadership; examine mental models; review and revise as needed; and review the scenarios.

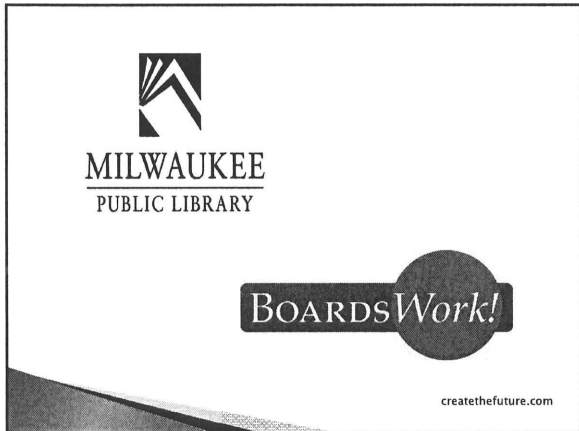
2018 Trustee Governance Retreat

- ▶ **Part 2** -- Develop strategies for operating strategically in each scenario; identify implications of the retreat process for future board meeting design and conduct.

Preparing for the February 2018 MPL Board of Trustees Governance Retreat

2018 Trustee Governance Retreat

- › **Part 3 – Key Focus Areas**
 - Reducing racial, economic and social inequities in significant and measurable ways
 - Effective governance on the part of MPL Board of Trustees





MILWAUKEE
PUBLIC LIBRARY

Paula A. Kiely
Director

December 1, 2017

To: Innovation and Strategy Committee of the
Milwaukee Public Library Board of Trustees:
Chair Joan Prince, Nik Kovac, Michelle Bria, Sharon Cook, Chris Layden
all trustees are welcome to attend

Fm: Paula A. Kiely, Library Director

Re: Innovation and Strategy Committee Meeting
Wednesday December 6, 2017, 8:00 a.m.-9:00 a.m.
Central Library Meeting Room 1, 814 W. Wisconsin Avenue

MEETING NOTICE AND AGENDA

“The Innovation and Strategy Committee will explore long-term solutions and make recommendations to the Milwaukee Public Library Board of Trustees for strengthening the organization and improving the funding structure of the Milwaukee Public Library.”

1. **2018 Committee Agenda.** Committee members will review and prioritize topics for their 2018 meetings. Attachment A, page 2
2. **Introduction to Funding Strategies.** The committee will review existing public library structure and funding mechanisms. Attachment B, page 3
3. **Library Board Retreat.** Committee members will discuss the Board Retreat Survey and the resulting uncertainties and scenarios that will be discussed. Attachment C, page 5
4. **2018 Meeting Schedule.** Committee members will confirm their availability for 2018 meetings. Attachment D, page 7

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ATTACHMENT A-P. 18 of 53
MPL CONSENT AGENDA
3.a.Innovation & Strategy 12/6/17
P. 20



MILWAUKEE
PUBLIC LIBRARY

COMMITTEE WORK

MILWAUKEE PUBLIC LIBRARY BOARD OF TRUSTEES

INNOVATION & STRATEGY COMMITTEE

- ▶ Succession Planning
- ▶ Board Development Training of Trustees
- ▶ Funding
- ▶ Board Retreat
- ▶ Strategic Planning
- ▶ Legislative Issues
- ▶ Future Building Projects – Central Library
- ▶ Exploring and Aligning the Relationships of the Trustees, Friends and Foundation

Library and Funding Types

Nationally, public libraries are state chartered institutions. Each state is unique and while there are no national public library types, several types have commonly evolved. The Institute of Museum and Library Services (IMLS) recognizes nine types.¹

- **CC—City/County.** A multi-jurisdictional entity that is operated jointly by a county and a city.
- **CI—Municipal Government (city, town or village).** A municipal government is an organized local government authorized in a state's constitution and statutes and established to provide general government for a specific concentration of population in a defined area.
- **CO—County/Parish.** An organized local government authorized in a state's constitution and statutes and established to provide general government.
- **LD—Library District.** A library district is a local entity other than a county, municipality, township, or school district that is authorized by state law to establish and operate a public library. It has sufficient administrative and fiscal autonomy to qualify as a separate government. Fiscal autonomy requires support from local taxation dedicated to library purposes (e.g., a library tax).
- **MJ—Multi-jurisdictional.** An entity operated jointly by two or more units of local government under an intergovernmental agreement which creates a jointly appointed board or similar means of joint governance; to be distinguished from a library which contracts to serve other jurisdictions and from special library districts. Note: Please put city/county combinations under
- **NL—Native American Tribal Government.** An organized local government authorized and established to provide general government to residents of a Native American reservation. Note: Include native Alaskan villages in this category.
- **NP—Non-profit Association or Agency.** An entity privately controlled but meeting the statutory definition of a public library in a given state; includes association libraries and libraries with 501(c) designation.
- **SD—School District.** An organized local entity providing public elementary, secondary, and/or higher education which, under state law, has sufficient administrative and fiscal autonomy to qualify as a separate government. Excludes "dependent public school systems" of county, municipal, township, or state governments.
- **OT—Other.**

In the state of Wisconsin, Chapter 43 establishes four methods for public library organization and governance: ²

- **Municipal libraries:** the method by which the majority of public libraries in the state are organized. [43.52]
- **Joint libraries:** created by an agreement of two or more municipalities or a county and one or more municipalities. The Community Library in Kenosha County and the Shawano City-County Library are examples of this method. [43.53]
- **Consolidated county libraries:** as established by a county board. The Brown County Public Library and the Marathon County Public Library fall into this category. [43.57(1)]
- **County library services:** established by a county board to serve residents in ‘unlibrariated’ areas of the county. The Dane County Library Service is an example of this method. [43.57(3)]

Public libraries are funded in several ways. Within Wisconsin, funding comes from local and or county jurisdictions. Two alternative funding mechanisms found in other states include a dedicated mill levy and direct taxing through library districts.

- **Dedicated Mill Levy:** within its existing municipal structure, a dedicated tax or mill levy is set for the library fund.
- **Library District:** an independent library district that goes directly to the voters to approve a mill rate to support the library.

December 1, 2017

MPL Scenario Development Process: Work To Date

Stage 1: Identifying Critical Uncertainties

Using the results of a board and staff survey, the MPL Retreat Planning Team began the scenario thinking exercise by identifying a list of critical uncertainties -- unpredictable external/societal driving forces, such as public opinion, degree of governmental regulation, or the state of the economy, that will have an important impact on MPL as an urban public library located in Milwaukee. They are listed here:

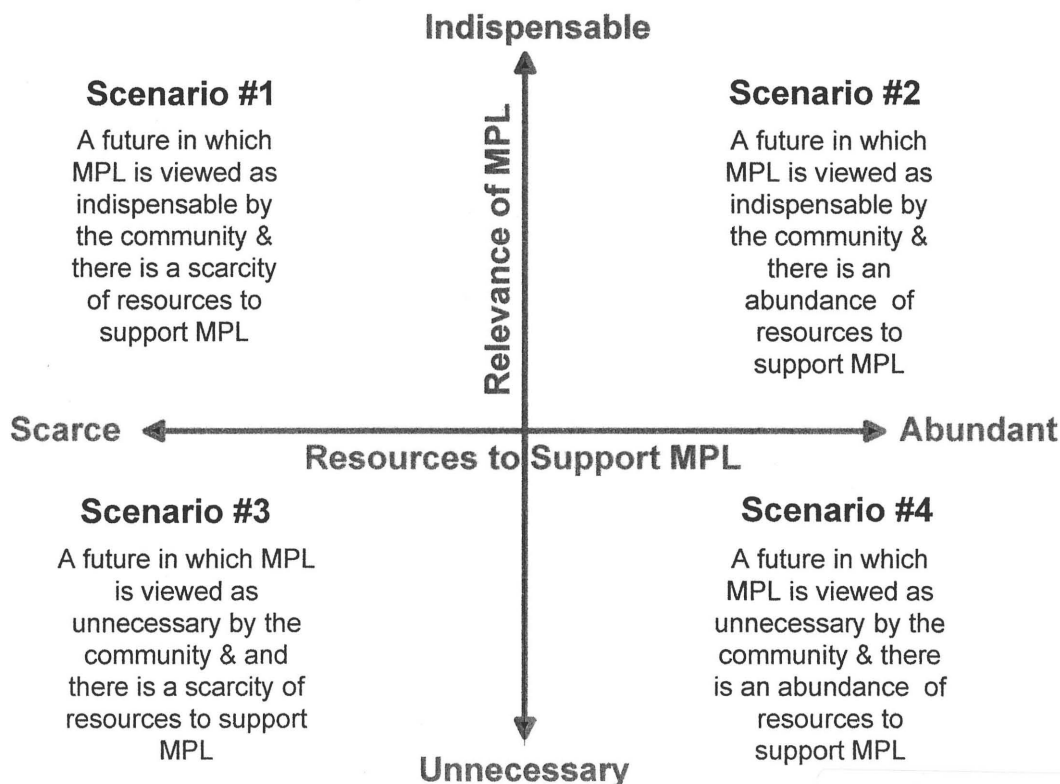
1. Relevance of MPL (increasing/decreasing)
2. Resources to support MPL (Ample/Limited)
3. Jurisdiction (Local, county/Regional, statewide)
4. Public Safety (increased/decreased - sense of personal safety)
5. Future state of the economy (weaker/stronger)
6. Role of Librarians (generalist/specialist) (broaden to include staff)
7. Access to Digital Information Resources (Increased/decreased – Net Neutrality/ Affordability)

The MPL Retreat Planning Team then reviewed the seven critical uncertainties with reference to two factors: impact and degree of uncertainty. The team proposed the following combination of two critical uncertainties for developing scenarios:

- #1 Relevance of MPL
- #2 Resources to Support MPL

Stage 2: Designing a Framework for the Development of Scenarios

In the next step, the Retreat Planning Team combined the two selected uncertainties to create a scenario template. One critical uncertainty serves as the "X axis" and the second one serves as the "y-axis". This template defines four broad possible future scenarios for our consideration:



MPL Scenario Development Worksheet

Your Team's Assigned Scenario:

1. Begin by reviewing the capsule description for your assigned scenario. In the framework above, one capsule description is: "Scenario #1 Scenario #1 A future in which MPL is viewed as indispensable & a scarcity of resources to support MPL ". Develop an initial description of this scenario, making any reasonable assumptions about how you might expect this scenario to play out for MPL – what would be happening in such a future?
2. What is the impact of this future scenario on MPL as an urban public libraries operating in Milwaukee?
3. What are the implications for MPL? - What actions would we/MPL take if we knew this were the future? How would/should MPL respond in this future to continue to thrive and to advance its mission, vision and strategic priorities?
4. Then, using the results of steps 1-3, write a short story or narrative that describes your assigned scenario. Creatively name your group's scenario using a theme-based metaphor such as a book or movie title, or even a bird or tree species that capture the inherent nature and behavior of the scenario. The name should be memorable. The name should invoke the sequence of changes in the business environment associated with the scenario.



MILWAUKEE
PUBLIC LIBRARY

2018 MEETING SCHEDULE

MILWAUKEE PUBLIC LIBRARY BOARD OF TRUSTEES

INNOVATION & STRATEGY COMMITTEE

- ▶ February 14, Wednesday ▪ 8:00 a.m. ▪ Central Library Meeting Room 1
- ▶ April 11, Wednesday ▪ 8:00 a.m. ▪ Central Library Meeting Room 1
- ▶ June 13, Wednesday ▪ 8:00 a.m. ▪ Central Library Meeting Room 1
- ▶ August 8, Wednesday ▪ 8:00 a.m. ▪ Central Library Meeting Room 1
- ▶ October 10, Wednesday ▪ 8:00 a.m. ▪ Central Library Meeting Room 1
- ▶ December 12, Wednesday ▪ 8:00 a.m. ▪ Central Library Meeting Room 1

**MILWAUKEE PUBLIC LIBRARY
BOARD OF TRUSTEES
INNOVATION & STRATEGY COMMITTEE
MINUTES**

**Wednesday December 6, 2017
Central Library Meeting Room 1**

PRESENT: Ald. Nik Kovac, Chris Layden, Joan Prince, Paula Kiely

EXCUSED: Michele Bria, Sharon Cook

Committee Chair Joan Prince called the MPL Board of Trustees Innovation and Strategy Committee meeting to order at 8:15 a.m. on December 6, 2017 with a quorum present. The agenda items were taken out of order; however, these minutes are presented in numerical sequence.

1. **2018 Committee Agenda.** Trustee Prince referred to the Committee Work document, attachment A, page 2 of the agenda. Topics for committee work moving forward were prioritized as follows: 1) Board retreat 2) succession planning 3) Board development & training of trustees 4) relationships of the trustees, friends, and foundation 5) legislative issues 6) future of building projects 7) strategic planning, and 8) funding.

There was a brief discussion on the topic of building projects and if the Building and Development Committee would be better suited for those items. Trustee Prince said this committee will discuss areas at Central that need renovation, such as a learning commons in the current media room and funding sources. She suggested that the committee be a catalyst to think innovatively and may bring their ideas and models to other Board committees to continue the work. She added that it will be necessary to establish a ten-year plan that lists funding criteria, as a frame of reference. Informational item.

2. **Introduction to Funding Strategies.** This item was held at the call of the chair.
-

3. **Library Board Retreat.** Director Kiely referred to MPL Scenario Development Process: Work to Date, attachment C, page 5 of the agenda. The trustees and the administrative team completed a survey that resulted in identifying two critical uncertainties for developing scenarios. Trustees and administrative staff will meet at four sessions with Mr. Frank Martinelli to discuss the relevance of MPL and resources to support MPL. The MPL Scenario Development Worksheet will be used to answer questions and write a narrative that describes the scenario. This work will guide the discussion at the Board retreat scheduled for February 28, 2018, regarding Board governance, Board composition and development, and equity of services.

The committee discussed succession planning and having realistic ideas for expertise and experience of trustees. Director Kiely reminded the committee that library board composition is made up according to Wisconsin State Statute 43. Trustee Prince noted that it may be beneficial to invite the president of the Urban Libraries Council to speak at a future Board meeting and suggested that a MPL trustee be a member of the Council. Informational item.

4. **2018 Meeting Schedule.** The committee meeting schedule, attachment D, page 7 of the agenda, was reviewed and accepted.
-

The meeting of the Milwaukee Public Library Board's Innovation & Strategy Committee was adjourned at 8:50 a.m. on December 6, 2017.



MILWAUKEE
PUBLIC LIBRARY

Paula A. Kiely
Director

November 29, 2017

To: Executive Committee of the
Milwaukee Public Library Board of Trustees:
Chairperson John Gurda, JoAnne Anton, Michele Bria, Joan Prince
(all Trustees are welcome to attend)

Fm: Paula A. Kiely
Library Director

Re: Executive Committee Meeting
Friday December 8, 2017
1:30-2:30 p.m.
Central Library, Old Board Room

MEETING NOTICE AND AGENDA

1. **MPL's Projects and Goals.** The committee will discuss the status of current projects, and priorities for 2018 and future directions for 2019.
2. **Succession Planning.** The committee will discuss succession planning for trustees, officers and possible tools to assist.
3. **MPL Board Retreat.** Committee members will discuss plans for the February 28th Board retreat.

Persons engaged in lobbying as defined in s. 305-43-4 of the Milwaukee Code of Ordinances are required to register with the City Clerk's Office License Division. More information is available at www.milwaukee.gov/lobby or by calling (414) 286-2238.

Please be advised that members of the Milwaukee Common Council who are also members of this body will be in attendance at this meeting. In addition, Common Council members who are not members of this body may attend this meeting to participate or to gather information. A quorum of the Common Council or any of its standing committees may be present, but no formal Common Council action will be taken at this meeting.

PLEASE NOTE: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities. Make requests to the Library Director's Office at (414)286-3021, 286-2794 (FAX) or Central Library, 814 W. Wisconsin Ave., Milwaukee, WI 53233 Attn: Accommodation Request.

ATTACHMENT A-P. 26 of 53
MPL CONSENT AGENDA
3.b.Executive 12/8/17

**MILWAUKEE PUBLIC LIBRARY
BOARD OF TRUSTEES
EXECUTIVE COMMITTEE
MINUTES
Friday December 8, 2017
Central Library Old Board Room**

PRESENT: Joanne Anton, Michele Bria, John Gurda, Joan Prince, Paula Kiely

Chair John Gurda called the meeting of the Board's Executive Committee to order at 1:35 p.m. on Friday December 8, 2017 with a quorum present. Trustee Prince participated by conference phone.

- MPL's Projects and Goals.** Director Kiely distributed a document titled, 2017 Major Initiatives and Improvements – by Board Committee, which is attached at the end of these minutes. The Executive Committee will develop a matrix for trustee skill set and act on Board evaluation at the June 20, 2018 Executive Committee meeting. Succession planning work is being done & will be discussed at the February 28, 2018 Board retreat.

From the Finance and Personnel Committee, Director Kiely highlighted the completion of the revision to the MPL Trust Fund Investment Policy. The committee discussed changing the meeting schedule to be considerate of trustees time spent dedicated to the library. Financial Secretary JoAnne Anton, committee chair, agreed to move the quarterly meetings to just before the Regular meetings.

The Innovation and Strategy Committee will meet bimonthly to explore long-term solutions and make recommendations ensuring that MPL 2020 Strategic Plan goals are met.

The Building and Development Committee continues to support the Branch Building Initiative. Director Kiely said MPL has authority to let contracts and it is necessary for the Building and Development Committee and full Board to review and approve contract awards.

The Services and Programs Committee keeps apprised of the many new programs being introduced to better serve the community.

The trustees discussed other ways to improve access to library services through staffing with bilingual staff, in addition to working with the City's Department of Employee Relations. Informational item.
-

- Succession Planning.** The committee discussed the future of the Board's makeup and ways to be proactive to achieve a balance of diversity in Trustee's qualities. President Gurda's term expires in April of 2018. He will appoint a Nominating Committee to submit names for future officers for election at the May 22, 2018 Regular meeting of the Board. Informational item.
-

- MPL Board Retreat.** Mr. Frank Martinelli, Strategic Planning and Governance Consultant, will lead the Board retreat discussion on generative thinking while envisioning a future library system. Informational item.
-

With no further business, the Milwaukee Public Library Board of Trustees Executive Committee meeting of December 8, 2017 was adjourned at 2:40 p.m.

*ATTACHMENT A-P. 27 of 53
MPL CONSENT AGENDA
3.b.Executive 12/8/17*

2017 Major Initiatives and Improvements - by Board Committee

Project	Staff	Goal	Status	Notes	Funding Source	Budget
Executive Committee						
Board Development	Director	Provide the Board with opportunities for growth, education, and teambuilding for the purpose of building their capacity and impact.	Continue education series at beginning of each agenda. Conduct a Board Retreat with specific goals to be determined.	Will look for a date in September and an off-site location. Engaged Frank Martinelli as facilitator; planning process underway. Retreat to be held on February 28, 2017.	Trust	TBD
Succession Planning	Director	Ensure the Board is represented by a diverse group of members from the community with the skills, knowledge, and commitment to help lead the library into the future.	On the Executive Committee's July agenda.	Will research strategies used by other library and nonprofit Boards - and other tools. Strategies for accomplishing this goal are expected to be an outcome of the Board Retreat.	Trust	TBD
Finance and Personnel Committee						
Finalize Investment Policy	AD - Meyer	Provide the Finance Committee and Board of Trustees with an updated investment policy that reflects policy objectives and appropriate investment guidelines for the MPL Trust Fund.	Completed	Passed the full Board in May 2017.	Trust	None

Project	Staff	Goal	Status	Notes	Funding Source	Budget
2018 Budget	AD - Meyer	Develop and submit the 2018MPL Budget Request per statutory requirements. Work with Director and City Budget Staff to meet deadlines and allocations as required.	Completed	Will continue to work with Director, Board, and City staff on 2018 Budget priorities until the Mayor submits his Budget to Council in Sept. 2018.	City	TBD
Innovation and Strategy Committee						
Bloomberg What Works Cities	AD - Meyer	Inventory MPL services and related datasets and propose performance measures and a reporting tool for the Public, the Board of Trustees, AIM, and internal stakeholders.	Ongoing	Meeting with City team on Dashboard tool RFP early July. Working with AD-IT and internal staff on measures.	City	TBD
Public Library System Revision Project	Director	Recommend a feasible service model that will improve equity of library services across the state.	In process	In 3rd year of planning and model design.	State	TBD
Review and Advise on Strategic Plan	AD - Pinger	Ensure that MPL 2020 Strategic Plan goals and initiatives resonate with staff, public and stakeholders.	Ongoing	Marketing Director working with team on mid-point annual reports. Progress Report completed and shared with Board at their November 28th meeting.	Various	N/A
Building and Development						
Forest Home Construction/Mitchell Branch	PM	Complete library construction within budget and on time.	Grand opening is planned for September, 30. Completed	Library construction will be completed at the end of July. Furniture and fixtures will begin to be installed in August. Completed	City, various	\$5.7 M

Project	Staff	Goal	Status	Notes	Funding Source	Budget
Mill Road Redevelopment	PM	Complete development agreement and library design by November 2017, and potentially break ground in 2017. Library to open as early as November 2018.	Tax credits were finally awarded in May of 2017 . Zimmerman Architects has been hired to design the library space. Term sheet completed and approved by board at September meeting. The full development agreement will be complete and before the board in January 2018. Project will break ground in March 2018.	The design process is well underway. Two Community meetings regarding design have taken place so far with Zimmerman Architects. Design should be complete and approved by Board at March meeting in 2018.	City	\$4.5 M
Tippecanoe	AD - Meyer	Grant Administration - Implement Fund for Lake Michigan/MMSD grant.	Completed.	Tracking and reporting will involve branch and business department staff. First report submitted.	City	N/A

Project	Staff	Goal	Status	Notes	Funding Source	Budget
King Redevelopment	PM	Complete financing plan and development agreement by June 2018. Construction could begin in October/November 2018.	Developer is currently researching financing options and construction costs.	The developer has received a \$500,000 loan commitment from Bader Philanthropies. The developer is working to secure \$15 M in New Markets Tax Credits and additional financing from WHEDA. WHEDA will provide NMTC and will know if they have an allocation sometime between Dec and Feb.	city	\$ 4.5m
Capitol Redevelopment	PM	Begin discussion of locations for a new Capitol Library.	Staff is researching sites	Staff has presented to Building and Committee for ongoing consideration and discussion.	City	\$ 4.5m
Purchase of Villard Square Condo	AD - Meyer	Plan in 2017; complete in 2018.	Ongoing		City	\$1
Central - Design Air-Handling System Floors (Floors 4T, 1, 2)	AD - Meyer	Complete project on time and within budget.	Ongoing	Requested as part of 2017 Capital Budget. City ECO team to work with MPL on efficiencies and environmental best practices.	City	\$900,000

Project	Staff	Goal	Status	Notes	Funding Source	Budget
Central - Air-handler 7 replacement (Tiers 1,2,3)	AD - Meyer	Complete project on time and within budget.	Ongoing	Librarians to consulted on environmental needs for collection on tiers. Public Service Workgroup submitted recommendations for Air Handler 7. Mechanicals assessment for air quality underway. Working with City ECO office to leverage funding for enhanced energy efficiency.	City	\$300,000 - \$500,000
Center Street - Space Plan	AD - Meyer	Develop plan and cost estimate for future renovation.	Ongoing	Inventory of facility and interviews with security, staff, and public services completed. Meeting with Architects to review Phase I, public restroom and staff access enhancements.	City	\$35,000
ADA-Related Improvements	AD - Meyer	Work with City to make necessary improvements.	Ongoing	All MPL items completed ahead of schedule or on-time. Working closely with Citywide ADA team, sharing resources. Successfully navigated use of City of Milwaukee Capital funding, not MPL.	City	City Capital Account
Faye McBeath Reading Room Upgrade	DD	Design and construct improvements to the small reading room in the Children's Room.	An architect has yet to be hired.	Funding of \$41,000 received from the Faye McBeath Foundation. Nothing to report as of Nov 2017.	Private	TBD

Project	Staff	Goal	Status	Notes	Funding Source	Budget
Services and Programs						
Awareness Campaign	CE	Loud @ the Branches	Two major events in 2017: Browser's birthday parties (summer) and an event at the new Mitchell Street Branch (12/1/17)	Also utilizing existing events to highlight the Library Loud branding look and feel, like teen poetry slam.	MPLF	\$50,000
Awareness Campaign	CE	Wristbands	SHELVED		MPLF	\$50,000
Awareness Campaign	CE	Great Library Project	In the ideation phase with our partners at CK		MPLF	\$25,000
Expand Education Access with Career Online High School	Director	Improve employability of city residents by offering scholarships to complete an online high school diplomas.	On hold while funding is identified.	Included as a second priority in request to the MPLF Commitment of \$15,000 for scholarships received. Request submitted by MPLF to Johnson Controls Foundation.	Seeking private funds	\$100,000
Offer Social Worker Services at Central	DD	Develop partnership to offer social services to library patrons in need.	MOU between MPL and IMPACT signed and pilot started at Central 4-5-17. Keep MOU in place for 2018.	MPL and IMPACT managers met in September to assess progress. In the first 5 months only 5 people had been assessed for housing (2 were housed). Most people she met need other services. Central needs MSW with a broader scope.	None	n/a

Project	Staff	Goal	Status	Notes	Funding Source	Budget
Reporting	DD	MPLX; LibraryNOW Cards; Fine Forgiveness	2017/Q1 thru Q3 reports for LN and FF completed and available online. Formal report was given to Board Prog&Svce Comm for LN and FF on 7-31-17.	Ongoing and watching for trends with LN and FF. MPLX stats reported monthly along with other circ, visits and programming stats. Response to BGA recommendations and outcomes to be reported after year-end reports completed.	None	n/a
Hotspot Lending	AD - Pinger	Expand Internet access to library patrons by circulating portable wifi "hot spots"	Ongoing, working with internal work team on circulation policies and vendor.	Working with IT staff and staff workgroup to plan Mill Road pilot for 2018.	City Budget	\$50,000
Ready to Read	DD	Outreach services to child care providers offering coaching on how to support social-emotional and early literacy skill development in children.	Ongoing	Recruiting Spanish language consultant to provide direct service and translate curriculum.	MPLF	237,533
Summer Reading	DD	Support academic achievement of children and teens through summer reading program & educational programming to minimize/avoid summer learning loss.	Ongoing	2017 updates include online access for participants; outreach to faith community; upgrades to teen program to include building 21st century skills. Potential rebrand/creative overhaul in 2018.	MPLF	\$266,394
Computer Classes	AD - Pinger	Provide free, quality public instruction for basic computer skills.	Ongoing	Lost bilingual trainer due to relocation in November 2017.	MPLF	\$5,140

Project	Staff	Goal	Status	Notes	Funding Source	Budget
Books	AD - Pinger	Utilize MPL 2020 Strategic Plan identifiers of young families, global roots and traditional library users as target audiences for materials purchasing.	Began 2017, Acquisitions Mgr has data demonstrating materials purchase with specific identifiers.	Track purchase and usage of a portion of materials funding expressly for 3 identified audiences.	City, Trust, MPLF	\$ 1.7m
Teacher in the Library	DD	Continue program at 9 locations with possible expansion to 12 locations during 2017-2018 school year with support from Foundation.	Budget request	Add'l budget request submitted to Foundation to expand program to 12 locations in 2017-2018.	City/Block Grant - 2017; Moved to City Budget in 2018	\$100,000
Spanish-Language Services	AD - Meyer	Improve access to library services through staffing with bilingual staff and translation of materials into Spanish.	In Progress	Work with DER to obtain approval of CSC. Process plan in place, awaiting full HR staffing.	None	N/A
Expand Teen Services	DD	Offer well-designed learning opportunities for teens during non-school hours.	Expanding internship opportunities beyond Summer Youth Internship Program to include school-year positions beginning in Dec 2017. Teen Advisory Board re-launched in Fall 2017.	School-year internship program funded by city through Promise Zone initiative. TAB funding from MPLF. Teen internship job posted in October, hiring in December.	City, MPLF	\$48,474
Expand Education Access with IT Academy	AD - Pinger	Partner with Milwaukee Public Schools to offer online technology training and certification to the community.	Project On Hold Indefinitely.	Unable to resolve ongoing stakeholder issues in a timely manner.	None	N/A

Project	Staff	Goal	Status	Notes	Funding Source	Budget
Expand Public Fax Service	AD - Pinger	Add self-service fax machines to all library locations.	COMPLETED	All Branch meeting rooms now also have conference phone lines.	City	N/A
Collection Standardization	AD - Pinger	Standardize collection arrangement, display, and location codes throughout system to make it easier for the public to find things (especially children) and to facilitate "floating" collections to make them more readily available.	Ongoing	AD-IT and Acquisitions Manager visited four branches in 2017. Will continue with remaining branches in 2018.	None	N/A

MILWAUKEE PUBLIC LIBRARY SYSTEM

PERSONNEL ACTIONS

COVERING PERIOD: NOVEMBER 5, 2017 THROUGH DECEMBER 30, 2017

The Secretary reports the following personnel actions:

REGULAR APPOINTMENT

Brian Fuller - Building Maintenance Supervisor II - Facilities & Fleet 12/18/17

TEMPORARY APPOINTMENT

Mary DiMilo - Library Reference Assistant - Extension Services 12/19/17

PROMOTION

Mary Sherwood - Librarian II to Librarian III - Martin Luther King 12/03/17

PROMOTION / TRANSFER

Alan Her - Library Circulation Assistant I - Circulation 11/05/17
To: Branch Library Services Assistant - Center Street

Justin McCulla - Library Technician III - Technical Services / Acquisitions and Serials 11/05/17
To: Copy Cataloging Technician II - Technical Services / CCDM

Lateasha Gordon - Library Circulation Assistant I - Circulation 11/19/17
To: Audio Machine Technician - WTBBL

Peter Van Peurse - Custodial Worker II - CL - Washington Park 11/19/17
To: Branch Library Services Assistant - Martin Luther King

TRANSFER

James Mallett - Custodial Worker II - CL - Facilities & Fleet to Washington Park 11/19/17
Kaitlyn Puczylo - Branch Library Services Assistant - Center Street to Tippecanoe 12/03/17

TITLE CHANGE / JOB RECLASSIFICATION

Daniel Keeley - Network Analyst Assistant to IT Support Specialist - Technical Services / Automation 11/19/17
Thomas Stack - Network Analyst Assistant to IT Support Specialist - Technical Services / Automation 11/19/17

TRANSFER TO ANOTHER CITY DEPARTMENT

John Wilson - Custodial Worker II - CL - Facilities & Fleet 12/02/17
To: Department of Public Works

Theresa Schaeve - Personnel Payroll Assistant II - Payroll & Accounting 12/16/17
To: City Comptroller Payroll Assistant - Comptroller's Office

Lonnie Brunson - Custodial Worker II - CL - Atkinson 12/30/17
To: Electrician - Department of Public Works

Te'Nese Tolbert - Library Circulation Assistant I - Capitol 12/30/17
To: Office Assistant III - Milwaukee Police Department

LEAVE OF ABSENCE 24.0 OR MORE HOURS

Fawn Siemsen-Fuchs - Library Reference Assistant - Tippecanoe - 40.0 hours	10/23/17
Kathleen Coffey - Library Circulation Assistant I - Villard Square - 10 days	11/03/17
Jill Fleck - Library Reference Assistant - WTBBL - 7 days	11/13/17
Ashley Emmons - Audio Machine Technician - WTBBL - 36.5 hours	11/20/17
Zitelka Parr - Library Circulation Assistant I - WTBBL - 28.9 hours	11/21/17
Promise Milton - Library Circulation Assistant I - Circulation - 74.2 hours	12/04/17
Corey Megal - Network Manager - Technical Services / Automation - 28.1 hours	12/05/17
Promise Milton - Library Circulation Assistant I - Circulation - 80.0 hours	12/18/17

RETURN FROM LEAVE OF ABSENCE

Nicole Yarbrough - Library Technician II - Technical Services / Acquisitions & Serials	11/06/17
Kathleen Coffey - Library Circulation Assistant I - Villard Square	11/13/17
Jill Fleck - Library Reference Assistant - WTBBL	11/20/17

EXPIRATION OF TEMPORARY APPOINTMENT

Maria Huerta-Cervantes - Library Circulation Assistant I - Mitchell Street	12/22/17
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RESIGNATION

Karica Ware - Library Circulation Assistant II - Circulation	11/11/17
Ayoka Huff-Johnson - Library Technology Specialist - Tech Serv / Automation assigned to Mitchell Street	11/18/17

RETIREMENT

Irene Morianiec - Librarian III - Atkinson MPL Service Credit: 39 years	12/04/17
Gail Brown - Communications Assistant I - Investigation & Call Director MPL Service Credit: 34 years 9 months 20 days	12/16/17

**Milwaukee Public Library
Financial Report
November 30, 2017**

2017

2016

City Revenues

	Budget	Received to date	% Received
<i>Additional City Appropriation</i>	\$ 22,803,431	\$ 19,982,319	87.6%
<i>Fines</i>	\$ 245,000	\$ 181,741	74.2%
<i>Lost Materials, etc.</i>	\$ 117,600	\$ 76,074	64.7%
<i>MCFLS Contracts</i>	\$ 725,000	\$ 557,981	77.0%
Total City Appropriation	\$ 23,891,031	\$ 20,798,115	87.1%

	Budget	Received to date	% Received
	\$ 22,613,655	\$ 19,979,975	88.4%
	\$ 280,000	\$ 128,837	46.0%
	\$ 120,000	\$ 50,270	41.9%
	\$ 720,000	\$ 189,579	26.3%
	\$ 23,733,655	\$ 20,348,661	85.7%

City Expenses

Salaries & Benefits

	Budget	Spent to date	% Spent
<i>Salaries</i>	\$ 12,962,640	\$ 11,040,344	85.2%
<i>Fringe Benefits</i>	\$ 5,729,318	\$ 5,024,093	87.7%
Total	\$ 18,691,958	\$ 16,064,437	85.9%

	Budget	Spent to date	% Spent
	\$ 12,577,933	\$ 11,171,999	88.8%
	\$ 6,037,408	\$ 4,936,111	81.8%
	\$ 18,615,341	\$ 16,108,110	86.5%

Operating Expenses

	Budget	Spent to date	% Spent
<i>General Office Expense</i>	\$ 158,158	\$ 99,744	63.1%
<i>Tools & Machinery Parts</i>	\$ 31,000	\$ 17,090	55.1%
<i>Construction Supplies</i>	\$ 38,000	\$ 28,792	75.8%
<i>Energy</i>	\$ 809,700	\$ 635,662	78.5%
<i>Other Operating Supplies</i>	\$ 199,615	\$ 194,543	97.5%
<i>Vehicle Rental</i>	\$ 8,300	\$ 6,442	77.6%
<i>Non-Vehicle Equipment Rental</i>	\$ 32,700	\$ 24,651	75.4%
<i>Professional Services</i>	\$ 75,000	\$ 84,487	112.6%
<i>Information Technology Services</i>	\$ 357,198	\$ 423,056	118.4%
<i>Property Services</i>	\$ 1,033,245	\$ 1,070,032	103.6%
<i>Infrastructure Services</i>	\$ 28,000	\$ 13,253	47.3%
<i>Vehicle Repair Services</i>	\$ 1,500	\$ -	0.0%
<i>Other Operating Services</i>	\$ 137,100	\$ 157,804	115.1%
<i>Reimburse Other Departments</i>	\$ 79,900	\$ 56,637	70.9%
Total	\$ 2,989,416	\$ 2,812,193	94.1%

	Budget	Spent to date	% Spent
	\$ 158,000	\$ 110,305	69.8%
	\$ 31,000	\$ 24,396	78.7%
	\$ 38,000	\$ 37,188	97.9%
	\$ 817,100	\$ 604,454	74.0%
	\$ 209,465	\$ 129,328	61.7%
	\$ 8,300	\$ 4,647	56.0%
	\$ 32,700	\$ 23,867	73.0%
	\$ 70,000	\$ 85,853	122.6%
	\$ 364,548	\$ 369,453	101.3%
	\$ 984,363	\$ 781,878	79.4%
	\$ 28,000	\$ 18,320	65.4%
	\$ 1,500	\$ -	0.0%
	\$ 152,857	\$ 167,619	109.7%
	\$ 79,900	\$ 83,793	104.9%
	\$ 2,975,733	\$ 2,441,101	82.0%

Equipment

	Budget	Spent to date	% Spent
<i>Library Materials</i>	\$ 1,751,774	\$ 1,613,328	92.1%
<i>Computers, etc.</i>	\$ 371,883	\$ 234,789	63.1%
<i>Other</i>	\$ 86,000	\$ 73,368	85.3%
Total	\$ 2,209,657	\$ 1,921,485	87.0%
Total City Expenses	\$ 23,891,031	\$ 20,798,115	87.1%

	Budget	Spent to date	% Spent
	\$ 1,653,774	\$ 1,430,961	86.5%
	\$ 418,707	\$ 319,568	76.3%
	\$ 70,100	\$ 48,921	69.8%
	\$ 2,142,581	\$ 1,799,450	84.0%
	\$ 23,733,655	\$ 20,348,661	85.7%

**Milwaukee Public Library
Financial Report
November 30, 2017**

2017

2016

Additional Funding Sources

Other Departmental Appropriation

	Budget	Spent to date	% Spent
<i>Villard Square Lease</i>	\$ 13,182	\$ 13,182	100.0%
	\$ 36,000	\$ -	
Total	\$ 13,182	\$ 13,182	100.0%

	Budget	Spent to date	% Spent
	\$ 13,182	\$ 13,182	100.0%
	\$ -	\$ -	0.0%
	\$ 13,182	\$ 13,182	100.0%

Contract Grants

	Budget	Spent to date	% Spent
<i>Teacher in the Library</i>	\$ 100,000	\$ 83,162	83.2%
<i>WTBBL</i>	\$ 968,700	\$ 365,893	37.8%
<i>ILS</i>	\$ 96,297	\$ 34,731	36.1%
Total	\$ 1,164,997	\$ 483,786	41.5%

	Budget	Spent to date	% Spent
	\$ 100,000	\$ 82,805	82.8%
	\$ 968,700	\$ 372,976	38.5%
	\$ 96,297	\$ 34,786	36.1%
	\$ 1,164,997	\$ 490,567	42.1%

Trust Funds

	Budget	Spent to date	% Spent
<i>Materials</i>	\$ 65,100	\$ 54,214	83.3%
<i>Programming</i>	\$ 78,278	\$ 21,352	27.3%
<i>Training</i>	\$ 10,000	\$ 6,260	62.6%
<i>Marketing</i>	\$ 12,000	\$ 9,030	75.3%
<i>Contingency</i>	\$ 2,022	\$ 913	45.2%
<i>Board Development</i>	\$ 10,000	\$ 4,375	43.8%
Total	\$ 177,400	\$ 96,144	54.2%

	Budget	Spent to date	% Spent
	\$ 55,321	\$ 54,354	98.3%
	\$ 73,278	\$ 19,340	26.4%
	\$ 9,200	\$ 9,118	99.1%
	\$ 15,000	\$ 16,764	111.8%
	\$ 1,600	\$ 316	19.8%
	\$ -	\$ -	0.0%
	\$ 154,399	\$ 99,892	64.7%

Foundation Funds

	Budget	Spent to date	% Spent
<i>Materials</i>	\$ 371,186	\$ 247,403	66.7%
<i>Other Activities</i>	\$ 1,339	\$ -	0.0%
<i>Programming</i>	\$ 1,432,726	\$ 498,291	34.8%
Total	\$ 1,805,251	\$ 745,694	41.3%

	Budget	Spent to date	% Spent
	\$ 362,356	\$ 190,369	52.5%
	\$ 46,314	\$ 40,231	86.9%
	\$ 839,855	\$ 595,974	71.0%
	\$ 1,248,525	\$ 826,574	66.2%

Investments

No funds were invested this period.

**Milwaukee Public Library
Financial Report
December 31, 2017**

2017

2016

City Revenues

	Budget	Received to date	% Received
<i>Additional City Appropriation</i>	\$ 22,803,431	\$ 22,012,790	96.5%
<i>Fines</i>	\$ 245,000	\$ 193,943	79.2%
<i>Lost Materials, etc.</i>	\$ 117,600	\$ 93,619	79.6%
<i>MCFLS Contracts</i>	\$ 725,000	\$ 739,397	102.0%
Total City Appropriation	\$ 23,891,031	\$ 23,039,749	96.4%

	Budget	Received to date	% Received
	\$ 22,691,299	\$ 21,674,459	95.5%
	\$ 280,000	\$ 225,899	80.7%
	\$ 120,000	\$ 105,957	88.3%
	\$ 720,000	\$ 725,619	100.8%
	\$ 23,811,299	\$ 22,731,934	95.5%

City Expenses

Salaries & Benefits

	Budget	Spent to date	% Spent
<i>Salaries</i>	\$ 12,962,640	\$ 12,468,498	96.2%
<i>Fringe Benefits</i>	\$ 5,729,318	\$ 5,561,488	97.1%
Total	\$ 18,691,958	\$ 18,029,986	96.5%

	Budget	Spent to date	% Spent
	\$ 12,577,933	\$ 12,156,487	96.6%
	\$ 6,037,408	\$ 5,458,970	90.4%
	\$ 18,615,341	\$ 17,615,457	94.6%

Operating Expenses

	Budget	Spent to date	% Spent
<i>General Office Expense</i>	\$ 158,158	\$ 101,003	63.9%
<i>Tools & Machinery Parts</i>	\$ 31,000	\$ 19,729	63.6%
<i>Construction Supplies</i>	\$ 38,000	\$ 33,216	87.4%
<i>Energy</i>	\$ 809,700	\$ 700,964	86.6%
<i>Other Operating Supplies</i>	\$ 199,615	\$ 206,116	103.3%
<i>Vehicle Rental</i>	\$ 8,300	\$ 7,026	84.6%
<i>Non-Vehicle Equipment Rental</i>	\$ 32,700	\$ 26,996	82.6%
<i>Professional Services</i>	\$ 75,000	\$ 84,138	112.2%
<i>Information Technology Services</i>	\$ 357,198	\$ 410,714	115.0%
<i>Property Services</i>	\$ 1,033,245	\$ 1,132,691	109.6%
<i>Infrastructure Services</i>	\$ 28,000	\$ 13,253	47.3%
<i>Vehicle Repair Services</i>	\$ 1,500	\$ -	0.0%
<i>Other Operating Services</i>	\$ 137,100	\$ 165,262	120.5%
<i>Reimburse Other Departments</i>	\$ 79,900	\$ 77,960	97.6%
Total	\$ 2,989,416	\$ 2,979,065	99.7%

	Budget	Spent to date	% Spent
	\$ 158,000	\$ 132,067	83.6%
	\$ 31,000	\$ 28,911	93.3%
	\$ 38,000	\$ 38,634	101.7%
	\$ 817,100	\$ 767,769	94.0%
	\$ 209,465	\$ 176,170	84.1%
	\$ 8,300	\$ 5,038	60.7%
	\$ 32,700	\$ 27,147	83.0%
	\$ 70,000	\$ 90,746	129.6%
	\$ 364,548	\$ 385,909	105.9%
	\$ 984,363	\$ 994,719	101.1%
	\$ 28,000	\$ 29,472	105.3%
	\$ 1,500	\$ -	0.0%
	\$ 152,857	\$ 184,599	120.8%
	\$ 157,544	\$ 162,179	102.9%
	\$ 3,053,377	\$ 3,023,360	99.0%

Equipment

	Budget	Spent to date	% Spent
<i>Library Materials</i>	\$ 1,751,774	\$ 1,719,136	98.1%
<i>Computers, etc.</i>	\$ 371,883	\$ 235,660	63.4%
<i>Other</i>	\$ 86,000	\$ 75,902	88.3%
Total	\$ 2,209,657	\$ 2,030,697	91.9%
Total City Expenses	\$ 23,891,031	\$ 23,039,749	96.4%

	Budget	Spent to date	% Spent
	\$ 1,653,774	\$ 1,653,812	100.0%
	\$ 418,707	\$ 376,609	89.9%
	\$ 70,100	\$ 62,696	89.4%
	\$ 2,142,581	\$ 2,093,117	97.7%
	\$ 23,811,299	\$ 22,731,934	95.5%

**Milwaukee Public Library
Financial Report
December 31, 2017**

2017

2016

Additional Funding Sources

Other Departmental Appropriation

	Budget	Spent to date	% Spent
<i>Villard Square Lease</i>	\$ 13,182	\$ 13,182	100.0%
	\$ 36,000	\$ -	
Total	\$ 13,182	\$ 13,182	100.0%

	Budget	Spent to date	% Spent
	\$ 13,182	\$ 13,182	100.0%
	\$ -	\$ -	0.0%
	\$ 13,182	\$ 13,182	100.0%

Contract Grants

	Budget	Spent to date	% Spent
<i>Teacher in the Library</i>	\$ 100,000	\$ 95,342	95.3%
<i>WTBBL</i>	\$ 968,700	\$ 451,285	46.6%
<i>ILS</i>	\$ 96,297	\$ 43,274	44.9%
Total	\$ 1,164,997	\$ 589,901	50.6%

	Budget	Spent to date	% Spent
	\$ 100,000	\$ 99,960	100.0%
	\$ 968,700	\$ 447,574	46.2%
	\$ 96,297	\$ 44,765	46.5%
	\$ 1,164,997	\$ 592,299	50.8%

Trust Funds

	Budget	Spent to date	% Spent
<i>Materials</i>	\$ 60,095	\$ 60,095	100.0%
<i>Programming</i>	\$ 83,283	\$ 34,651	41.6%
<i>Training</i>	\$ 10,000	\$ 8,481	84.8%
<i>Marketing</i>	\$ 12,000	\$ 11,265	93.9%
<i>Contingency</i>	\$ 2,022	\$ 983	48.6%
<i>Board Development</i>	\$ 10,000	\$ 4,375	43.8%
Total	\$ 177,400	\$ 119,850	67.6%

	Budget	Spent to date	% Spent
	\$ 55,321	\$ 55,320	100.0%
	\$ 73,278	\$ 23,044	31.4%
	\$ 9,200	\$ 9,356	101.7%
	\$ 15,000	\$ 16,895	112.6%
	\$ 1,600	\$ 316	19.8%
	\$ -	\$ -	0.0%
	\$ 154,399	\$ 104,931	68.0%

Foundation Funds

	Budget	Spent to date	% Spent
<i>Materials</i>	\$ 595,779	\$ 273,423	45.9%
<i>Other Activities</i>	\$ 1,339	\$ -	0.0%
<i>Programming</i>	\$ 1,573,492	\$ 537,201	34.1%
Total	\$ 2,170,609	\$ 810,623	37.3%

	Budget	Spent to date	% Spent
	\$ 605,109	\$ 272,334	45.0%
	\$ 46,314	\$ 44,975	97.1%
	\$ 1,130,517	\$ 650,436	57.5%
	\$ 1,781,940	\$ 967,745	54.3%

Investments

No funds were invested this period.

Director's Report December 2017 / January 2018

The MPL Team is excited about the start of the New Year. Even with the holiday breaks during November and December, we've had a nice slate of activities to offer to the community and are deeply engaged in moving our plans and projects for the new year forward. Design of the new branch library on Good Hope Road is nearing completion and will be presented to the Building and Development Committee in March. Both individual Trustees and Library Administrators have committed significant time to preparing for the February 28 Board Retreat. Numerous meetings have been held to get the Office of Early Childhood Initiatives director position defined and filled. The Public Library Systems Redesign project continues with multiple meetings each month with a deadline of August for the final recommendations. The Mitchell Street project is a finalist for a MANDI award and we worked with the film crew to capture our story.

MPL HELPS PEOPLE READ

Mexicans in Wisconsin Book Talk with Author Sergio González. On December 5, **Mitchell Street branch** hosted author Sergio González for the release of his first book, *Mexicans in Wisconsin*. The book is the latest in the People of Wisconsin series published by the Wisconsin Historical Society Press. González grew up in the Mitchell Street neighborhood and specializes in the history of Latinos in Milwaukee and across Wisconsin with a particular emphasis on labor movements and social justice issues. Stories from his book feature many Milwaukee families, several of whom were in attendance. Special guests included the Consul of Mexico in Milwaukee, Mr. Julián Adem Díaz de León. The event was presented in partnership with the Wisconsin Historical Society Press, the Hispanic Chamber of Commerce of Wisconsin, Boswell Books, and the Friends of the Milwaukee Public Library. Attendance: 80.

The Capital Times: A Proudly Radical Newspaper's Century Long Fight for Justice Co-sponsored by Boswell Books and the Wisconsin Historical Society Press. **East branch** hosted coauthor John Nichols who shared fascinating stories from the "proudly radical" Madison newspaper's history and founder, Bill Evjue. Nichols has been associated with The Capital Times for more than 20 years. He is a national affairs correspondent for The Nation magazine, the author or coauthor of ten books as well as a guest on radio and television. Following the presentation there was a Q&A and book signing. Attendance: 45.

MPL HELPS PEOPLE LEARN

Discovery Lunches: Writing for Brain Power. **Central Library** hosted writing coach and author Rochelle Melander for a new program called Writing for Brain Power. The workshop was developed by Melander as an exercise in combining creative writing and art. Via group exercises, attendees were asked to sketch and doodle as starting points for creating poetry. Melander also shared research on the connection between creating visual art as a method to fuel creative writing, and the relation between creativity and overall feelings of wellness. Attendance: 6.

Film Screening: Divided We Fall with Director Katherine Acosta. The film *Divided We Fall* traces the genesis of one of the largest sustained protests in US history, the 2011 protests of Act 10 in Madison, WI. The film takes a critical look at the tensions that challenged this movement's solidarity and poses questions on motivations for all groups involved. Written and directed by Katherine Acosta who joined the **Central Library** screening and led a question and answer session following the film. Attendance: 10.

Small Business Resources 101 (Spanish). **Central Library's** Business, Technology, and Periodicals Department continues outreach initiatives in the community by taking programming on the road. Business Librarian Laura Patino has translated the Small Business Resources 101 workshop in Spanish and presented it to attendees at the Hispanic Chamber of Commerce. This workshop highlights print and online resources through the Milwaukee Public Library to assist entrepreneurs with small business planning. Attendance: 6.

Song of the Black Wolf with Wade Fernandez/Wiciwen Apis-Mahwaew. The **Tippecanoe branch** welcomed musician, performer, educator and storyteller Wade Fernandez/Wiciwen Apis-Mahwaew, for a concert and presentation based upon his contemporary life and art on the Menominee Reservation. He shared insight into striving to live sustainably in balance with the ancient beauty and wisdom of Grandmother Earth and his Menominee culture. Attendance: 34.

MPL HELPS PEOPLE CONNECT

Mozart's Grove Music Series: A Musical Journey Through Europe. **Central Library** hosted the Rich Regent band on Saturday, November 18 for a performance featuring traditional songs from around Europe. Rich Regent, clarinetist, and John Dudzik, accordionist, selected three songs each from Italy, France, Spain, Greece, Germany, Poland, and Slovenia to play and share with the audience. The breadth of the program's songs was appreciated by all. Attendance: 46.

MPL and Goodwill Job Recruitment Event. MPL continues to contribute to employment growth in Milwaukee. In collaboration with our workforce development partner, Goodwill, MPL hosted a job recruitment event in the **Central Library's** Business, Technology and Periodicals Department on Tuesday, December 5. Each attendee had the opportunity to meet one-on-one with a Goodwill TalentBridge representative for a brief initial interview. Goodwill staff also hosted small sessions that were held in the department and focused on interview preparation, employment search needs, and Goodwill TalentBridge resources. Attendance: 45.

MPL Teen Advisory Board donation to Vel Phillips Juvenile Justice Center. The MPL Teen Advisory Board (TAB) met at the **Central Library** on December 16 and members turned in gently used paperbacks to donate to youth at the Juvenile Justice Center (JJC). One TAB member, a student at Ronald Reagan High School, worked with her school librarian to collect books from other students as well. In total, 150 books were donated. MPL has a growing partnership with the JJC which includes classroom visits to talk books with select groups of students while completing book repair work and other projects. On January 8, librarians Elizabeth Lowrey and Catherine Mullen worked with a group of JJC students to get the books that were donated by TAB ready for circulation. Attendance: 15.

Mondo Lucha. MPL was excited to "Crush the Shush" as it hosted Mondo Lucha at Mitchell Street in the latest installment of the Library Loud Days event series. More than 300 people gathered for a free, after-hours wrestling event on Friday, December 1. Wrestlers stayed in character after the matches as they read stories to kids and signed autographs on posters and other giveaways. MPL staff and volunteers led activities and crafts, highlighting the new branch and special features such as Studio M, the maker space. MPL also took advantage of the opportunity to stream its first Facebook live event for those who couldn't get tickets. Broad media coverage included stories on WISN 12 and Fox 6, plus stories in the Journal Sentinel, Milwaukee Neighborhood News Service and other outlets. When word spread of the event, calls and emails came in from libraries around Wisconsin and the country! Plans are underway for the next Library Loud Days events in 2018. Attendance: 300.

Staff Anniversary Celebration. On December 4, the library held its semi-annual Staff Anniversary Celebration at Central Library. New employees were also recognized.

New Staff

Deborah Avery
Kevin Cross
Tanya Dhein
Lee Eschendal Jr.
Jill Fleck
Robert Jaeger
Pamela Johnson
Barbara Henry
Lydia Storr
James Zolo

Rehire

Hillary Evans
Elizabeth Lowrey

Congratulations to the following employees who received years of serve pins:

5 Years

Elizabeth Gabriel
Donielle Lewis
Nicholas Sikora
Jessica Snell

10 Years

Johnny Allen
Sarah Leszczynski
Matthew Pacyna
Heather Thomas
Alison Ziegler

20 Years

Kevin Atkinson

25 Years

Katharina Himsel
Gail Wilbert

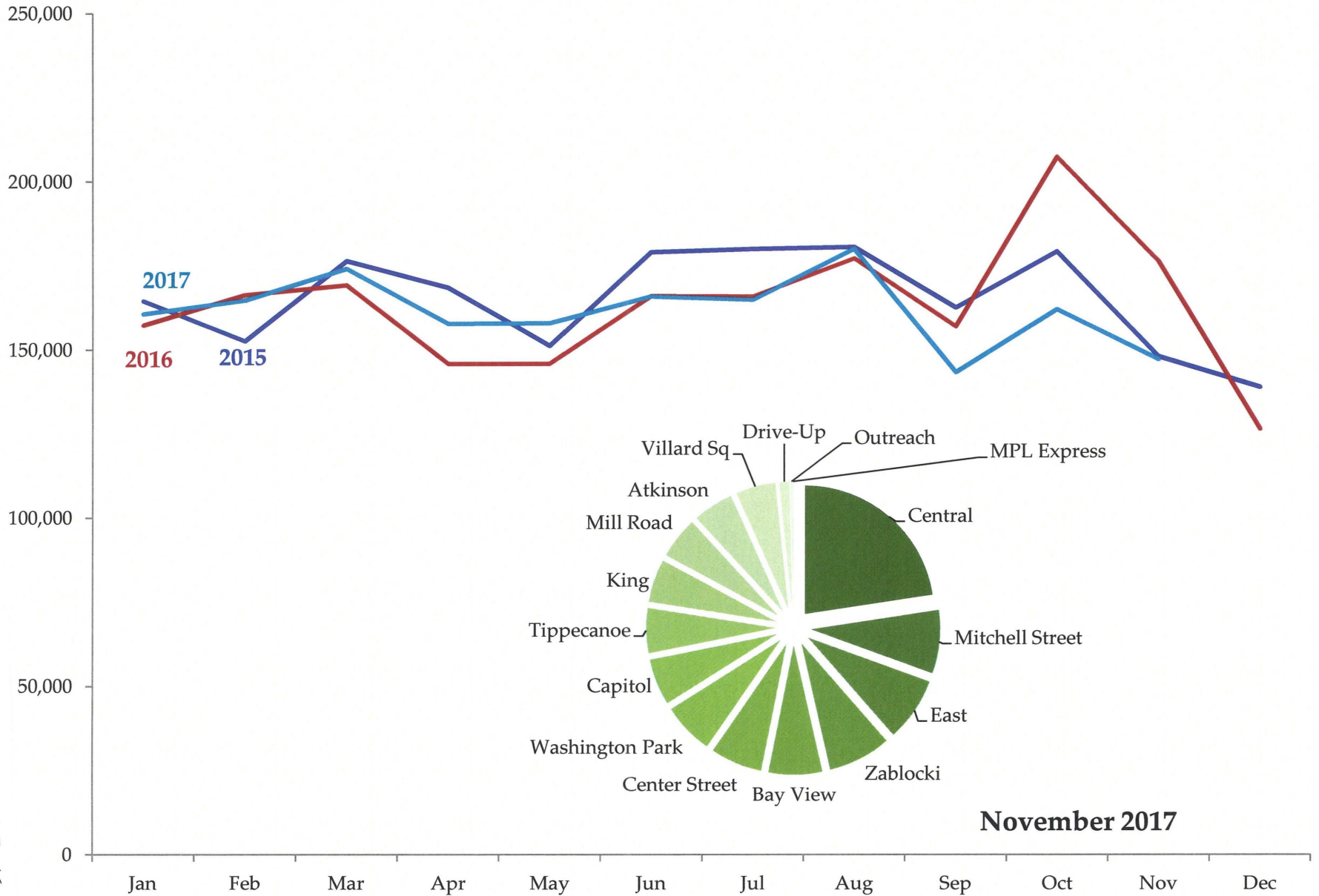
30 Years

Jeanne Rasch

35 Years

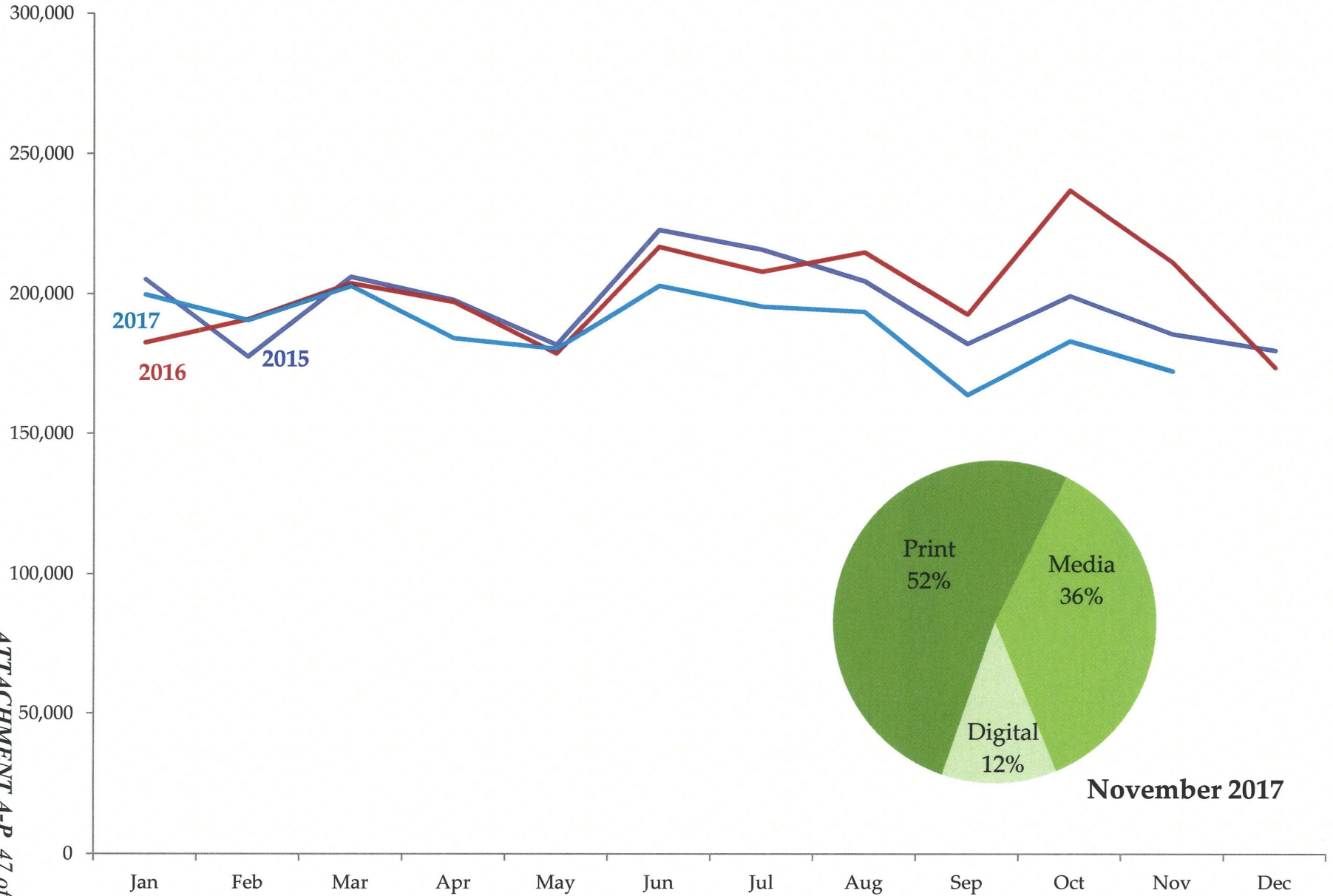
William Jupp
Dawn Lauber

Milwaukee Public Library Visits



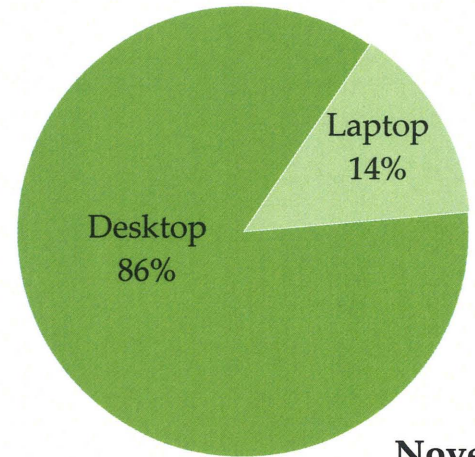
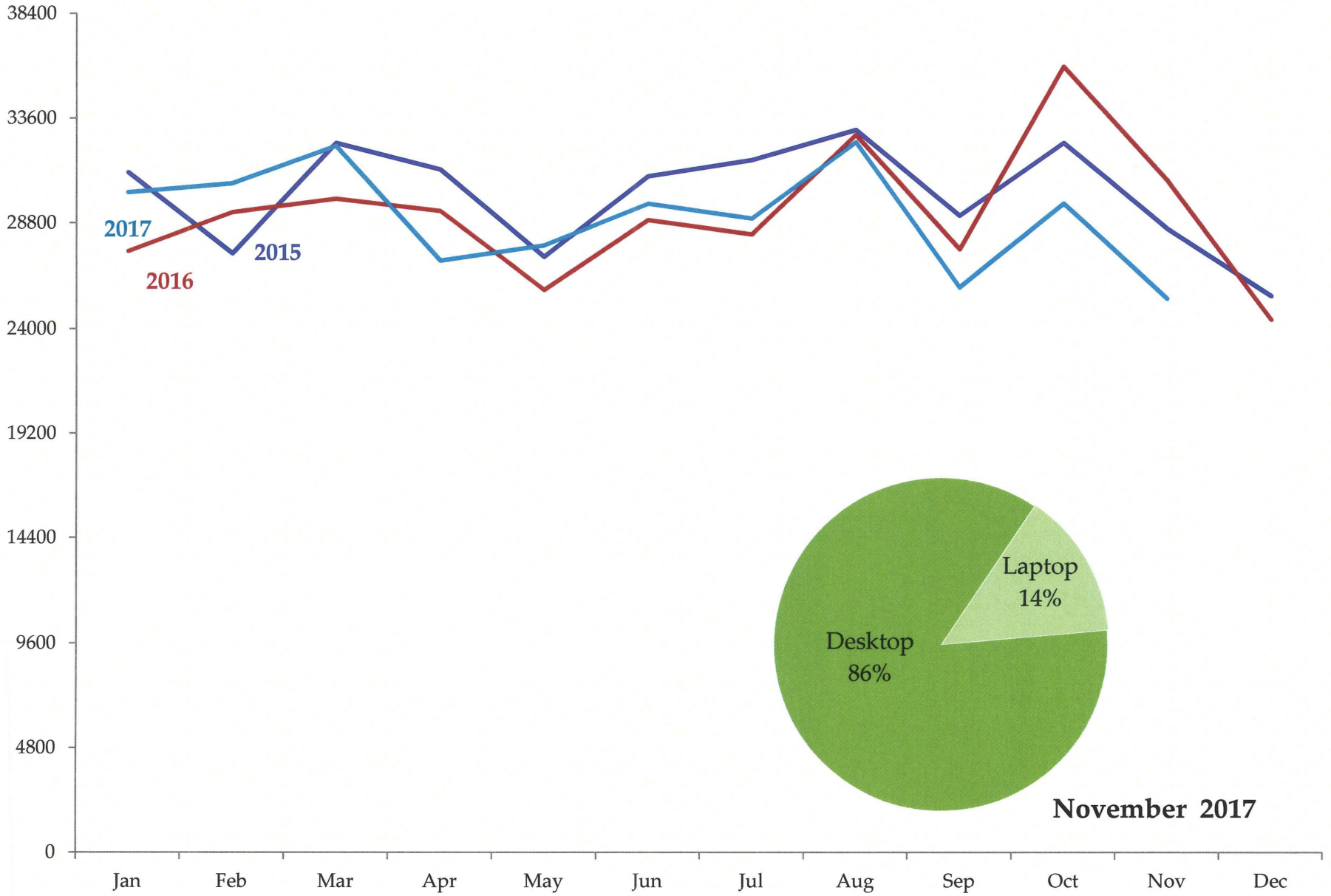
November 2017

Milwaukee Public Library Circulation



November 2017

Milwaukee Public Library Hours of Computer Usage



November 2017

Milwaukee Public Library
Computer, Internet, and Electronic Statistics
November, 2017

Unique Visitors to the MPL Website						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	77,410	467,152	-83.4%	2,610,936	4,771,706	-45.3%

Database Hits						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	5,390	4,885	10.3%	56,457	51,637	9.3%

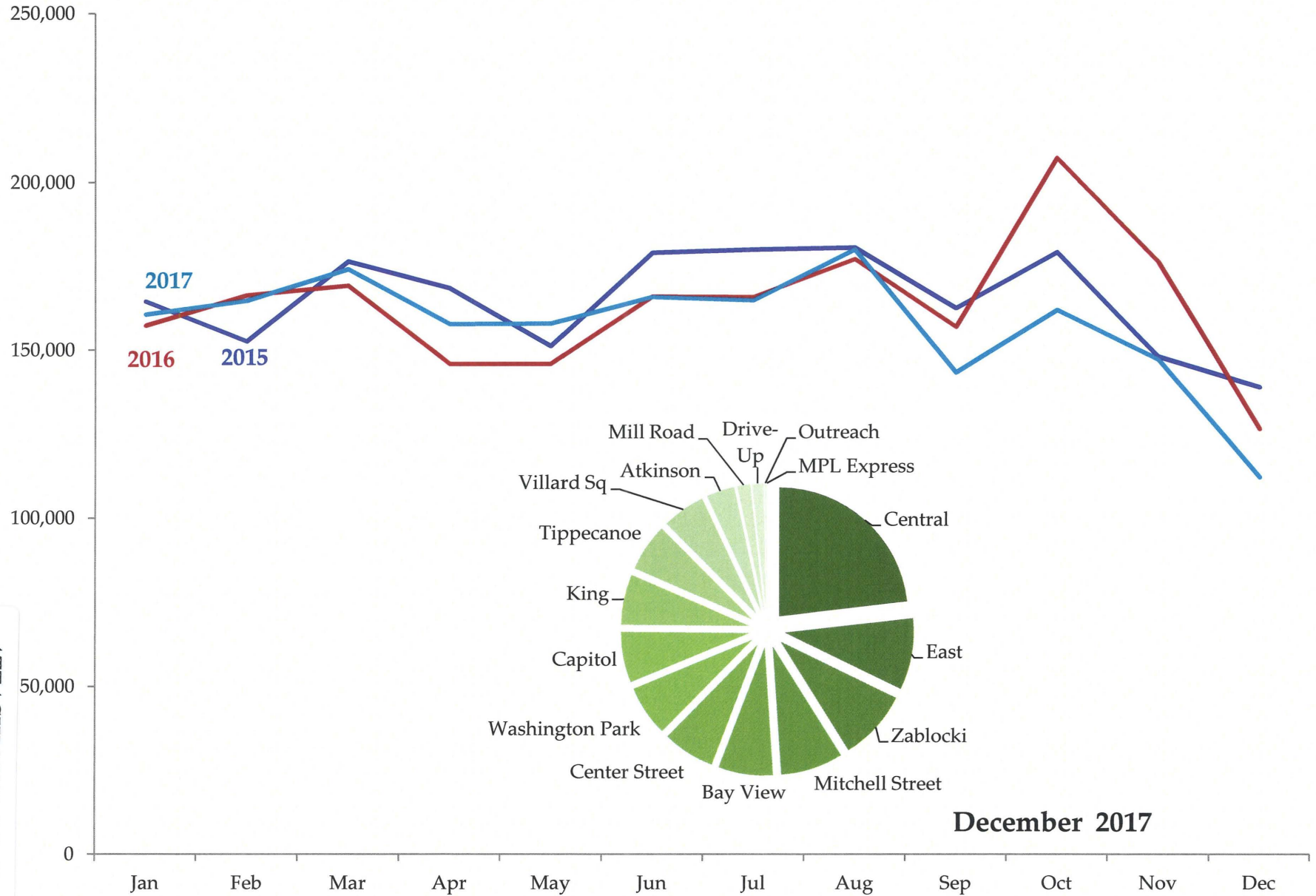
OverDrive Digital Download Circulation, by format						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
eBooks	8,632	7,574	14.0%	93,763	81,749	14.7%
Audiobooks	6,171	5,369	14.9%	64,856	54,971	18.0%

Downloads of Digital Music through Freegal						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	2,219	2,931	-24%	27,609	32,496	-15%

Milwaukee Patron Holds Placed Through CountyCat						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	38,032	39,285	-3.2%	426,934	429,195	-0.5%

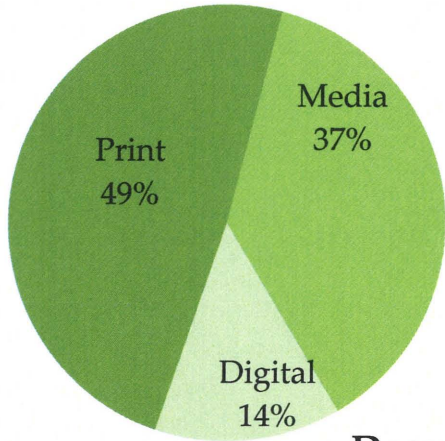
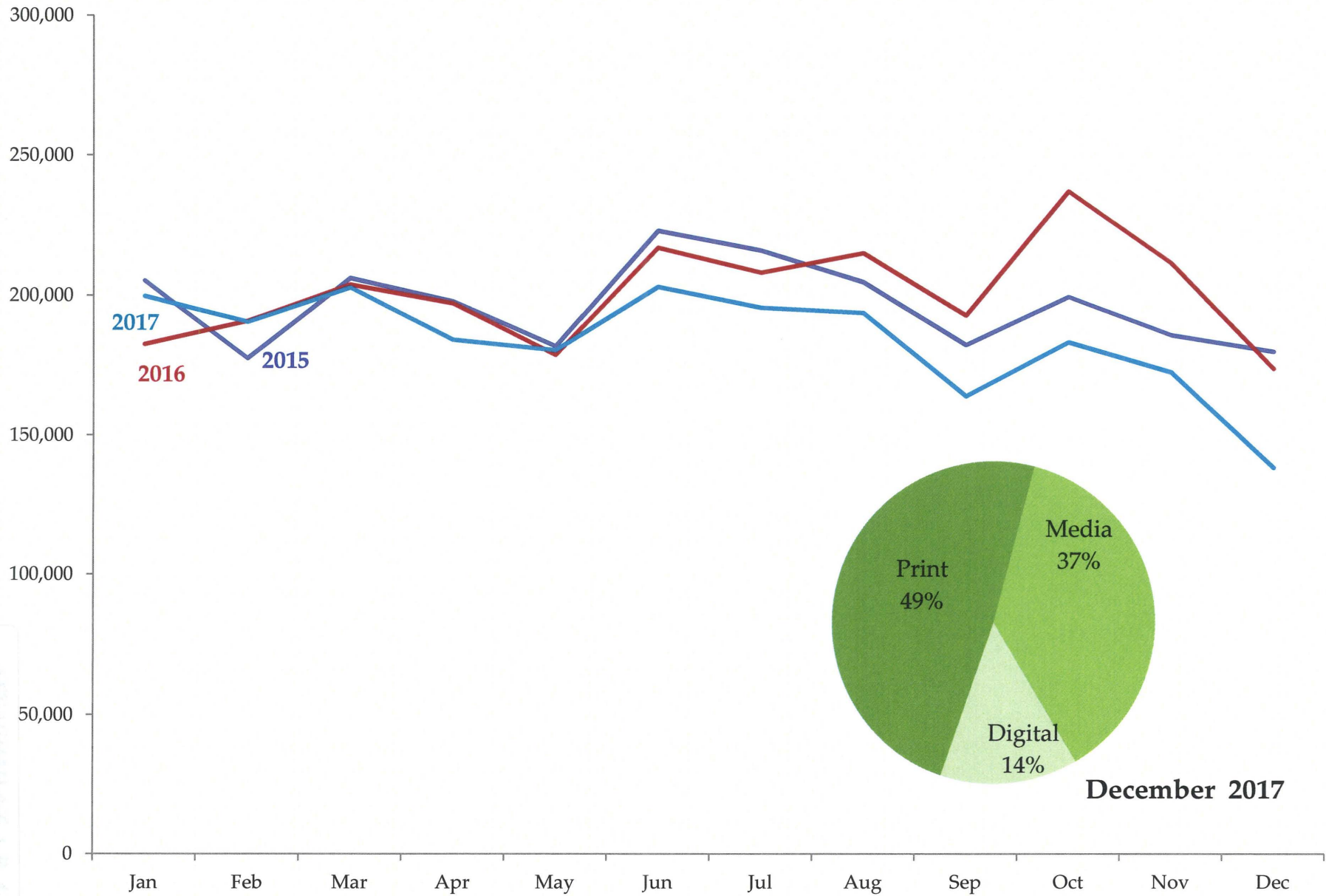
Paging Slips						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
Central	11,506	11,032	4.3%	130,186	127,820	1.9%
Atkinson	848	810	4.7%	9,319	8,397	11.0%
Bay View	2,169	2,149	0.9%	25,757	25,339	1.7%
Capitol	1,707	1,814	-5.9%	19,862	19,775	0.4%
Center Street	967	1,015	-4.7%	10,521	10,735	-2.0%
East	2,219	2,159	2.8%	23,783	21,990	8.2%
Mitchell Street	1,149	1,087	5.7%	11,328	11,150	1.6%
Martin Luther King	1,036	784	32.1%	10,150	8,592	18.1%
Mill Road	1,329	1,191	11.6%	13,333	13,145	1.4%
Tippecanoe	1,989	1,609	23.6%	20,262	15,108	34.1%
Villard Square	843	819	2.9%	9,166	9,385	-2.3%
Washington Park	1,036	988	4.9%	12,318	9,656	27.6%
Zablocki	2,096	1,980	5.9%	23,194	23,506	-1.3%
YCOS--Outreach	257	257	0.0%	3,140	1,351	132.4%
TOTAL	29,151	27,694	5.3%	322,319	305,949	5.4%

Milwaukee Public Library Visits



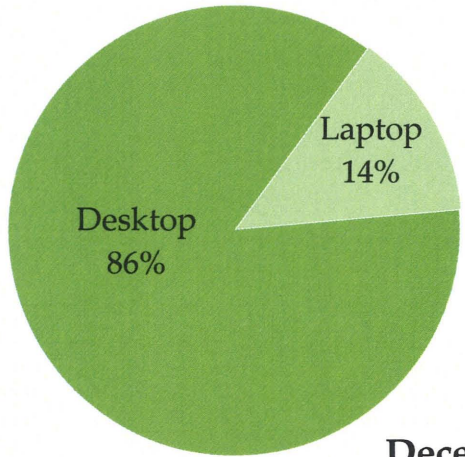
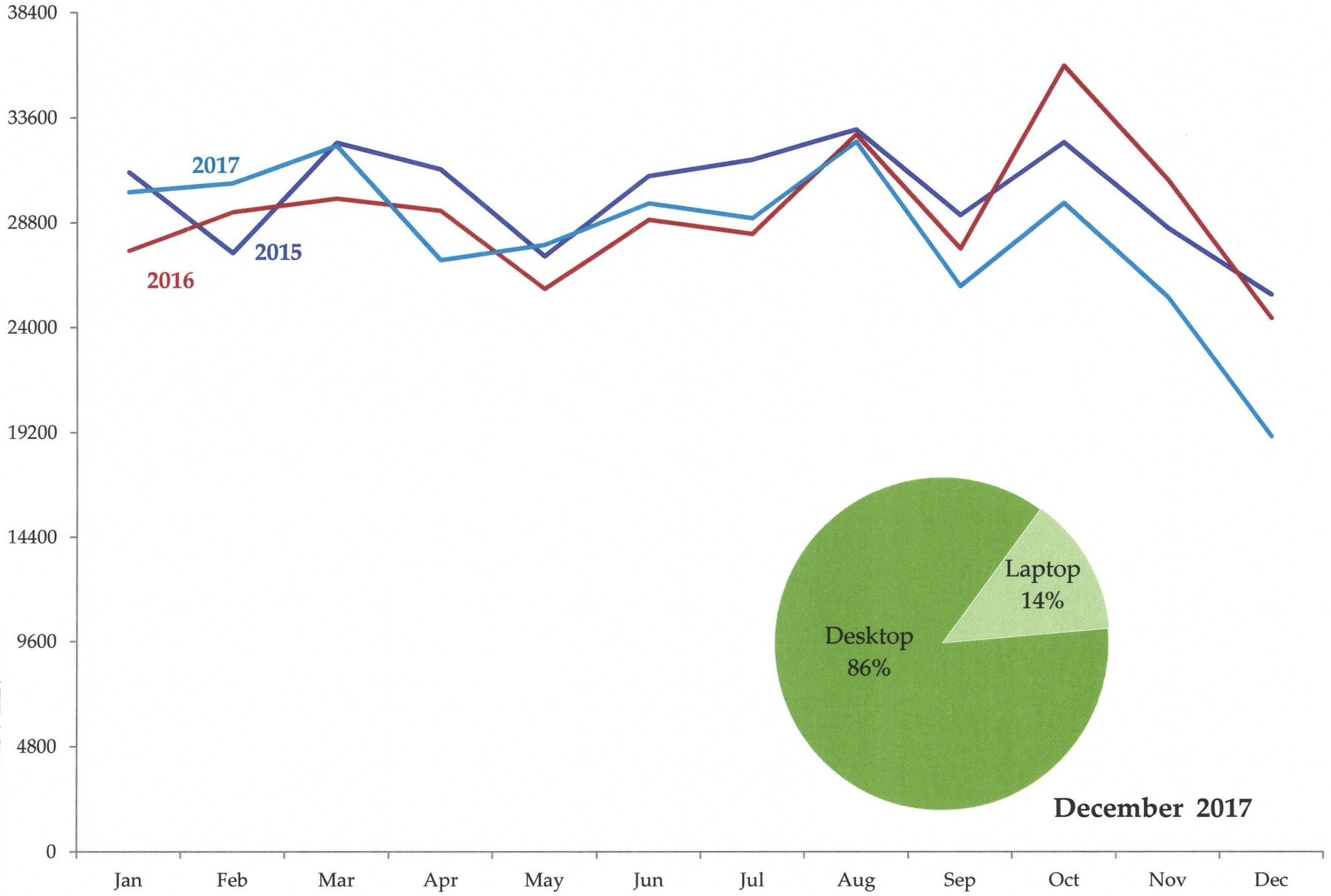
December 2017

Milwaukee Public Library Circulation



December 2017

Milwaukee Public Library Hours of Computer Usage



December 2017

Milwaukee Public Library
Computer, Internet, and Electronic Statistics
December, 2017

Unique Visitors to the MPL Website						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	61,454	419,640	-85.4%	2,672,390	5,191,346	-48.5%

Database Hits						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	4,336	4,056	6.9%	60,793	55,693	9.2%

OverDrive Digital Download Circulation, by format						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
eBooks	8,919	8,110	10.0%	102,682	89,859	14.3%
Audiobooks	6,694	5,333	25.5%	71,550	60,304	18.6%

Downloads of Digital Music through Freegal						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	2,184	2,588	-16%	29,793	35,084	-15%

Milwaukee Patron Holds Placed Through CountyCat						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	35,373	36,034	-1.8%	462,307	465,229	-0.6%

Paging Slips						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
Central	9,443	9,619	-1.8%	139,629	137,439	1.6%
Atkinson	680	687	-1.0%	9,999	9,084	10.1%
Bay View	1,872	1,919	-2.4%	27,629	27,258	1.4%
Capitol	1,577	1,463	7.8%	21,439	21,238	0.9%
Center Street	773	751	2.9%	11,294	11,486	-1.7%
East	1,856	1,881	-1.3%	25,639	23,871	7.4%
Mitchell Street	860	860	0.0%	12,188	12,010	1.5%
Martin Luther King	836	634	31.9%	10,986	9,226	19.1%
Mill Road	366	973	-62.4%	13,699	14,118	-3.0%
Tippecanoe	1,642	1,598	2.8%	21,904	16,706	31.1%
Villard Square	750	674	11.3%	9,916	10,059	-1.4%
Washington Park	950	658	44.4%	13,268	10,314	28.6%
Zablocki	1,868	1,886	-1.0%	25,062	25,392	-1.3%
YCOS--Outreach	169	241	-29.9%	3,309	1,592	107.9%
TOTAL	23,642	23,844	-0.8%	345,961	329,793	4.9%



Urban Libraries Council

Statement on Race and Social Equity

As leaders of North America's public libraries, we are committed to achieving racial and social equity by contributing to a more just society in which all community members can realize their full potential. Our libraries can help achieve true and sustained equity through an intentional, systemic and transformative library-community partnership. Our library systems are working to achieve equity in the communities we serve by:

- Eliminating racial and social equity barriers in library programs, services, policies and practices
- Creating and maintaining an environment of diversity, inclusion and respect both in our library systems and in all aspects of our community role
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice
- Serving as a convener and facilitator of conversations and partnerships to address community challenges
- Being forthright on tough issues that are important to our communities

Libraries are trusted, venerable and enduring institutions, central to their communities and an essential participant in the movement for racial and social equity.