



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

Joe'Mar Hooper, Financial Secretary

Paula Kiely, Secretary

JoAnne Anton, Ald. Milele Cogg, Sharon Cook, Ald. Nik Kovac,

Chris Layden, Joan Prince, Dir. Mark Sain

Secretary's Assistant: Crystal Sura (414) 286-3021

Tuesday September 27, 2016

4:30 p.m.

Martin Luther King Library

Meeting Room

310 West Locust Street

Milwaukee, WI 53212

AGENDA

PUBLIC COMMENT

RESOURCES / RECOMMENDATIONS / RESEARCH

1. **Library Loud**. Communications and Marketing Consultant Eileen Force Cahill will share highlights from the July Library Loud event and a preview of the next Loud event.

CONSENT AGENDA

2. **Regular Board Meeting Minutes July 26, 2016.**
3. **Administrative Reports.**
 - a. Personnel Actions
 - b. Financial Report
 - c. Library Director's Reports

Attachment A, page 3

REPORTS

4. **Milwaukee County Federated Library System (MCFLS) Board.** Trustee Nik Kovac, Resource Library Representative, will report on the August 15 and September 19 MCFLS Board meetings.

OLD BUSINESS

5. **Summer Reading Club.** Youth and Community Outreach Services Manager Kelly Wochinske will highlight major achievements of this year's club.

Attachment B, page 23

6. **MPLX – Express Library Evaluation.** Ms. Dawn Lauber, Public Services Area Manager for the Branches, will update the Board on the progress of our response to the recommendations stemming from the evaluation presented at the June Board meeting.

Attachment C, page 24

7. **2017 Library Budget.** The Board will discuss the Mayor's proposed budget for the Library.

NEW BUSINESS

8. **Loan of Wishes in the Wind.** Library Director Paula Kiely will provide information about the owner-approved loan of this painting to the Museum of Wisconsin Art between September 14, 2016-February 15, 2017.

Attachment D, page 26

9. **Google News.** The Trustees will discuss the recent loss of access to Milwaukee's newspaper archive through Google News.

Attachment E, page 30

STRATEGIC DISCUSSION

10. **Impactful Library Programs.** The Trustees will review and discuss notes from the September library manager's meeting related to violence in the city and community needs.

Attachment F, page 31

REMINDER: Next scheduled meetings are:

October 5, 2016 – Finance & Personnel Committee – Central Library 4:00 p.m.

October 6, 2016 – Building & Development Committee – Central Library 8:00 a.m.

October 25, 2016 – 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.

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.

**MILWAUKEE PUBLIC LIBRARY
BOARD OF TRUSTEES
REGULAR MEETING
MINUTES
Tuesday July 26, 2016
Central Library Meeting Room 1
814 West Wisconsin Avenue
Milwaukee, WI 53233**

PRESENT: JoAnne Anton, Michele Bria, Ald. Milele Coggs, Sharon Cook, Joe'Mar Hooper, Ald. Nik Kovac, Chris Layden, Dir. Mark Sain, Paula Kiely

EXCUSED: John Gurda, Joan Prince

STAFF: Ryan Daniels, Joan Johnson, Dawn Lauber, Sam McGovern-Rowen, Jennifer Meyer, Judy Pinger, Crystal Sura, Arvis Williams

OTHERS HGA Architects: Jane Dederling and Kevin Allebach
PRESENT:

Vice-President Bria called the meeting of the Milwaukee Public Library Board of Trustees to order at 4:50 p.m. on July 26, 2016 with a quorum present. Trustees Hooper and Layden participated by conference phone.

PUBLIC COMMENT None.

SPECIAL COMMUNICATION

1. **Trustee Recognition**. Vice-President Bria asked former Trustee Ashanti Hamilton to step forward as she presented him with the resolution expressing the Board's appreciation of his service to the Milwaukee Public Library and the people of Milwaukee. Informational item.

RESOURCES / RECOMMENDATIONS / RESEARCH

2. **Kennedy School of Government**. Director Kiely shared highlights of the three-week leadership course she attended at Harvard's Kennedy School of Government. The program titled "Senior Executives in State and Local Government" operated as an interactive classroom, where faculty and participants worked together on real-life case studies and learned from each other. The Milwaukee Public Library Foundation sponsored Director Kiely's attendance. Informational item.

CONSENT AGENDA

3. **Regular Board Meeting Minutes June 28, 2016.**
4. **Committee Reports.**
 - a. Finance & Personnel Committee Meeting Minutes July 6, 2016
5. **Administrative Reports.**
 - a. Personnel Actions
 - b. Financial Report
 - c. Library Director's Reports

CONSENT AGENDA (continued)

Vice-President Bria asked the Board if any items should be removed from the Consent Agenda presented as attachment A, pages 4-25 of the agenda. Trustee Cook asked about the decline in materials circulation. Director Kiely advised that this is a national trend. Public computers and digital materials lead to increased usage overall. Vice-President Bria entertained a motion to approve. Trustee Cook moved and Trustee Anton seconded a motion to approve the Consent Agenda. Motion passed.

REPORTS

- 6. Building and Development Committee.** Due to the lack of a quorum, the July 7, 2016 MPL Building and Development committee meeting was cancelled. Items brought to the full Board include the Martin Luther King Branch, the Mitchell Street Project and the Resident Preference Program. The committee agenda was listed as attachment C, page 26 of the agenda. Mr. Kevin Allebach from HGA Architects said that on July 20, HGA and MPL hosted a community meeting to discuss the design concepts for the future Mitchell Street location of MPL's Forest Home branch. The meeting was well attended and the design team received positive comments and a few suggestions to consider. The design was presented to the Trustees. The three story library will be 22,500 square feet occupying most of the first floor of the building with some mezzanine space and a portion of the lower level. Levels two through five will have fifty-one market rate apartments. The historic building was built in 1919 and restoration of original architectural elements are included in the design. The library will have flexible spaces, large windows, more computers & technology, and a much larger community room than the current location at Forest Home. The library will have forty-three parking spaces in the City parking lot behind the building. There are plans to activate the twenty-foot alley space between the former clinic and the library building. Ms. Jane Dederling explained the interior space design and shared samples of materials and color palettes. The general contractor BID is expected to be brought to the MPL Building and Development Committee on October 6. The new library is expected to be completed mid-year of 2017. Vice-President Bria entertained a motion to accept the design. Trustee Coggs moved and Trustee Cook seconded a motion to accept HGA Architects design of the Mitchell Street Project as presented. Motion passed.

Library Construction Project Manager Sam McGovern-Rowen distributed a Martin Luther King Library Development Update Location Report. He reminded the Board that the criteria for the redevelopment of a library branch. It must be part of a mixed-use development in either a new construction project or within an existing building adapted for re-use. The project should add vitality to a neighborhood and business district and should be engaging to library patrons, neighbors and pedestrians. Several locations were reviewed. Discussion ensued. Trustee Anton moved and Trustee Cook seconded a motion to direct MPL to issue an RFP in August for redevelopment at the current site at 310 West Locust Street and that the RFP encourages developers to expand upon the site. Motion passed.

Assistant Director Jennifer Meyer said the City Common Council did approve the Resident Preference Program ordinance at its June meeting. The ordinance does not go into effect until January 1, 2017. They've assigned the procedures and process to go through the office of Workforce Development. A final draft policy will be developed just for the library since the library is voluntarily participating in the program because of its unique statutory structure compared to other City departments. More information and the library policy will be brought to the Building and Development Committee later this year. Informational item.

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7. **Milwaukee County Federated Library System (MCFLS) Board.** Trustee Kovac, Resource Library Representative, reported that there was not a MCFLS Board meeting in July. Informational item.
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8. **MPL Foundation Report.** MPL Foundation Executive Director Ryan Daniels said the library is gearing up for the Library Loud event on July 28 which will feature a free concert, food and beverage trucks on Wisconsin Avenue and Library Loud Days activities on the first and second floor of the Central library. He noted that the event is free and 5000 tickets were distributed. As part of the Awareness Campaign, future events will occur throughout the year. The Foundation's fundraising efforts to-date total \$725,000 versus \$595,000 at this time last year. The Foundation's fundraising goal is to exceed two million dollars. The Milwaukee Bucks will be honored this year with the Benjamin Franklin Award for their decades long commitment to the Read to Achieve program. Bucks President Peter Feigin will accept the award at a dinner reception on October 13. The Foundation is also promoting its second Read a Book Ball to benefit MPL. The idea of the Book Ball is to read a book on August 20 instead of attending a dinner event and donate what you would have spent to the library. Mr. Daniels announced that Ms. Nancy Hernandez is now the Foundation Board of Directors President, and Mr. Jamshed Patel, Mr. Andre Williams, and Mr. Bradley Kalscheur have recently joined the Board. Informational item.
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OLD BUSINESS

9. **Forgiveness Campaign.** Deputy Director Joan Johnson explained that the goal of the 2016 Fine Forgiveness Campaign is to re-engage patrons who were excluded or lost due to fines and fees associated with having long overdue materials. Patrons who respond will be welcomed back and provided with extraordinary levels of customer service. It is expected that the majority of staff-patron transactions during the campaign will result in patron accounts being fully restored to active status and new replacement cards issued, if necessary. Informational item.
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STRATEGIC DISCUSSION

10. **Measuring Impact and Success.** In the interest of time, this item was held at the call of the chair.
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With no further business, the Milwaukee Public Library Board of Trustees meeting of July 26, 2016 was adjourned at 6:30 p.m.

MILWAUKEE PUBLIC LIBRARY SYSTEM

PERSONNEL ACTIONS

COVERING PERIOD: JULY 3, 2016 THROUGH SEPTEMBER 10, 2016

The Secretary reports the following personnel actions:

REGULAR APPOINTMENT

Sarah Davies - Librarian I - Forest Home	07/18/16
Xiaohan Yan - Librarian I - Tippecanoe	07/18/16
Kimberly Luedke - Library Circulation Assistant I - Forest Home	08/01/16
Rachel Verde - Library Circulation Assistant I - Villard Square	08/01/16
Inga Zile - Library Circulation Assistant I (LPT) - Villard Square	08/15/16
Gerard Arns - Custodial Worker II - CL - Mill Road	08/29/16

REGULAR APPOINTMENT - REHIRE

Catherine Malloy - Librarian I - Capitol	07/18/16
Te'Nese Tolbert - Library Circulation Assistant I (LPT) - Capitol	07/18/16
Jennifer Wright - Librarian Intern - Center Street	07/18/16

TEMPORARY APPOINTMENT

Acklen Banks - Librarian III - Extension Services	08/13/16
Kathi Gardner - Library Circulation Assistant I - Extension Services	08/29/16

TEMPORARY APPOINTMENT / PROMOTION / TRANSFER

Zarina Mohd Shah - Librarian III - Forest Home To: Library Branch Manager (Temporary) - Atkinson	07/03/16
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PROMOTION / TRANSFER

Kyle Eklund - Library Circulation Assistant I - Zablocki To: Branch Library Services Assistant - Forest Home	07/03/16
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Veronica Neumann-Thompson - Library Technology Specialist - Automation To: Branch Library Services Assistant - Martin Luther King	07/03/16
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Pablem Roberts - Custodial Worker II - CL - East To: Custodial Worker III - Facilities and Fleet	07/17/16
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CHANGE IN STATUS

Harper Robison - Lib Circulation Assistant I to Library Circulation Assistant I (LPT) - East	08/28/16
Te'Nese Tolbert - Lib Circulation Assistant I (LPT) to Lib Circulation Assistant I - Capitol	08/28/16

TRANSFER

Anthony Frausto - Library Branch Manager - Atkinson to Forest Home	07/03/16
Enid Gruszka - Library Branch Manager - Mill Road to East and Martin Luther King	07/03/16
Amelia Osterud - Library Branch Manager - Capitol to Capitol and Mill Road	07/03/16
Ikeshia Walker - Branch Library Services Assistant - Martin Luther King to Villard Square	07/03/16
Laura Patiño - Librarian II (1/2) - Center Street to Subject Services / Bus Tech, Sci & Per	07/31/16
Julian Tisdale - Library Circulation Assistant I - Villard Square to Circulation	07/31/16

TRANSFER TO ANOTHER CITY DEPARTMENT

Matthew Pacyna - Library Circulation Assistant I - Circulation 07/16/16
To: Customer Service Representative III - Department of Public Works - Water Works

Shyanne Pitts - Library Circulation Assistant I (LPT) - East 07/16/16
To: Police Aide - Milwaukee Police Department

Margaret DeVito - Branch Library Services Assistant - East 08/13/16
To: Probationary Police Officer - Milwaukee Police Department

LEAVE OF ABSENCE 24.0 OR MORE HOURS

Amy Hickman - Library Technician II - Tech Services / Acquisitions & Serials - 51.5 hours 06/20/16
Laura Gravander - Librarian II - EOS / CLCR - 33.2 hours 07/04/16
Rose Laack - Library Technician II - Technical Services / CCDM - 29.2 hours 07/04/16
Mary Jeske - Library Circulation Assistant I - Circulation - 36.2 hours 07/11/14
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet - 26.1 hours 07/12/16
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet - 11 days 07/20/16
Amy Hickman - Library Technician II - Tech Services / Acquisitions & Serials - 27.9 hours 07/21/16
Eleanore Bednarek - Library Circulation Assistant I (LPT) - Capitol - 35.5 hours 08/01/16
James Brackinridge - Custodial Worker II - CL - Facilities and Fleet - 40.0 hours 08/02/16
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet - 11 days 08/03/16
Eleanore Bednarek - Library Circulation Assistant I (LPT) - Capitol - 26.0 hours 08/15/16
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet - 13 days 08/15/16
Nicole Yarbrough - Library Technician II - Technical Services - 70.0 hours 08/16/16
James Harts - Custodial Worker II - CL - Center Street - 56.6 hours 08/17/16
Rose Laack - Library Technician II - Technical Services / CCDM - 25.0 hours 08/17/16
Nicole Yarbrough - Library Technician II - Technical Services - 78.3 hours 08/29/16
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet - 11 days 08/31/16
Ashley Emmons - Audio Machine Technician - WTBBL - 24.5 hours 09/01/16
Kimberly Luedke - Library Circulation Assistant I - Forest Home - 8 days 09/02/16
Lonnie Brunson - Custodial Worker II - CL - Facilities & Fleet - 32.0 hours 09/05/16

RETURN FROM LEAVE OF ABSENCE

Mary Jeske - Library Circulation Assistant I - Circulation 07/18/16
Sylvia Peña- Library Circulation Assistant I (1/2) - Circulation 07/19/16
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet 08/01/16
James Brackinridge - Custodial Worker II - CL - Facilities and Fleet 08/09/16
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet 08/15/16
Manuel Cockroft - Custodial Worker II - CL - Facilities & Fleet 08/29/16
Kimberly Luedke - Library Circulation Assistant I - Forest Home 09/10/16

SUSPENSION

Debra Garay - Library Technician II - Technical Services - 1 working day 08/10/16

RETURN FROM SUSPENSION

Debra Garay - Library Technician II - Technical Services 08/11/16

EXPIRATION OF TEMPORARY APPOINTMENT

Karen Radtke - Librarian III - Extension Services 06/26/16
Patricia DeFrain - Librarian III - Extension Services 08/27/16

RESIGNATION

Deborah Olguin - Library Branch Manager - Martin Luther King and East 07/08/16
Desmond London - Library Circulation Assistant I - Capitol 07/16/16
Marquisha Bradley - Lib Youth Educator - EOS assigned to Atkinson & Martin Luther King 08/11/16
Akila Grace - Library Circulation Aide - Martin Luther King 08/21/16
Nicole Mitchell - Library Circulation Aide - Circulation 08/24/16
Julian Salas - Library Circulation Assistant I - Circulation 08/26/16
Nia Moody - Library Circulation Aide - Circulation 08/31/16

TERMINATION WITHIN PROBATION

Adam Bowser - Librarian II - Tippecanoe 07/12/16

RETIREMENT

Patrick Dayton - Library Circulation Assistant I - Circulation 07/23/16
MPL Service Credit: 33 years 2 months

Brunilda Perez - Custodial Worker II - CL - Mill Road 07/31/16
MPL Service Credit: 28 years 1 month 22 days

Frances Gieldon - Librarian III - Bay View 09/01/16
MPL Service Credit: 29 years 28 days

MILWAUKEE PUBLIC LIBRARY
FINANCIAL REPORT
July 31, 2016

2016

2015

REVENUES

	Budget	Received to date	% Received
Additional City Appropriation	\$22,613,655	\$12,834,094	56.8%
Fines	\$280,000	\$158,800	56.7%
Lost Materials, etc.	\$120,000	\$61,782	51.5%
MCFLS Contracts	\$720,000	\$368,259	51.1%
Total City Appropriation	\$23,733,655	\$13,422,935	56.6%

	Budget	Received to date	% Received
	\$21,014,429	\$11,456,779	54.5%
	\$350,000	\$173,574	49.6%
	\$125,000	\$90,465	72.4%
	\$713,000	\$359,102	50.4%
	\$22,202,429	\$12,079,920	54.4%

EXPENSES

City

	Budget	Spent to date	% Spent
Salaries	\$12,577,933	\$7,410,991	58.9%
Fringe Benefits	\$6,037,408	\$3,251,334	53.9%

	Budget	Spent to date	% Spent
	\$11,938,460	\$6,897,660	57.8%
	\$5,372,306	\$2,829,334	52.7%

Operating Expenses

<i>General Office Expense</i>	\$158,000	\$65,687	41.6%
<i>Tools & Machinery Parts</i>	\$31,000	\$18,327	59.1%
<i>Construction Supplies</i>	\$38,000	\$25,514	67.1%
<i>Energy</i>	\$817,100	\$359,619	44.0%
<i>Other Operating Supplies</i>	\$209,465	\$87,617	41.8%
<i>Vehicle Rental</i>	\$8,300	\$3,028	36.5%
<i>Non-Vehicle Equipment Rental</i>	\$32,700	\$14,389	44.0%
<i>Professional Services</i>	\$70,000	\$78,556	112.2%
<i>Information Technology Services</i>	\$364,548	\$324,892	89.1%
<i>Property Services</i>	\$984,363	\$453,356	46.1%
<i>Infrastructure Services</i>	\$28,000	\$18,320	65.4%
<i>Vehicle Repair Services</i>	\$1,500	\$0	0.0%
<i>Other Operating Services</i>	\$152,857	\$108,389	70.9%
<i>Reimburse Other Departments</i>	\$79,900	\$20,901	26.2%
Total	\$2,975,733	\$1,578,595	53.0%

	\$158,000	\$46,447	29.4%
	\$31,000	\$18,678	60.3%
	\$37,400	\$23,974	64.1%
	\$759,551	\$355,095	46.8%
	\$245,224	\$106,428	43.4%
	\$8,300	\$5,542	66.8%
	\$32,700	\$12,317	37.7%
	\$74,000	\$67,635	91.4%
	\$319,748	\$234,228	73.3%
	\$958,285	\$490,690	51.2%
	\$26,000	\$33,086	127.3%
	\$500	\$0	0.0%
	\$117,600	\$71,829	61.1%
	\$76,900	\$2,482	3.2%
	\$2,845,208	\$1,468,431	51.6%

Equipment

<i>Library Materials</i>	\$1,653,774	\$965,761	58.4%
<i>Computers, etc.</i>	\$418,707	\$189,207	45.2%
<i>Other</i>	\$70,100	\$27,047	38.6%
Total	\$2,142,581	\$1,182,015	55.2%

	\$1,553,652	\$762,034	49.0%
	\$427,898	\$91,765	21.4%
	\$64,905	\$30,696	47.3%
	\$2,046,455	\$884,495	43.2%

Total City Expenses	\$23,733,655	\$13,422,935	56.6%
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	\$22,202,429	\$12,079,920	54.4%
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MILWAUKEE PUBLIC LIBRARY
 FINANCIAL REPORT
 July 31, 2016

2016

ADDITIONAL FUNDING SOURCES

	Budget	Spent to date	% Spent
Other Dept. Appr.			
<i>Villard Square Lease</i>	\$13,182	\$13,182	100.0%

Contract Grants

<i>Teacher in the Library</i>	\$100,000	\$61,827	61.8%
<i>WTBBL</i>	\$968,700	\$106,194	11.0%
<i>ILS</i>	\$96,297	\$6,299	6.5%
Total	\$1,164,997	\$174,320	15.0%

Trust Fund

<i>Materials</i>	\$55,321	\$53,603	96.9%
<i>Programming</i>	\$73,278	\$13,692	18.7%
<i>Training</i>	\$9,200	\$7,281	79.1%
<i>Marketing</i>	\$15,000	\$5,470	36.5%
<i>Contingency</i>	\$1,600	\$119	7.4%
Total	\$154,399	\$80,165	51.9%

Foundation Funds

	Balance	Spent to date	% Spent
<i>Materials</i>	\$276,250	\$102,043	36.9%
<i>Other Activities</i>	\$26,314	\$25,830	98.2%
<i>Programming</i>	\$551,172	\$400,555	72.7%
Total	\$853,736	\$528,428	61.9%

Investments

U.S. Bank National Assoc. Commercial Paper #327135100 (rated A1+) dated 07/05/16 and maturing 08/04/16 at a rate of 0.20%.....\$312,000.

2015

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

	\$100,000	\$57,288	57.3%
	\$968,700	\$95,788	9.9%
	\$96,849	\$5,498	5.7%
	\$1,165,549	\$158,574	13.6%

	\$59,468	\$51,244	86.2%
	\$74,250	\$11,284	15.2%
	\$7,200	\$6,788	94.3%
	\$12,000	\$7,565	63.0%
	\$1,500	\$778	51.9%
	\$154,418	\$77,659	50.3%

	Balance	Spent to date	% Spent
	\$291,162	\$165,181	56.7%
	\$50,500	\$26,140	51.8%
	\$605,260	\$271,938	44.9%
	\$946,922	\$463,259	48.9%

MILWAUKEE PUBLIC LIBRARY
 FINANCIAL REPORT
 August 31, 2016

2016

2015

REVENUES

	Budget	Received to date	% Received
Additional City Appropriation	\$22,613,655	\$14,501,204	64.1%
Fines	\$280,000	\$174,661	62.4%
Lost Materials, etc.	\$120,000	\$73,497	61.2%
MCFLS Contracts	\$720,000	\$368,259	51.1%
Total City Appropriation	\$23,733,655	\$15,117,621	63.7%

	Budget	Received to date	% Received
	\$21,014,429	\$13,958,540	66.4%
	\$350,000	\$182,643	52.2%
	\$125,000	\$97,484	78.0%
	\$713,000	\$359,102	50.4%
	\$22,202,429	\$14,597,769	65.7%

EXPENSES

City

	Budget	Spent to date	% Spent
Salaries	\$12,577,933	\$8,350,123	66.4%
Fringe Benefits	\$6,037,408	\$3,660,563	60.6%

	Budget	Spent to date	% Spent
	\$11,938,460	\$8,248,589	69.1%
	\$5,372,306	\$3,397,855	63.2%

Operating Expenses

General Office Expense	\$158,000	\$76,459	48.4%
Tools & Machinery Parts	\$31,000	\$19,594	63.2%
Construction Supplies	\$38,000	\$26,647	70.1%
Energy	\$817,100	\$424,133	51.9%
Other Operating Supplies	\$209,465	\$93,399	44.6%
Vehicle Rental	\$8,300	\$3,395	40.9%
Non-Vehicle Equipment Rental	\$32,700	\$14,719	45.0%
Professional Services	\$70,000	\$82,195	117.4%
Information Technology Services	\$364,548	\$339,528	93.1%
Property Services	\$984,363	\$511,955	52.0%
Infrastructure Services	\$28,000	\$18,320	65.4%
Vehicle Repair Services	\$1,500	\$0	0.0%
Other Operating Services	\$152,857	\$123,574	80.8%
Reimburse Other Departments	\$79,900	\$60,536	75.8%
Total	\$2,975,733	\$1,794,454	60.3%

	\$158,000	\$57,268	36.2%
	\$31,000	\$20,479	66.1%
	\$37,400	\$33,272	89.0%
	\$759,551	\$411,241	54.1%
	\$245,224	\$120,457	49.1%
	\$8,300	\$6,383	76.9%
	\$32,700	\$12,978	39.7%
	\$74,000	\$68,740	92.9%
	\$319,748	\$258,301	80.8%
	\$958,285	\$600,842	62.7%
	\$26,000	\$33,086	127.3%
	\$500	\$0	0.0%
	\$117,600	\$78,395	66.7%
	\$76,900	\$12,279	16.0%
	\$2,845,208	\$1,713,721	60.2%

Equipment

Library Materials	\$1,653,774	\$1,091,264	66.0%
Computers, etc.	\$418,707	\$194,170	46.4%
Other	\$70,100	\$27,047	38.6%
Total	\$2,142,581	\$1,312,481	61.3%

	\$1,553,652	\$994,942	64.0%
	\$427,898	\$203,227	47.5%
	\$64,905	\$39,435	60.8%
	\$2,046,455	\$1,237,604	60.5%

Total City Expenses	\$23,733,655	\$15,117,621	63.7%
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	\$22,202,429	\$14,597,769	65.7%
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MILWAUKEE PUBLIC LIBRARY
 FINANCIAL REPORT
 August 31, 2016

2016

2015

ADDITIONAL FUNDING SOURCES

	Budget	Spent to date	% Spent
Other Dept. Appr.			
<i>Villard Square Lease</i>	\$13,182	\$13,182	100.0%

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

Contract Grants

<i>Teacher in the Library</i>	\$100,000	\$62,856	62.9%
<i>WTBBL</i>	\$968,700	\$176,212	18.2%
<i>ILS</i>	\$96,297	\$13,478	14.0%
Total	\$1,164,997	\$252,546	21.7%

	\$100,000	\$60,736	60.7%
	\$968,700	\$175,207	18.1%
	\$96,849	\$12,631	13.0%
	\$1,165,549	\$248,574	21.3%

Trust Fund

<i>Materials</i>	\$55,321	\$53,603	96.9%
<i>Programming</i>	\$73,278	\$15,136	20.7%
<i>Training</i>	\$9,200	\$7,281	79.1%
<i>Marketing</i>	\$15,000	\$8,828	58.9%
<i>Contingency</i>	\$1,600	\$316	19.8%
Total	\$154,399	\$85,164	55.2%

	\$59,468	\$51,244	86.2%
	\$74,250	\$11,419	15.4%
	\$7,200	\$6,788	94.3%
	\$12,000	\$7,565	63.0%
	\$1,500	\$1,029	68.6%
	\$154,418	\$78,045	50.5%

Foundation Funds

	Balance	Spent to date	% Spent
<i>Materials</i>	\$250,250	\$109,861	43.9%
<i>Other Activities</i>	\$41,314	\$29,323	71.0%
<i>Programming</i>	\$562,172	\$454,774	80.9%
Total	\$853,736	\$593,958	69.6%

	Balance	Spent to date	% Spent
	\$338,662	\$188,227	55.6%
	\$50,500	\$29,580	58.6%
	\$605,260	\$374,162	61.8%
	\$994,422	\$591,969	59.5%

Investments

U.S. Bank National Assoc. Commercial Paper #327135463 (rated A1+) dated 08/04/16 and maturing 09/02/16 at a rate of 0.20%.....\$298,000.

Director's Report August / September

The summer of 2016 will long be remembered as the loudest in the library's history. On July 28, the library and its partners launched the first Library Loud event, featuring a live concert at the Central Library, a street party with food trucks and radio station V-100 spinning music, and a trade show throughout the building. Over 1,000 people came through the doors and enjoyed the evening. The results were what we hoped for, with people having fun, learning about all the library offers, and welcoming new visitors through the doors. The event required a tremendous effort on the part of many people, including the creative team at Cramer Krasselt including David Dugan and Ned Brown, the Library Foundation and staff, event planner Arlene Remisk, marketing consultant Eileen Force Cahill, and our wonderful staff and volunteers.

Work was completed on the library's budget that will be included in the Mayor's Proposed Budget, which he will present to the Common Council on September 26. Prior to finalizing the budget, the Mayor held his annual public hearing, which I attended along with other Cabinet members.

The library expanded hours during a severe heat advisory during the week of July 18. Thanks to the library staff's willingness to adjust their schedules and/or work overtime, libraries opened early and closed late to provide a place for people to stay cool.

Library Construction Project Manager Sam McGovern-Rowen and I met with Mr. Wyman Winston, executive director of the Wisconsin Housing and Economic Development Authority (WHEDA), to discuss the library's Mill Road project and to get advice on reapplying in 2017. A follow-up meeting with Mr. McGovern-Rowen, the project developer, and WHEDA staff will be scheduled.

Exhibits

American Tapestry Alliance Exhibit and Reception. Central Library hosted the American Tapestry Alliances' *Tapestry Unlimited* International exhibition during the Handweaver's Guild of America International Fiber Arts Conference in July/August. The exhibition ran from July 26-August 11 and featured over 200 small format tapestries from around the world. An exhibit reception was held on Friday, August 5 and saw over 45 conference attendees visit the exhibit space to view the pieces and learn more about the American Tapestry Alliance.

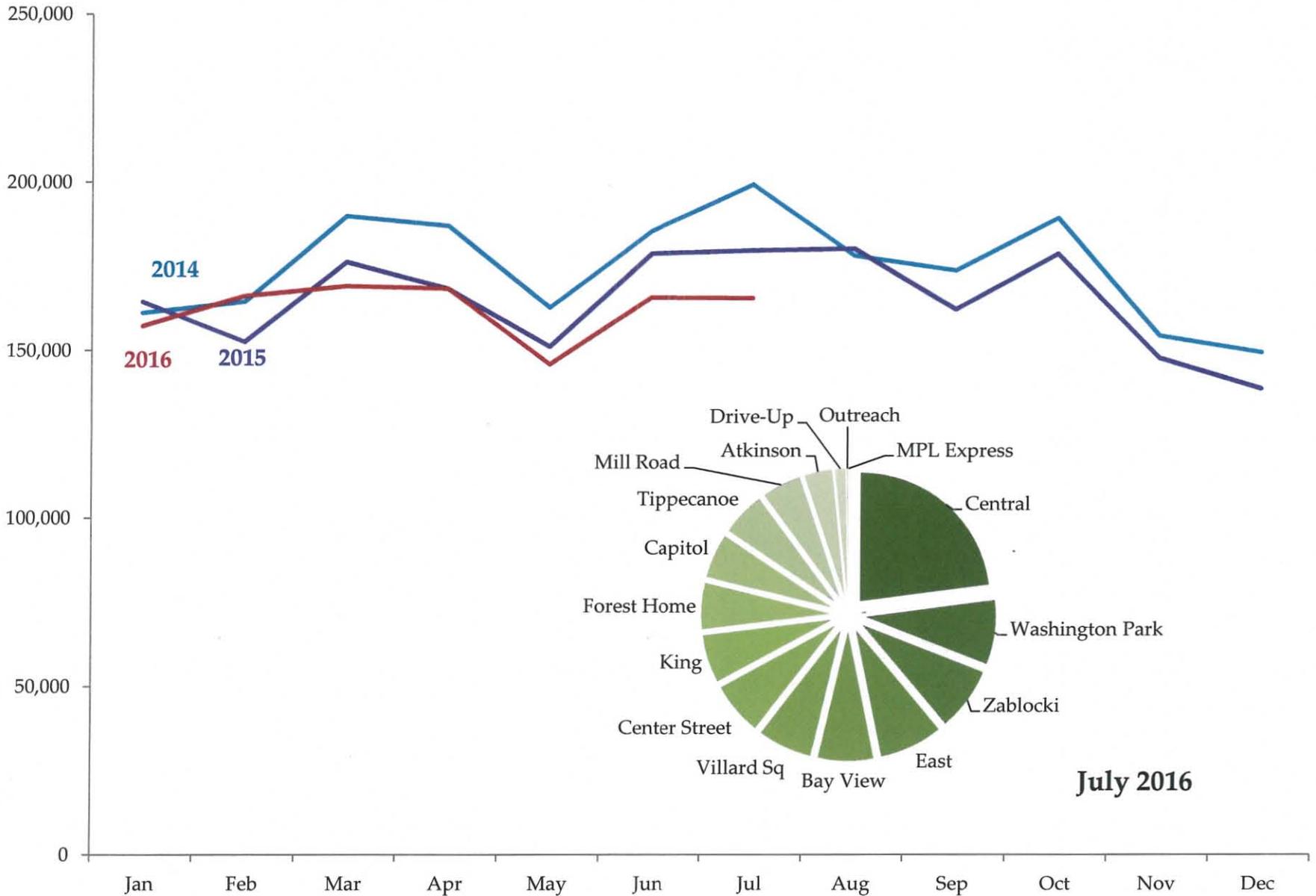
Programs

Solar Power Hour with Milwaukee Shines. On Saturday, August 6 Central hosted a Solar Power Hour program featuring Elizabeth Hittman from Milwaukee Shines. Milwaukee Shines is the City of Milwaukee's solar program and works to expand solar energy use through a comprehensive, citywide approach. Elizabeth gave an overview of the science behind solar panels in residential homes and described options for lower cost installations through city, state and federal incentive programs. There were 15 attendees, many of whom signed up for appointments to have their homes assessed for solar panel feasibility.

Patent Programming. Dr. Christal Sheppard, Regional Director of the Midwest Regional U.S. Patent and Trademark Office led an educational workshop to introduce intellectual property concepts to startups, entrepreneurs, and innovators to an audience of 11 library visitors.

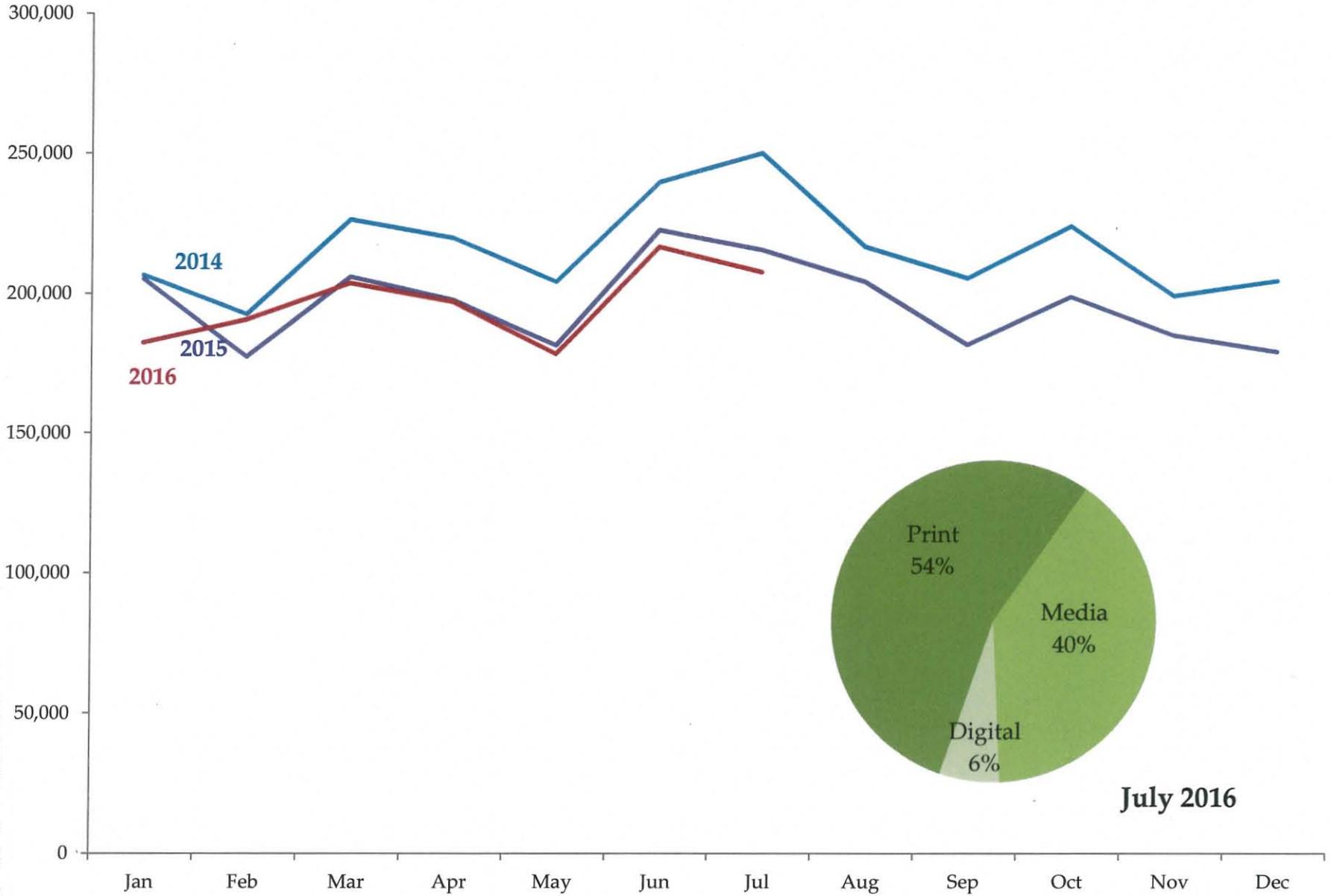
Business Outreach. Coordinator of Business, Technology, and Periodicals Department Hermoine Bell-Henderson attended the Milwaukee BID Council meeting and provided a presentation on MPL Business Resources to an audience of 30 members. Ms. Bell-Henderson promoted computers, meeting room spaces, popular print and free online resources, business databases, and the business library card.

Milwaukee Public Library Visits



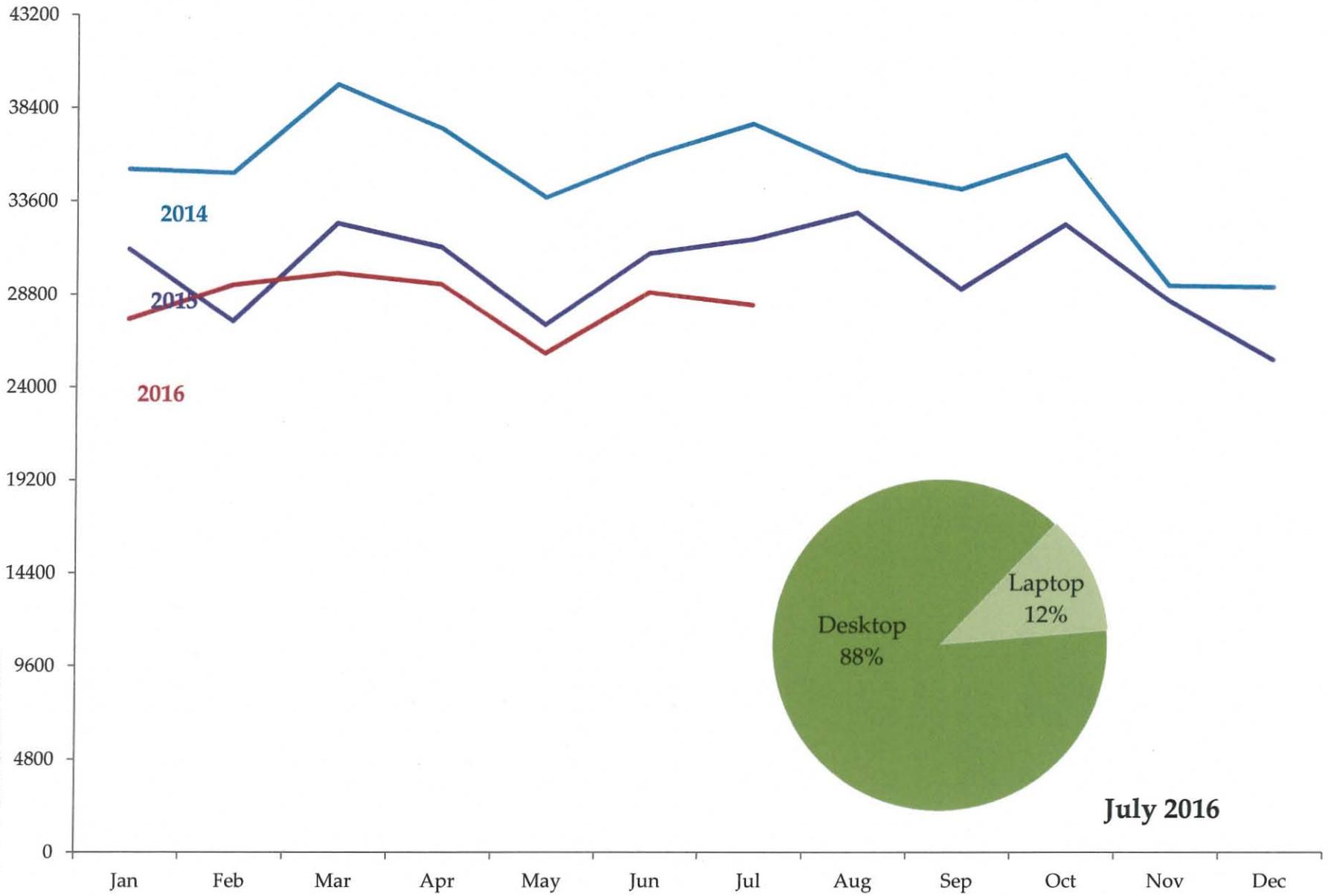
July 2016

Milwaukee Public Library Circulation



July 2016

Milwaukee Public Library Hours of Computer Usage



July 2016

Milwaukee Public Library
Computer, Internet, and Electronic Statistics
July, 2016

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
	444,579	293,173	51.6%	3,051,942	2,172,166	40.5%

Database Hits						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	4,811	3,989	20.6%	31,929	30,258	5.5%

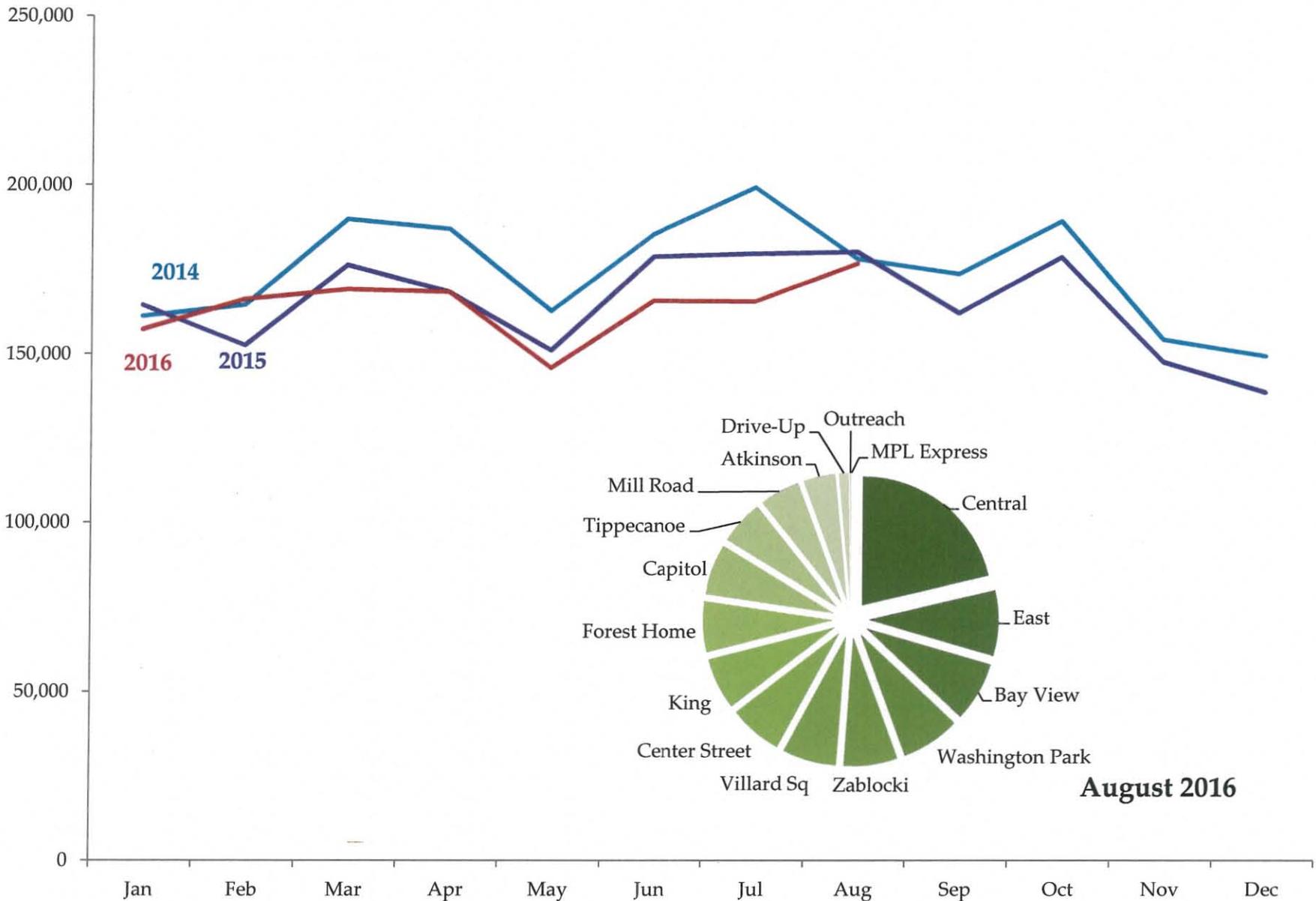
OverDrive Digital Download Circulation, by format						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
eBooks	7,879	7,398	6.5%	50,466	48,034	5.1%
Audiobooks	5,439	3,804	43.0%	33,452	23,058	45.1%

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
	2,799	2,831	-1%	20,763	21,216	-2%

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
	37,515	38,378	-2.2%	272,196	285,993	-4.8%

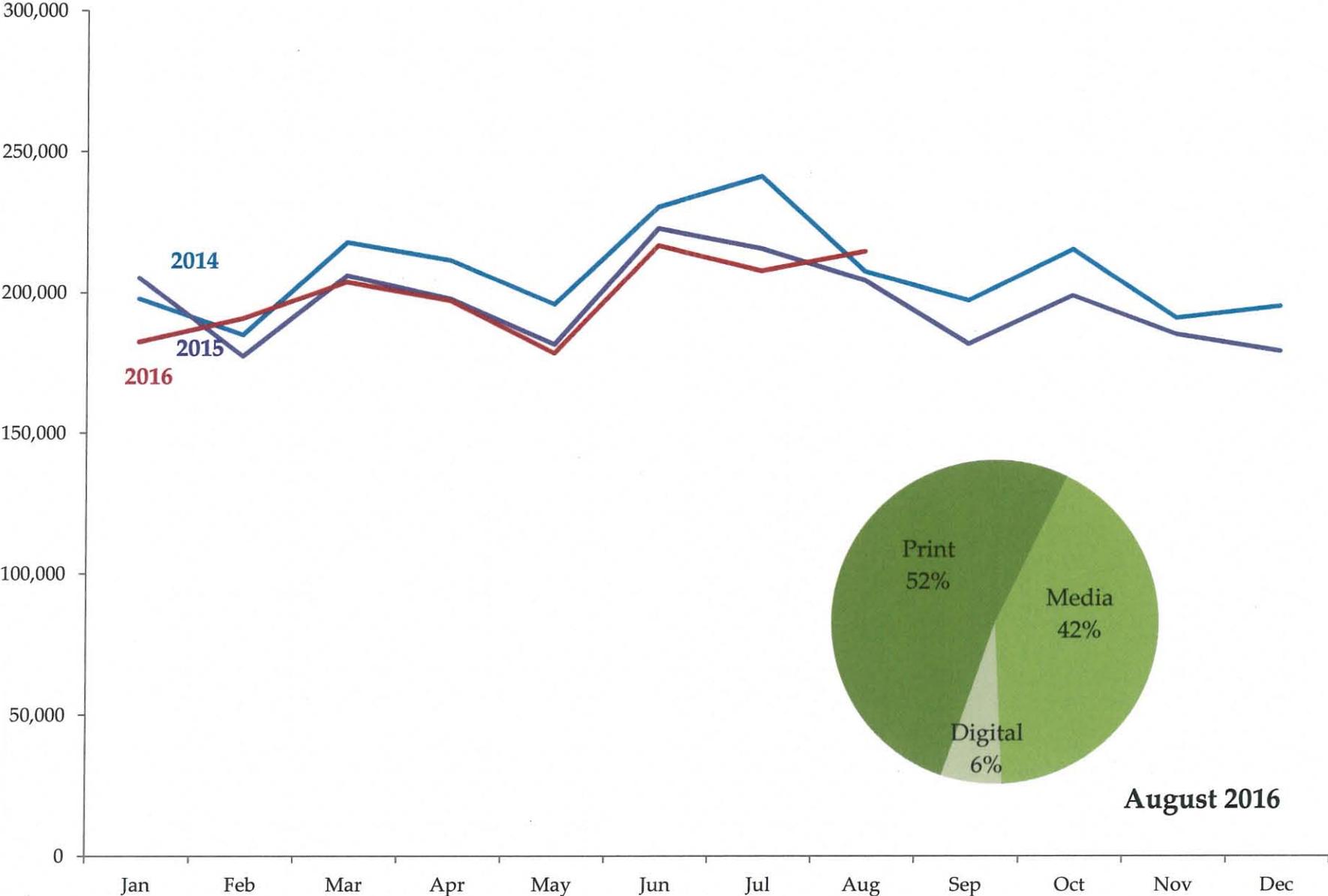
Paging Slips						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
Central	10,756	11,934	-9.9%	81,552	85,292	-4.4%
Atkinson	744	690	7.8%	5,039	4,785	5.3%
Bay View	2,108	2,486	-15.2%	16,263	17,666	-7.9%
Capitol	1,778	2,287	-22.3%	12,547	17,095	-26.6%
Center Street	915	1,015	-9.9%	6,861	6,886	-0.4%
East	1,927	2,022	-4.7%	13,697	13,262	3.3%
Forest Home	952	1,005	-5.3%	6,894	6,836	0.8%
Martin Luther King	786	856	-8.2%	5,300	5,652	-6.2%
Mill Road	1,177	1,196	-1.6%	8,240	8,144	1.2%
Tippecanoe	1,539	631	143.9%	8,306	4,405	88.6%
Villard Square	654	864	-24.3%	6,211	6,031	3.0%
Washington Park	778	811	-4.1%	6,291	7,155	-12.1%
Zablocki	1,914	2,047	-6.5%	15,121	15,947	-5.2%
YCOS--Outreach	39	154	-74.7%	705	727	-3.0%
TOTAL	26,067	27,998	-6.9%	193,027	199,883	-3.4%

Milwaukee Public Library Visits

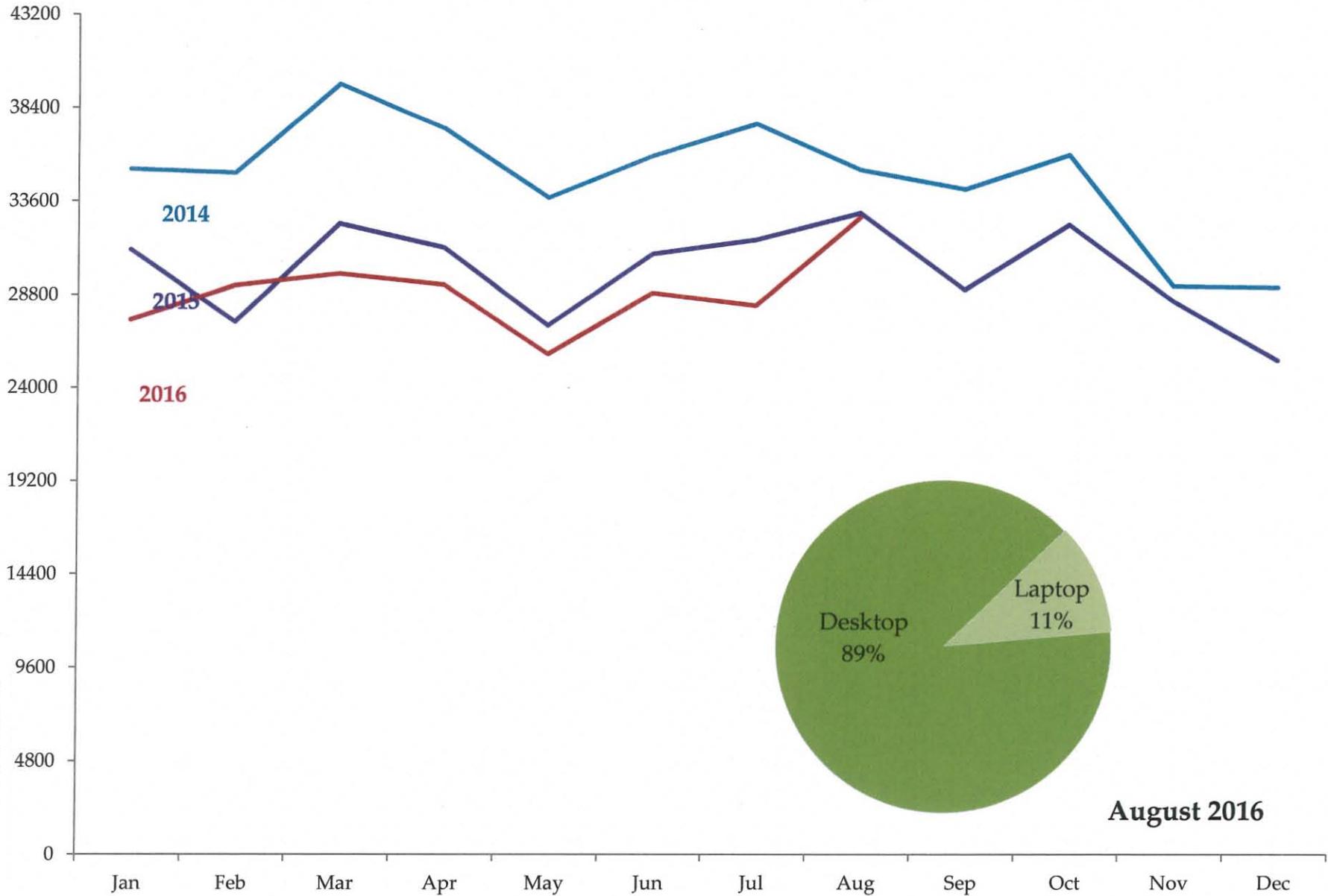


August 2016

Milwaukee Public Library Circulation



Milwaukee Public Library Hours of Computer Usage



August 2016

Milwaukee Public Library
Computer, Internet, and Electronic Statistics
August, 2016

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
	412,050	411,574	0.1%	3,463,992	2,608,904	32.8%

Database Hits						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
	5,274	4,173	26.4%	37,203	34,431	8.1%

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	7,992	7,134	12.0%	58,458	55,168	6.0%
Audiobooks	5,719	3,675	55.6%	39,171	26,733	46.5%

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
	2,854	2,723	5%	23,617	23,939	-1%

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
	39,851	40,093	-0.6%	312,047	326,086	-4.3%

Paging Slips						
	This Month	Same Month Last Year	% Increase or Decrease	Year to Date	Previous Year to Date	% Increase or Decrease
Central	12,507	12,170	2.8%	94,059	97,462	-3.5%
Atkinson	778	670	16.1%	5,817	5,455	6.6%
Bay View	2,598	2,608	-0.4%	18,861	20,274	-7.0%
Capitol	1,852	2,127	-12.9%	14,399	19,222	-25.1%
Center Street	983	1,119	-12.2%	7,844	8,005	-2.0%
East	2,098	1,998	5.0%	15,795	15,260	3.5%
Forest Home	1,045	946	10.5%	7,939	7,782	2.0%
Martin Luther King	846	762	11.0%	6,146	6,414	-4.2%
Mill Road	1,302	1,174	10.9%	9,542	9,318	2.4%
Tippecanoe	1,688	843	100.2%	9,994	5,248	90.4%
Villard Square	786	828	-5.1%	6,997	6,859	2.0%
Washington Park	833	1,005	-17.1%	7,124	8,160	-12.7%
Zablocki	2,229	2,230	0.0%	17,350	18,177	-4.5%
YCOS--Outreach	41	73	-43.8%	746	800	-6.8%
TOTAL	29,586	28,553	3.6%	222,613	228,436	-2.5%



MILWAUKEE
PUBLIC LIBRARY

ATTACHMENT B-P. 1 of 1
MPL AGENDA-09/27/16
P. 23

To: Paula Kiely, Director

Cc: Joan Johnson

From: Central Library Children's Room (CLCR) – Extension and Outreach (E & O)

Date: September 12, 2016

RE: Summer Reading Program Results

The Summer Reading program continues to encourage children to read during the summer and develop a love of reading. Participation numbers for the program as a whole continued at 2015 levels. The teen program and both outreach programs saw increases in participation while in-house Super Reader numbers dipped slightly.

Please see below for a comparison of statistics that shows summer reading participation since the start of the Super Reader theme.

	Total 2008	Total 2009	Total 2010	Total 2011	Total 2012	Total 2013	Total 2014	Total 2015	Total 2016
Super Readers Registered in Libraries	7,903	10,776	10,190	10,389	12,559	12,916	11,227	13,330	12,846
Super Readers Registered through Outreach	only outreach to school age children	1,295 child care centers	3,600 child care centers	2,577 child care centers	2,292 child care centers	2,777 child care centers	2,295 child care centers	2,773 child care centers	3,051 child care centers
	6,196 school age groups	6,080 school age groups	7,089 school age groups	6,054 school age groups	6,070 school age groups	5,708 school age groups	6,136 school age groups inc. parks	8,159 school age groups inc. parks	8,641 school age groups inc. parks
	6196 total	7,375 total	10,689 total	8,631 total	8,362 total	8,485 total	8,431 total	10,932 total	11,692 total
All Super Readers	14,099	18,151	20,879	19,020	20,921	21,401	19,658	24,262	24,538
Teens registered	934	1,007	800	1,115	1,003	942	1,178	1,003	1,031
Total in all Summer Reading Programs	15,033	19,158	21,679	20,135	21,924	22,343	20,836	25,265	25,569
Percentage change from previous year		27.44%	13.16%	-7.12%	8.89%	1.91%	-6.74%	21.26%	1.20%



MILWAUKEE
PUBLIC LIBRARY

September 16, 2016

To: Paula Kiely, Library Director

From: Dawn Lauber, Public Services Area Manager – MPL Branches

RE: MPL Express at Silver Spring – Key Components of Our Action Plan

In response to the report from Barbara Goldberg and Associates, which was shared at the June 2016 Board of Trustees meeting, staff have reviewed and have developed this action plan for MPL Express at Silver Spring and have included an updated statistical chart, similar to the one on page 6 of the Goldberg report.

Accomplishments to Date

1. Patrons notified of Fines Forgiveness Campaign via on-site signage & flier sent to area partners
2. Contacted Case Managers of HACM Choices Neighborhood Initiative grant to work together to enhance the role of MPL Express in Westlawn Gardens
3. Refreshed the collection and refined selection procedures

Planned Action Steps

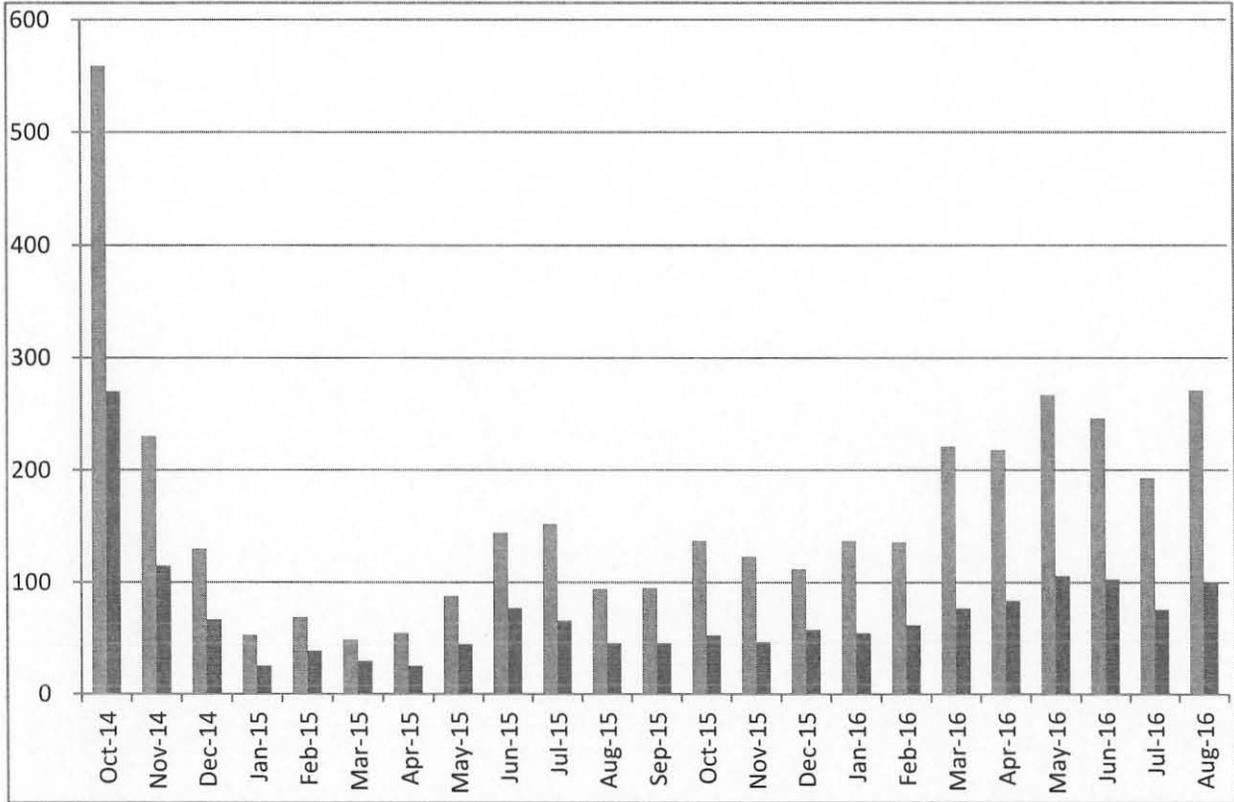
Short term

1. Expand efforts to reduce barriers created by trapped & expired library cards to increase usage opportunities
2. Create method for training and site visits for all new MPL staff so they can help promote the service

Long term

1. Establish programs for this site – treat more like traditional branch, provide fuller service & access to information
2. Develop new promotional strategies to heighten awareness
3. Continue to develop our partnerships to expand capacity
4. Pursue additional ways to enhance the functionality of the machine to improve services

Updated Material Checkouts and Patron Statistics



	2014			2015					2016														
Month	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Checkouts	559	230	130	53	69	49	55	88	144	152	94	95	137	123	112	137	136	221	218	267	246	193	271
Patrons	270	115	67	25	39	29	25	45	77	66	46	46	53	47	58	55	62	77	84	106	103	76	100



MILWAUKEE
PUBLIC LIBRARY

Date: May 17, 2011

To: Milwaukee Public Library Board of Trustees

From: Paula A. Kiely, Director

Re: Request to accept Loan of *Wishes in the Wind*

The Library Board of Trustees is being asked to accept the loan of a painting for display at the Central Library.

Painting: Wishes in the Wind (2010) by David Lenz (1962- , Milwaukee, WI)
Approximately 30" x 60"
Oil on Canvas

Location: Currently held at the Wisconsin Executive Residence. Proposed location is first floor of Central Library.

Background:

1. In 2005, the Wisconsin Executive Residence Foundation began commissioning works of art for the executive mansion in Madison. The project was funded by the Suzanne and Richard Pieper Family Foundation. The purpose of the project was to remind leaders of the people to whom they are responsible, since it is they who have to live with the decisions made by those holding elected office.
2. Mr. Lenz is a nationally recognized American painter from Milwaukee who won a national award from the National Portrait Gallery in Washington, D.C., which resulted in a commission to paint a portrait of Eunice Kennedy Shriver, founder of the Special Olympics. Due to this commission, completion of the painting for the Executive Residence was delayed and not completed until 2010.
3. In November of 2010, *Wishes in the Wind* was hung above the fireplace mantle in the Executive Residence during a ceremony. The Milwaukee Journal Sentinel published a story about the painting and event.

Request to accept Loan of *Wishes in the Wind*

4. In early March of 2011, I received a call from First Lady Tonette Walker in regard to the David Lenz painting. The painting, which had been on display in the Governor's residence, was being replaced by another painting. At the suggestion of the owner of the painting, Mrs. Walker offered to loan the painting to the Milwaukee Public Library for public display.
5. In April, after consulting with someone knowledgeable about this painting and the work of Mr. Lenz, I sent a written acknowledgement of the offer to Mrs. Walker with a list of questions about the terms and conditions of the loan.
6. In May, I received a phone call from an assistant to Mrs. Walker with the answers to my questions. The agreement for the painting stipulated that if the painting was removed from the Residence, it would be returned to the owner for placement at his discretion. The owner is supportive of the painting being displayed at the Central Library on the first floor.

Other Information:

1. Should the Library accept the loan, it will be responsible for insurance. At the time of writing this memo, we are working with the City Attorney's office on this question.
2. Another painting by David Lenz has been bequeathed to the Library from a donor. When that painting comes to the Library it will be on display on the second floor balcony.

Recommendation:

After consulting with several people close to the artist and to this painting, it is clearly disappointing that the painting will not hang in the State Capital as originally planned. However, if the painting must be relocated, it would be an honor to provide the new venue at the Central Library. Over 700,000 people walk through the doors of Central Library annually. Each one of them would have the opportunity to enjoy this work of art. In addition, the painting could attract a new audience to MPL. For these reasons, I recommend accepting the offer to display *Wishes in the Wind* on the first floor of the Central Library and to purchase the necessary insurance and sign an agreement with the owner specifying details of the loan.

Loans of Special Collections Materials (including Rarities), Artworks, and Significant Objects

Statement of purpose:

As part of its mission, the Milwaukee Public Library (MPL) strives to build strong partnerships with other cultural and educational institutions for the benefit of its citizenry and, through its robust collections, serves as a resource to the Milwaukee County Federated Library System and to libraries throughout Wisconsin. To this end, MPL loans special collections materials, artworks and significant objects to libraries and other partner institutions for exhibition. These loans enable the library to connect with people outside its doors

Loan request evaluation:

Pursuant to the library's mission of preserving and protecting library materials for its citizenry, loan requests are subject to approval based on the following criteria: condition of the item(s); value of the materials (item(s) that are part of sets will be considered as having the aggregate value of the set for purposes of the loan); the ability of the requesting institution to fully insure items for the extent of the loan; manner and conditions under which item(s) will be exhibited (must meet current acceptable practices); willingness of the institution to follow the library's specifications as to the transportation of materials to and from the place of exhibition; ability of the institution to bear the cost of display materials (frames, mats, etc.) and any conservation treatments necessary for readying materials for exhibition (must be approved by the library prior to being performed); willingness to comply with guidelines/restrictions on reproduction and attribution; willingness of the borrowing institution to provide names and contact information of Board members upon request; and the institution's accreditation status (borrowing institution must be willing to supply credentials upon request).

Documentation:

Before loaned items are transported from the library, documentation of proof of insurance, a report noting the condition of requested materials, borrowing institution's credentials (if requested), and a signed letter of agreement stating the terms of the loan must be in place.

Terms covered in the letter of agreement will include: duration of the loan; insurance value of loaned items and statement that item(s) will be fully insured for the extent of the loan; manner and conditions of exhibition; any conservation treatments that will be performed; guarantee of safe transportation of materials following current acceptable practices; text of library attribution; and any special conditions deemed necessary by the library. Failure to abide by the terms stated in the letter of agreement will be cause for immediate recall of loaned materials and may lead to the denial of any future loan requests. A copy of the signed agreement will be permanently retained by the library.

Loans of Special Collections Materials (including Rarities), Artworks, and Significant Objects

Continued

Loan approval:

The Milwaukee Public Library Board of Trustees authorizes the Library Director to implement this policy for the temporary loan of materials under \$50,000 in value to institutions within the United States for a distinct period of time. Item(s) that are individually valued under \$50,000 but are part of a set for which the aggregate value exceeds \$50,000 will be considered as having the aggregate value for purposes of the loan. Requests for materials valued over \$50,000, loans that are international in scope, long term and permanent loans, and other exceptions to this policy will be presented to the Board for consideration and approval.

If upon evaluation a loan request does not meet the library's standards, the requesting institution will be informed in writing. A copy of the letter will be permanently retained by the Library.

Milwaukee Journal-Sentinel Newspaper Archive Situation

Issue: On August 16, 2016, Google removed scanned copies of the *Milwaukee Journal* and the *Milwaukee Sentinel* from open access on the Internet. This unexpected removal resulted in a firestorm of attention via social media and articles on UrbanMilwaukee.com, the Library Journal online and the Slate.com website. Library patrons still have full access to every edition of the Milwaukee Journal and the Milwaukee Sentinel on microfilm housed at the Central Library but with limited subject access. The following is a list of facts, important to understanding the issue, how it affects our patrons, and the impact on our services.

- MPL owns, and loaned, master microfilm copies of the Milwaukee Journal and Sentinel to Google in 2009 for digitization at the request of the *Milwaukee Journal Sentinel*. (Mr. Alan King). The films included the *Milwaukee Journal* (Nov 1882-1883, July 1905-June 1922 and 1910-1920) and the *Milwaukee Sentinel* (June 1837-1909)
- The Library Board approved this loan, which included free access to the newly digitized GoogleNews archive by the public.
- In 2014, the *Milwaukee Journal Sentinel* made an agreement with NewsBank giving them the exclusive digital rights to their entire archive. This was before current owner Gannett purchased the paper.
- NewsBank approached MPL with an offer to sell a digitized *Milwaukee Journal Sentinel* archive for \$1.5 million dollars with a 1% annual licensing fee.
- NewsBank has the *Milwaukee Sentinel* digitized and available on their website for the years 1844-1865 and 1967-1968.
- NewsBank has the *Milwaukee Journal* digitized and available on their website for the years 1935 - 1980.
- MPL already subscribes to NewsBank's Journal Sentinel 1990- present database at \$46,197. It is the 10th most popular database for 2015 with 1,652 patron hits.
- MPL offers a total of 107 premium content databases for the public. MPL purchases access for 52 databases with an additional 55 databases provided courtesy of the State of Wisconsin sponsored BadgerLink program.
- The entire MPL database budget is \$267,696.
- The library's materials budget is \$1,653,774.

Prepared by Assistant Library Director Judy Pinger and Management Librarian Catherine Markwiese.

September 19, 2016

ATTACHMENT E-P. 1 of 1
MPL AGENDA-09/27/16

P. 30



**2016 September Managers Meeting
Notes Regarding Recent Violence and Library Services**

Underlying Issues

- Poverty
- Unemployment
- Lack of Education
- Illiteracy
- Hopelessness
- Institutional Racism
- Mental Illness
- Transportation - driver's licenses
- Substance abuse
- Homelessness
- Lack of childcare
- Underemployed
- Family breakdown
- Lack of recreation & access
- Nutrition
- Digital divide
- MPL staff capacity
- Mistrust of MPD, MPL
- Library Policies
- Blocked library cards
- Intergenerational poverty

Impactful Library Programs and Potential Enhancements/New Services

- Forgiveness Campaign
- Teen Services – Internship Program
- Safe Spaces
- Earn and Learn
- Job Labs
- Computer Classes
- Digital Access
- Community Building – Programming, Meeting spaces, Saturday Programming
- Creates a sense of community
- Bookmobile
- Program – diverse audience
- Branch program for adults
- Focus services on 18-20 year olds
- Expansion of job labs
- Offer Online High School Diplomas
- Internships for 20+year olds (non-summer)
- Print materials vs digital
- Registration Rules
- Program design based on user needs
- TIL + adult tutors – family programming
- Reuse of discarded materials
- Books2Go & Ready to Read
- GED – formal paid tutors
- Morning hours
- Social worker in Libraries
- Nurses in Libraries
- Partnerships with job creators / employers / social service agencies
- Policy change - Fines block computer use
- Snack program for afterschool