

**Vision**

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

**Mission**

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

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**BOARD OF TRUSTEES REGULAR MEETING AGENDA**

**Tuesday, January 27, 2026**  
**4:00 p.m.**

**Central Library**  
**Rotary Club of Milwaukee Community Room**  
**814 W. Wisconsin Avenue**  
**Milwaukee, WI 53233**

**WELCOME & ROLL CALL**

4:00 – 4:05

**PUBLIC COMMENT**

4:05 – 4:15

**SPECIAL COMMUNICATION**

4:15 – 4:35

1. **Annual Review of Fund Investments.** Mr. Wayne Sattler, Senior Vice President & Managing Director at US Bancorp Asset Management Inc., will review the performance of the MPL Trust Fund Investments and offer suggestions for maximizing returns.

**CONSENT AGENDA**

4:35 – 4:40

Attachment A, page 4

2. **Regular Board Meeting Minutes, November 25, 2025**
3. **Committee Reports**
  - a. Building & Development Committee Meeting Minutes – January 8, 2026
  - b. Innovation & Strategy Committee Meeting Minutes – January 15, 2026
4. **Administrative Reports**
  - a. Financial Report
  - b. Library Director's Report
  - c. Statistics
5. **Revised MPL Board Meeting Schedule.** October meeting location updated.
6. **Updated Committee Assignments**

## REPORTS

4:40 – 4:55

7. **Milwaukee County Federated Library System (MCFLS) Board Meeting.** Library Director Joan Johnson will report on the January 6, 2026 meeting.

Attachment B, page 59

8. **Urban Libraries Council (ULC) Executive Committee.** Trustee Michele Bria will report on recent ULC meetings.

## OLD BUSINESS

4:55 – 5:05

9. **Revised 2026 Proposed Library Hours.** The revised 2026 Schedule of Hours will be presented for approval.

Attachment C, page 60

## NEW BUSINESS

5:05 – 5:15

10. **State Annual Report – System Effectiveness Form.** The Trustees will be asked to affirm the leadership provided by the Milwaukee County Federated Library System, a requirement of MPL's annual report to the State.

Attachment D, page 62

## BOARD DEVELOPMENT

5:15 – 5:25

11. **Black History Month Program Series.** Kelly Bolter, Library Services Manager - Coordinator of Adult Programming & Events, will share information about upcoming programs to celebrate Black History Month.

## CLOSING REMARKS

5:25 – 5:30

12. **Closing Remarks and Adjournment.**

**REMINDER:** Next scheduled meetings are:

March 4, 2026 Services & Programs Committee – Virtual Meeting, 4:00 p.m.

March 5, 2026 Building & Development Committee – Virtual Meeting, 8:00 a.m.

March 24, 2026 Board Meeting – Mitchell Street Branch 4:00 p.m.

### Trustees

Michele Bria, *President*, Teresa Mercado, *Vice-President*, Michael Morgan, *Financial Secretary*, Neil Albrecht, Ald. Milele Coggs, Darryl Jackson, Matthew Kowalski, Ald. Andrea Pratt, Felicia Saffold, Ald. Larresa Taylor, Sup. Kathleen Vincent, Venice Williams, Joan Johnson, *Secretary*, Rebecca Schweisberger, *Secretary's Assistant* (414) 286-3021

***The Milwaukee Public Library Board of Trustees is an informed, dedicated group of citizens who represent a cross-section of the city of Milwaukee and are committed to supporting, developing, and advancing the library for the benefit of all residents of Milwaukee and others throughout Milwaukee County, the State of Wisconsin, and beyond. In their role as advocates and advisors, they serve the library's many patrons, its staff, the common good of the community, and this critical and enduring institution.***

*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](http://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, November 25, 2025

Central Library  
Rotary Club of Milwaukee Community Room  
814 W. Wisconsin Avenue  
Milwaukee, WI 53233

**PRESENT:** Michele Bria, Teresa Mercado, Ald. Milele Coggs, Matthew Kowalski, Michael Morgan, Ald. Scott Spiker, Ald. Larresa Taylor, Sup. Kathleen Vincent, Jennifer Meyer-Stearns

**EXCUSED:** Darryl Jackson, Joan Johnson, Felicia Saffold, Venice Williams

**STAFF:** Kelly Bolter, Maria Burke, Kieran Fendt, Beth Gabriel, Jenna Harte-Wisniewski, Melissa Howard, Claire Kinder, Yves LaPierre, Casey Lapworth, Tammy Mays Wilder, Amelia Osterud, Karli Pederson, Alyssa Rockey, Chris Schabel, Rebecca Schweisberger, Heather Smith, Emily Vieyra, Kelly Wochinske, Jessica Wolf

**OTHER:** Budget & Management Division: Nic Kovac  
Milwaukee Public Library Foundation: Ryan Daniels  
Moss Adams/Baker Tilly: Jessie Lenhardt, Tammy Lohr-Schweitzer

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Acting Chair Bria called the meeting of the Milwaukee Public Library Board of Trustees to order at 4:06 p.m. on November 25, 2025. Trustees Coggs and Vincent participated by phone/virtual conference. The agenda items were taken out of order; however, these minutes are presented in numerical sequence.

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#### SPECIAL COMMUNICATION

1. **Trustee Remembrance**. Vice-President Bria presented a resolution and held a moment of silence for MPL Board President Mark Sain. The resolution is attached at the end of these minutes. Informational item.

#### BOARD EDUCATION

2. **Vocera Demonstration**. Karli Pederson, Associate Director – Library Information Technology and Technical Services, gave a demonstration of the Vocera tool. Vocera is a wearable, voice-activated communication system that was implemented systemwide at MPL in 2025. The devices are primarily used by service point staff, the Person-In-Charge, Security, and Facilities staff. The system is designed to improve staff connection, enhance the patron experience, and support a safe environment for all. Deployment included in-person and virtual training, creation of an internal procedure, and a series of drop-in Q&A training sessions. MPL will explore additional features, such as connection to language translation support during interactions, expansion of badge access, and expansion of wireless access points to support the tool. Informational item.

#### CONSENT AGENDA

3. **Regular Board Meeting Minutes October 28, 2025**

4. **Committee Reports**

- a. Finance & Personnel Committee – October 28, 2025

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MPL CONSENT AGENDA

2. *Regular Board Meeting Minutes - 11/25/2025*

b. Building & Development Committee Meeting Minutes – November 6, 2025

5. **Administrative Reports**

- a. Financial Report
- b. Library Director's Reports
- c. Statistics

6. **Updated MPL Board Committee Assignments.**

7. **Revised 2026 MPL Board Meeting Schedule.**

Chair Bria asked the Board if any items should be removed from the Consent Agenda presented as attachment A, pages 4-49 of the agenda. Hearing no objection, the Consent Agenda was approved.

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**REPORTS**

8. **MPL Foundation Report.** MPL Foundation (MPLF) Executive Director Ryan Daniels presented an update on fundraising and MPLF activities. In January-October 2025, MPLF raised \$485,684 in restricted funds and \$854,060 in unrestricted funds. Funds raised include pledges promised, but do not include payments made on pledges during 2025. The total also excludes investment income of over \$205,000, a Greater Milwaukee Foundation distribution of over \$33,000, and in-kind contributions of approximately \$20,000. To date, MPLF has gifted \$293,000 to MPL to fund AmeriCorps programming, the Steve Przybylowski Scholarship, and various speaker and author events. MPLF expenses, excluding grants, are \$941,346. The Ben Franklin Awards Celebration was held on September 25, 2025 and honored JoAnne Anton and Judge Derek Mosley. The event raised over \$475,000. MPLF eliminated one position that primarily supported the Friends of MPL and special events. MPLF has been invited to apply for a grant through Impact100. In addition to the traditional year-end campaign, MPLF has launched a digital campaign using the OneCause fundraising platform. MPLF is accepting gifts for the donor wall at Martin Luther King branch through 2025. Informational item.
9. **Services & Programs Committee Meeting.** Deputy Library Director Jennifer Meyer-Stearns, acting Secretary, presented the action items from the November 5, 2025 meeting.
  - **Revised Banning Guidelines.** Updated banning guidelines were presented to the Committee. Revisions were made in response to an increase in the severity of security incidents and include: updating violation descriptions, additional classifications for reporting, and increased banning lengths. Trustee Bria moved to approve the banning guidelines as presented. Trustee Kowalski seconded. Motion passed.
  - **Foundation Funding Priorities.** The Committee reviewed the library's 2026 priorities for MPL Foundation (MPLF) fundraising. Trustee Spiker moved to authorize Library Director Joan Johnson to present the fundraising priorities, as presented, to the MPLF Board. Trustee Morgan seconded. Motion passed.

**OLD & NEW BUSINESS**

10. **Staffing Study Report.** Deputy Library Director Jennifer Meyer-Stearns gave a brief overview of the staffing study and introduced Jessie Lenhardt, Senior Manager at Moss Adams, and Tammy Lohr-Schweitzer, Management Consultant at Baker Tilly, to present the assessment findings and

ATTACHMENT A - P. 2 of 55

MPL CONSENT AGENDA

2. *Regular Board Meeting Minutes - 11/25/2025*

recommendations. The report is attached at the end of these minutes. To prepare for implementation of new staffing models and scheduling software, MPL engaged Baker Tilly to assess current staffing and scheduling practices. The assessment was conducted from December 2024 to May 2025 and was conducted in four phases: planning, fact finding, analysis, and the final report. Key recommendations and additional considerations were presented and discussed. MPL Administration will continue to update the Board on the implementation timeline and outcomes. Informational item.

11. **2026 Final Budget Update**. Nik Kovac, Budget & Management Director, shared an overview of the 2026 budget process, adopted budget, and how staffing model changes could impact future budgets. Informational item.

#### **NEW BUSINESS**

12. **2026 Proposed Library Hours**. The Board reviewed the 2026 proposed library hours of operation, listed as Attachment D of the agenda. The proposal includes year-round Sunday hours at Central Library, Tippecanoe, and Good Hope branches and the addition of Sunday hours at Martin Luther King and Mitchell Street branches beginning in July. Trustee Morgan moved to approve the hours as presented and Trustee Mercado seconded. Motion passed.

#### **SPECIAL COMMUNICATION**

13. **Holiday Book Exchange**. The Trustees participated in the annual holiday donation. Informational item.

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With no further business, the Milwaukee Public Library Board of Trustees meeting of November 25, 2025 was adjourned at 6:14 p.m.

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# WHEREAS,

*The Milwaukee Public Library Board celebrates the life and legacy  
of dear colleague and friend, MPL Board President*

## Mark Sain

*And, WHEREAS, Trustee Sain served faithfully on the MPL Board for fourteen years;  
and*

*WHEREAS, Trustee Sain first joined the Library Board in June 2011, during his  
tenure as MPS Board President, was then appointed as a citizen member by Mayor Barrett in  
May 2018, and reappointed by Mayor Johnson in 2024; and,*

*WHEREAS, Trustee Sain served in the role of Trustee, Committee Chair, and as an  
Officer in the position of Board President from 2022 - 2025; and,*

*WHEREAS, during his service on the Building & Development Committee, Trustee  
Sain championed the transformation of MPL facilities, including redevelopment/renovation of  
Villard Square, East, Tippecanoe, Mitchell Street, Good Hope, and Martin Luther King  
branches, as well as additional renovations and updates within the historic Central Library;  
and,*

*WHEREAS, Trustee Sain's thoughtful leadership guided the library through many  
innovations and changes in library services, from the introduction of Wi-Fi, eBooks, and  
self-service check-out to sorting machines, maker spaces, and virtual programming; and,*

*WHEREAS, Trustee Sain was a devoted advocate for education and a steadfast  
champion for the Milwaukee Public Library, whose vision and generosity touched so many  
and will long be remembered;*

**NOW, THEREFORE, BE IT HEREBY RESOLVED** that members of the Board of  
Trustees of the Milwaukee Public Library express their deepest appreciation to Mark Sain for  
his many contributions to the staff and patrons of the Milwaukee Public Library; and,

**FURTHERMORE, BE IT RESOLVED** that a copy of this  
resolution, suitably inscribed, be sent to the Sain family, and that a  
copy hereof be spread upon the minutes of the regular meeting of  
the Board of Trustees held Tuesday, November 25, 2025.



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MPL CONSENT AGENDA

2. Regular Board Meeting Minutes - 11/25/2025

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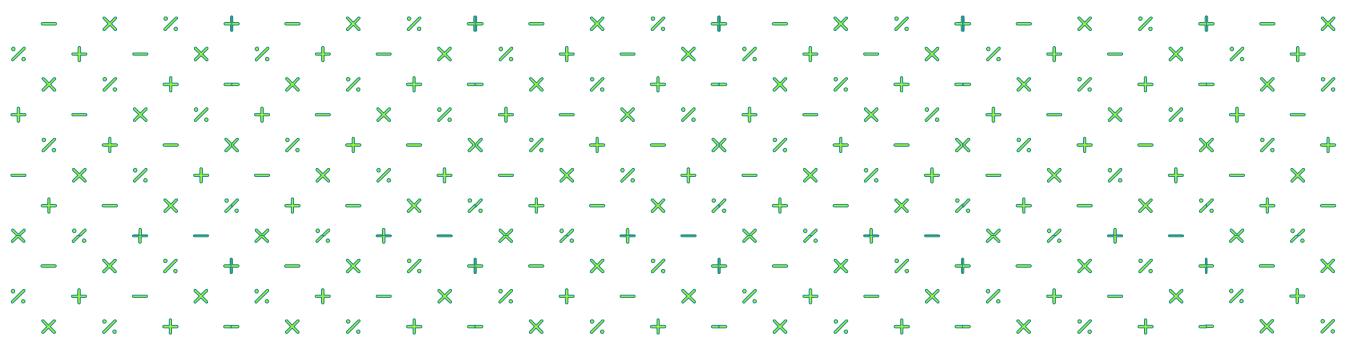


MOSSADAMS

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bakertilly



# Milwaukee Public Library

## Staffing and Organizational Structure Assessment

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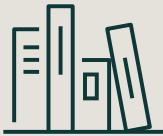
November 25, 2025

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MPL CONSENT AGENDA

2. *Regular Board Meeting Minutes - 11/25/2025*  
P. 8

# Assessment Overview

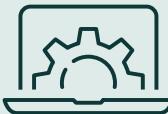
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The Milwaukee Public Library (Library or MPL) engaged Baker Tilly to review and assess the Library's traditional public-facing staffing assignments and desk schedules.



The goal of this project was to support the Library's efficient and effective use of resources while maintaining current services levels.



Implementation of observations and recommendations are at the discretion of Library leadership and will likely take two to three years to complete.

# Fact Finding and Analysis Detail



## Fact Finding

- 73 interviews with management and staff
- Time survey of 208 employees (79% response rate)
- Document and data review
- Peer benchmarking against the Buffalo & Erie County Public Library, Carnegie Library of Pittsburgh, Cleveland Public Library, Hennepin County Library, Kansas City Public Library, and Nashville Public Library
- Best practice research



## Workload Analysis

We conducted a workload data analysis that:

- Incorporated available time for each task based on job descriptions and staffing per location
- Used operational data (including reference desk coverage, circulation desk coverage, circulation, patron visits, patron interactions, and safety incidents) to inform anticipated workloads
- Normalized time survey data to determine the proportion of self-reported time spent on each task by job classification

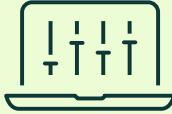
# Strategic Planning

MPL should develop a 5-year Library-wide strategic plan, department annual plans, performance metrics, and regular reporting of actual-to-planned performance.

- **Vision, Mission, Values:** Ideals and principles upon which the strategic plan is built
- **Goals:** Broad, long-term outcomes
- **Objectives:** Specific, measurable steps to achieve goals
- **Measures:** How to evaluate goal and objective achievement



# Roles and Responsibilities



## Functional Alignment

- Interlibrary loans
- Adult programming
- Special collections and archives
- REI



## Unclear Work or Work Not in Job Descriptions

- System selection and collection management
- Circulation staff focus on materials handling and processing
- Marketing efforts and promotion
- Community outreach and programming



## Job Duties

- Update job titles for simplification
- Review job descriptions for clarity, consistency, and alignment with current expectations and needs
- Integrate supervisory roles into other librarian II classification

# Workload Analysis

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We compared:

- Job Descriptions: How much time was intended to be spent on each task category according to job descriptions
- Time Survey: Self-reported employee time estimates for tasks in a typical work week
- Workload data: Calculation of factors including desk coverage, patron traffic, patron interaction levels, security incidents, and circulation to understand workload demands by role and location

# Work Categories Evaluated

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Reference, Readers' Advisory, and Customer Service: Time spent on desk, helping patrons select and locate materials, assisting the public, answering questions

Collection Development and Maintenance: Makes selection and deselection decisions using data, create and maintain special collections

Programming: Plans, implements, and oversees specific service programs offered by MPL

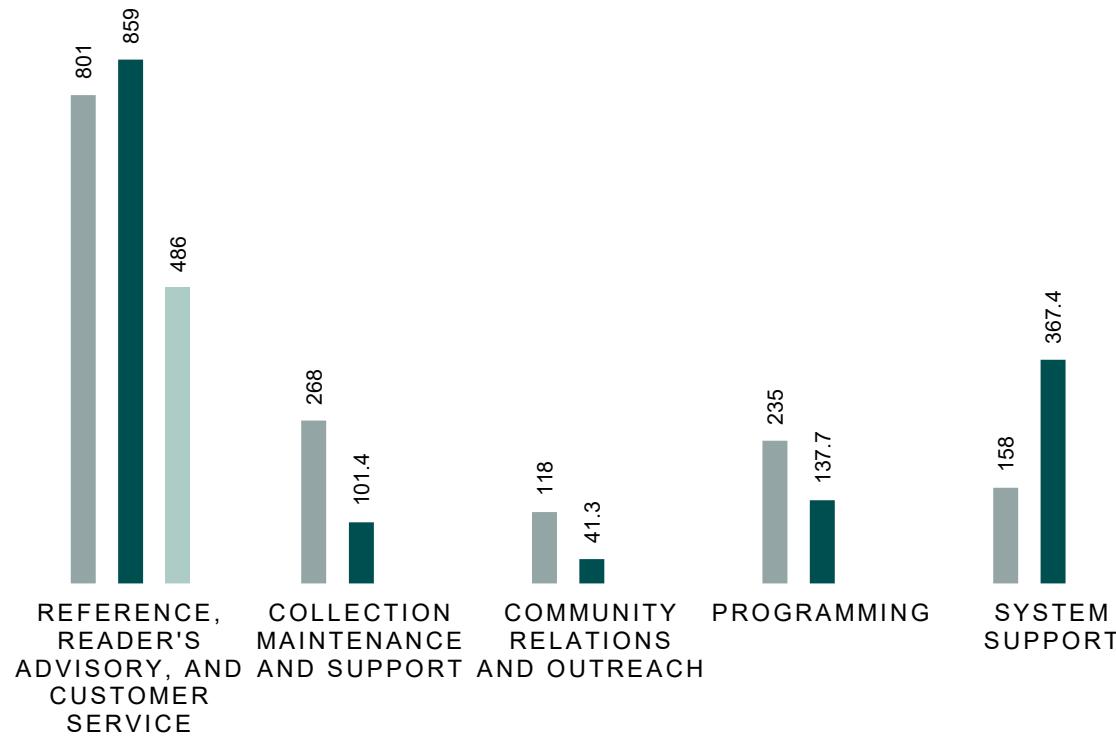
Community Relations and Outreach: Discusses programs and services with community groups, represents the library in the community, attends community events

Materials Handling and Presentation: Verify, sort, and shelve materials, process materials for delivery, prepare materials for repair

System support: Training, supervising, participating in internal meetings and initiatives

# Central Reference Analysis

■ Job Description ■ Time Survey ■ Workload Data



## Key Takeaways

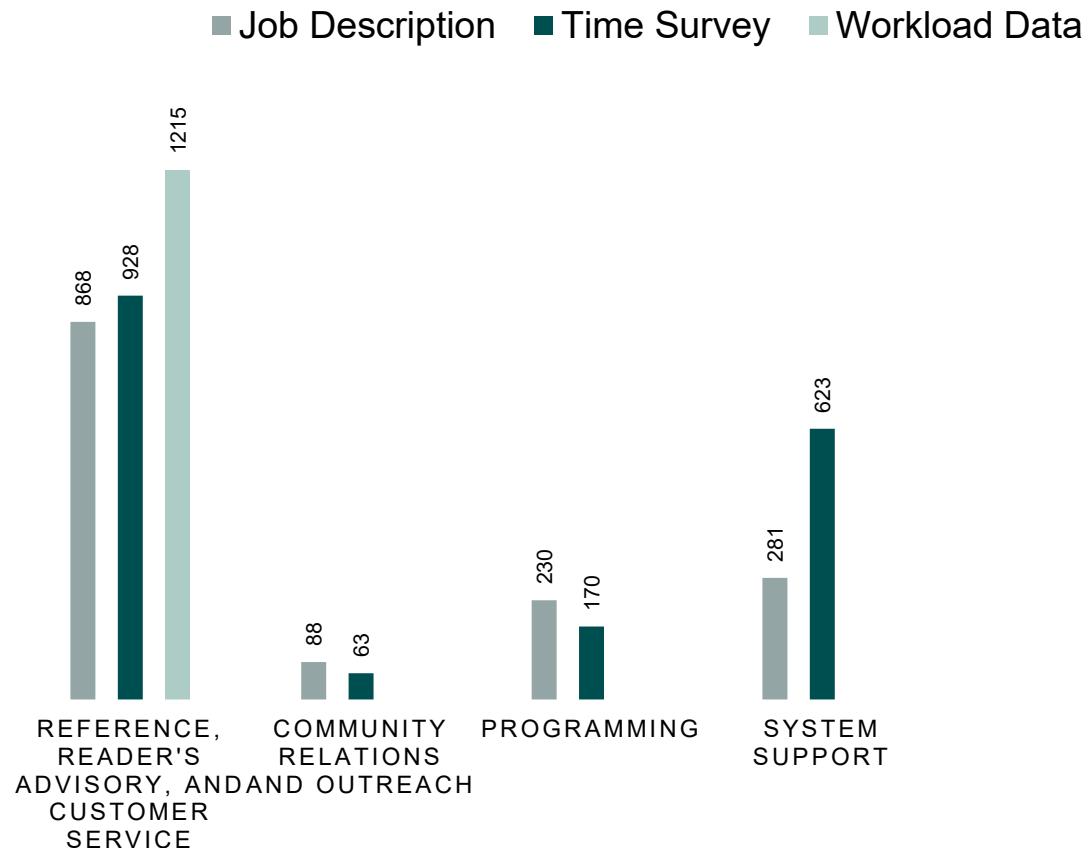
- Workload data indicates that there are sufficient librarians to cover reference desks
- Librarians are not spending enough time on collections, community relations, or programming
- Librarians report spending too much time on system support

## Additional Annual Statistics

- Average of 12 community events
- Average of 29 classroom visits
- Average of 363.67 programs offered

Figures do not include Education & Outreach Services events.

# Branch Reference Analysis



## • Key Takeaways

- Workload data indicates that branches are short on librarians
- Librarians are not spending enough time on community relations or programming, with significant variation branch to branch
- Librarians report spending more time on system support than indicated in job descriptions
- There is a wide variance across locations

## Additional Annual Statistics by Branch

- Average of 7 community events
- Average of 16 classroom visits
- Between six and 336 programs offered by branch

# Key Reference Recommendations

	<p>Transfer staff to neighborhood branches to address reference staffing shortages in support of current service levels</p>		<p>Prioritize hiring new reference staff at lower levels to enhance effectiveness and sustainability, alleviate the workload of existing Librarian IIs, and improve service delivery</p>
	<p>Clarify expectations for reference staff regarding programming and community outreach and allocate dedicated time for these activities by developing a community outreach plan, establishing performance measures for community engagement, and publicly recognizing staff efforts to strengthen MPL's role in serving the Milwaukee community</p>		<p>Consolidate the Rare Books section with Special Collections and Archives under a single Public Services Area Manager, which aligns with the current structure at the Carnegie Library of Pittsburgh and Cleveland Public Library</p>

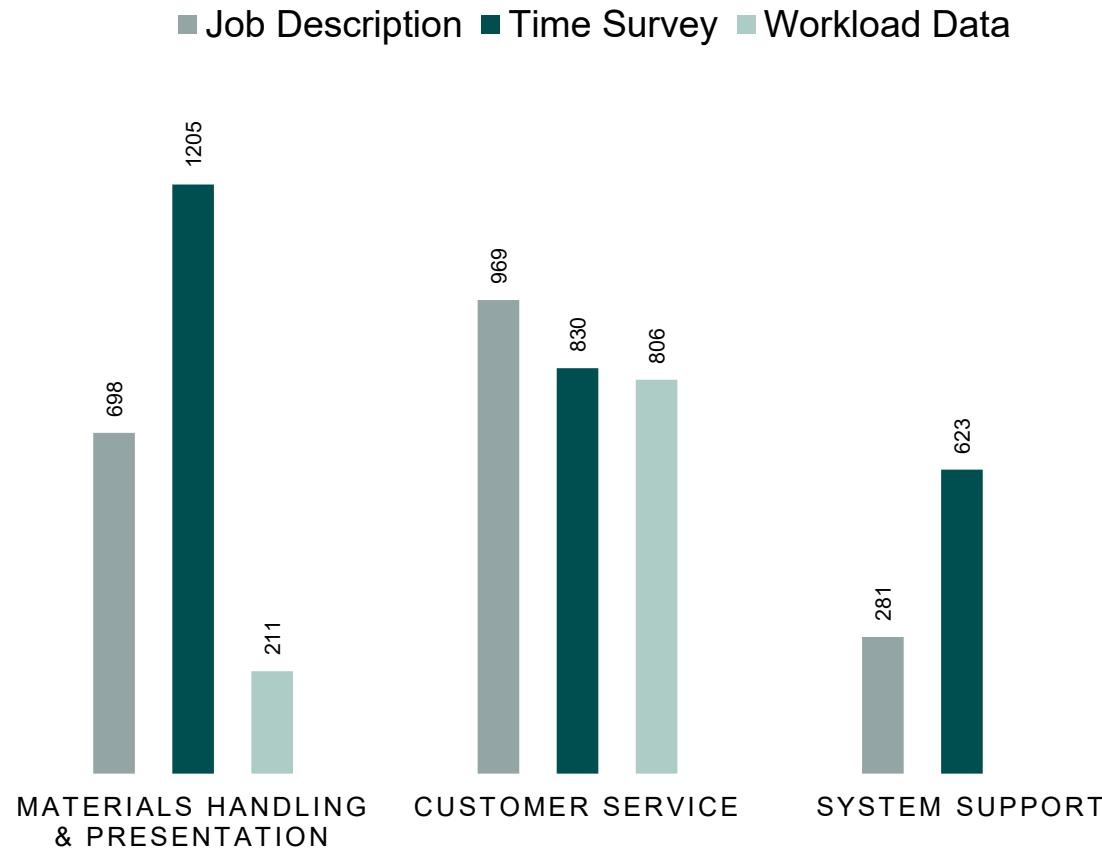
# Central Circulation Analysis



## Key Takeaways

- Circulation at central is split into three teams, although staff from all teams perform all of the required duties
- Based on workload data, circulation staff have excess capacity in materials handling and customer service
- Staff report spending too much time on system support

# Branch Circulation Analysis



## Key Takeaways

- Based on workload data, circulation staff have excess capacity in materials handling
- Customer service estimates generally align and are right-sized
- Staff report spending too much time on system support

# Key Circulation Recommendations



## Reduce and Repurpose

Reduce the central circulation team to align staffing with workload measures. Some of these positions could be repurposed into the floating circulation team to serve the Library as a whole and assist MPL in achieving Resource Library designation



## Unify Teams

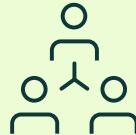
Eliminate the three separate sections of central circulation staffing and instead create a unified central circulation team. This approach aligns with best practices observed in other large urban libraries, such as the Carnegie Library of Pittsburgh, Buffalo & Erie County Public Library, and central library at the Kansas City Public Library.

# Additional Staffing Considerations



## Employee Time Off

- Average absence rate of 8% to 10% at MPL, which equates to 17 FTE
- Establish a float pool to help cover absences



## Workload and Performance Reporting

- Use data to inform staffing needs
- Establish a performance reporting framework to visualize information on staffing ratios and workload indicators
- Inconsistent scheduling processes and systems



## Scheduling

- Track off-desk activities and initiatives in the scheduling system
- Continue to consolidate and streamline scheduling processes to ensure adequate desk coverage and appropriate resource use

**MILWAUKEE PUBLIC LIBRARY  
BOARD OF TRUSTEES  
BUILDING & DEVELOPMENT COMMITTEE  
MINUTES**

**Thursday, January 8, 2026**

**Video Conference via Microsoft Teams**

**PRESENT:** Michael Morgan, Matt Kowalski, Teresa Mercado, Larresa Taylor, Joan Johnson

**STAFF:** Heather Berg, Melissa Howard, Dan Keeley, Yves LaPierre, Tammy Mays Wilder, Jennifer Meyer-Stearns, Karli Pederson, Chris Schabel, Rebecca Schweisberger, PJ Woboril

**OTHERS:** Budget and Policy Division: Nathaniel Haack

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Chair Michael Morgan called the MPL Board of Trustees Building and Development Committee meeting to order at 8:01 a.m. on January 8, 2026 with a quorum present. All Trustees and presenters participated by video conference.

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1. **Approval of the Minutes.** Chair Morgan entertained a motion to accept the minutes from the November 6, 2025 meeting. Trustee Kowalski moved approval of the minutes and Trustee Mercado seconded. Motion passed.
2. **Capitol Branch Redevelopment.** Library Construction Projects Manager Yves LaPierre presented an update on the Capitol branch redevelopment project. MPL has participated in preliminary meetings with the developer, Election Commission, and Department of Public Works. The project is in the initial planning stages, with negotiation and legal documents expected to be in place by May 2026. In October 2025, MPL issued a Request for Qualifications (RFQ) to engage an architectural engineering firm to begin working on the library's plans for the space. Evaluation and scoring are underway for the six submissions received. MPL will select three firms to present at the March Building & Development Committee meeting. The Committee will select a firm and make a recommendation to the Board. Informational item

Mr. LaPierre also shared photos and an update about the art installation in the pedestrian alley at Mitchell Street branch. The photos are attached at the end of these minutes. The installation was completed in fall 2025 by La Familia de Arte. The project is comprised of colorful tile panels that represent different aspects of the community and MPL. Informational item.

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The meeting of the Milwaukee Public Library Board's Building & Development Committee was adjourned at 8:15 a.m. on January 8, 2026.

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MPL CONSENT AGENDA

*3a. Building & Development Committee Meeting  
Minutes - 01/08/26*

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# Building and Development Committee – January 8, 2026

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MPL CONSENT AGENDA

3a. Building & Development Committee Meeting  
Minutes - 01/08/26

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10/29/2025 - RFQ issued

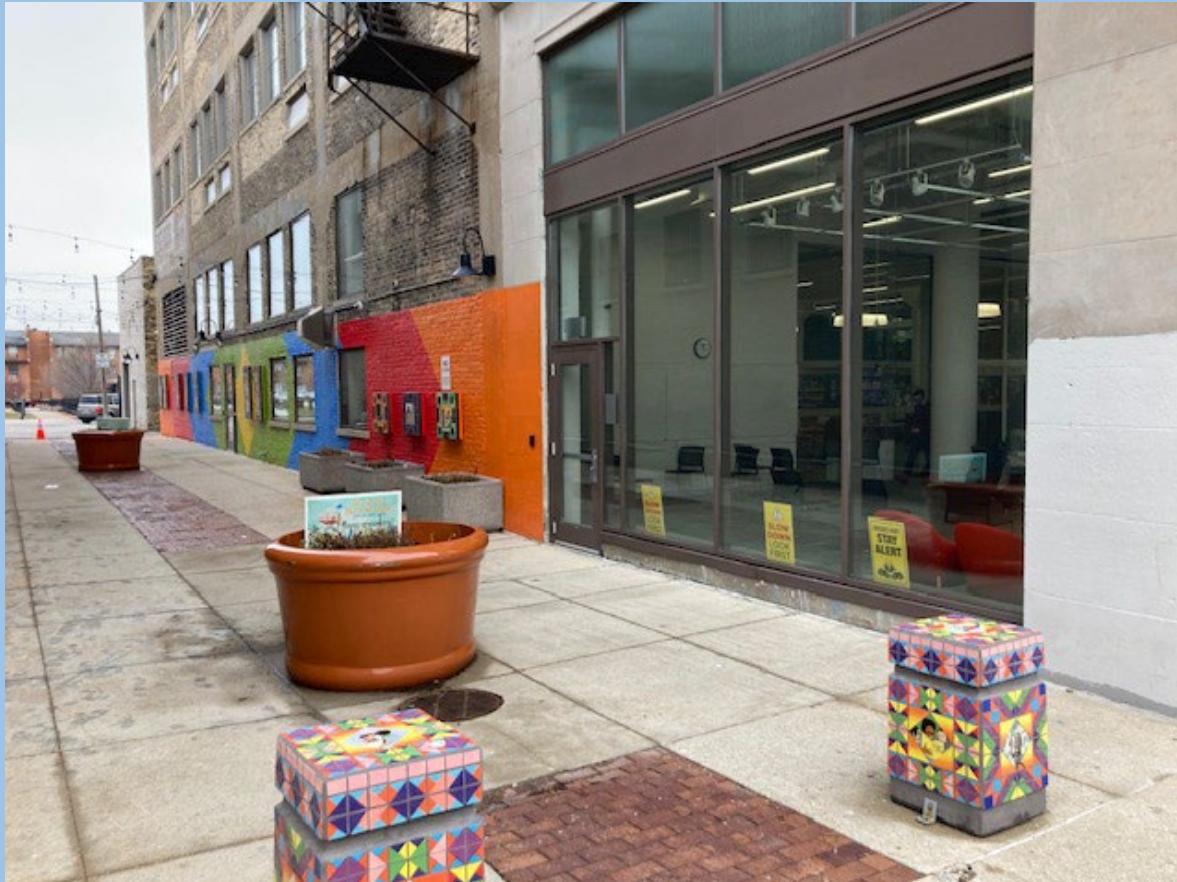
12/4/2025 BIDS due – six received

Evaluation and scoring underway – three firms to be recommended to B & D Committee

3/5/2026 Three architectural firms will present to the B& D committee and one will be recommended for approval.

3/24/2026 Full board meeting and approval of recommendation.

# Building and Development Committee – January 8, 2026



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MPL CONSENT AGENDA

3a. Building & Development Committee Meeting  
Minutes - 01/08/26

# Building and Development Committee – January 8, 2026



ATTACHMENT A - P. 22 of 55

MPL CONSENT AGENDA

3a. Building & Development Committee Meeting  
Minutes - 01/08/26

**MILWAUKEE PUBLIC LIBRARY**  
**BOARD OF TRUSTEES**  
**INNOVATION & STRATEGY COMMITTEE**  
**MINUTES**  
**Thursday, January 15, 2026**

**Video Conference Call via GoToMeeting**

**PRESENT:** Matt Kowalski, Ald. Andrea Pratt, Ald. Larresa Taylor, Joan Johnson

**EXCUSED:** Neil Albrecht, Darryl Jackson

**OTHERS:** MPL: Melissa Howard, Dan Keeley, Tammy Mays Wilder, Jennifer Meyer-Stearns, Karli Pederson, Rebecca Schweisberger, Kelly Wochinske

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Committee Chair Matt Kowalski called the MPL Board of Trustees Innovation and Strategy Committee meeting to order at 8:10 a.m. on January 15, 2026 with a quorum present. All Trustees and presenters participated by video conference.

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1. **Committee Meeting Minutes Review.** Chair Kowalski entertained a motion to accept the minutes from the January 14, 2025 meeting. Trustee Taylor moved approval of the minutes and Trustee Kowalski seconded. Motion passed.
2. **2026 Goals and Action Steps.** Library Director Joan Johnson reviewed MPL's goals and plans, which is attached at the end of these minutes. Each year, MPL recommits to organizational goals and identifies metrics to measure success. Annual goals are shared with the MPL Board and staff and are derived from the MPL Vision 2020 Strategic Plan. MPL used the results of community engagement sessions and a comprehensive staffing study to create the OneMPL service philosophy. OneMPL will support the goal of increased library usage, with a target of 1.5M total visits in 2026. Digital inclusion will focus on digital and AI literacy programs, including staff training on AI tools. The Entrepreneur-in-Residence program continues to support small business owners and entrepreneurs. MPL will offer more business programming at branch libraries in 2026. The Innovation & Strategy Committee will receive regular updates on metrics associated with these goals. Informational item.
3. **Strategy Document Update.** Library Director Joan Johnson shared the MPL Vision 2020 strategic plan document, which is attached at the end of these minutes. The document was developed by MPL staff in 2012 and approved by the Board in 2013. MPL will maximize the existing plan and update the document based on new data and with an outlook toward 2030. MPL is working with INPOWER on continued community engagement and to gather staff feedback, which will inform the updated plan. The plan will also incorporate the 2025 staffing study findings and data from a 2025 mapping project conducted for MPL by graduate students of the UW-Milwaukee Urban Planning Department. Informational item.
4. **Technology and Innovation.** Starting in 2026, the Innovation & Strategy Committee will receive regular reports on technology and innovation initiatives. As part of the reports, Library Director Joan Johnson will share updates on how technology and innovation is supporting data collection and analysis, the security program, improvements to the user experience and advancing public instruction, and use of artificial intelligence (AI) or other tools to improve performance and efficiency. Several MPL staff members participated in the pilot of a tool called Gov AI and all staff received web-based AI training in 2025. The City of Milwaukee Information Technology Management Division (ITMD) is planning a citywide roll-out of Gov AI and a small cohort of MPL staff will receive user and train-the-trainer instruction. Training will focus on ethical and efficient AI usage. MPL remains committed to data privacy, information

accuracy, copyright, intellectual property, bias mitigation, and alignment with emerging AI policies, practices, and guiding responsibilities. The Library Technology Training Coordinator is leading public classes on the basics of using Chat GPT. Melissa Howard, Communications and Community Engagement Director, shared information about updates to MPL's data collection and analysis processes. MPL is developing a dashboard to streamline the displaying and sharing of data. Karli Pederson, Associate Library Director - Library Info Tech. & Tech Services, shared information about a new patron counting software that has been installed across all MPL locations. The software is much more robust, sophisticated, and accurate than the former counting method. MPL is piloting Microsoft Power BI on select staff accounts to explore its data aggregation capabilities. Informational item.

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The meeting of the Milwaukee Public Library Board's Innovation & Strategy Committee was adjourned at 8:58 a.m. on January 15, 2026.

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ATTACHMENT A - P. 24 of 55

MPL CONSENT AGENDA

*3b. Innovation & Strategy Committee*

*Meeting Minutes - 01/15/26*

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## 2026 MPL Long-term Goals and Short-term Action Steps

Goals/Targets	Selected Action Steps
<p>Increase library usage by previously underserved market segments. Make additional investments for growth, guided by findings from continued community engagement efforts.</p> <p><b>Target: 1.5M total visits by end of 2026</b></p>	<ul style="list-style-type: none"> <li>Develop and implement OneMPL Service Philosophy. <ul style="list-style-type: none"> <li>Incorporate staff training, branding and marketing.</li> <li>Implement new Sunday scheduling model for expanded service.</li> <li>Continue multi-year, implementation of staffing study recommendations.</li> </ul> </li> <li>Modify unit service plans with aligned staff/resources and responsive to community feedback.</li> </ul>
<p>Increase digital inclusion in Milwaukee.</p> <p><b>Target: Digital &amp; AI literacy programs – goal of 400 participants; Wi-Fi usage – Goal of 250,000 unique devices</b></p>	<ul style="list-style-type: none"> <li>Continue tech training, provision of wi-fi, and circulation of hotspots/laptops.</li> <li>Build on 2025 programming on AI and misinformation, working with partners as appropriate.</li> <li>Pursue new funding sources for hotspots.</li> </ul>
<p>Contribute to economic and employment growth in Milwaukee that is inclusive and reaches a diverse patron base via its workforce development and business resources and programs.</p> <p><b>Target: Increase programs, services and resources to underrepresented small business owners and entrepreneurs – Goal of 400 participants.</b></p>	<ul style="list-style-type: none"> <li>Continue Business Commons activation and expand business resource programs to branches.</li> <li>Continue to experiment and innovate with new programs as opportunities arise.</li> <li>Maintain and strengthen existing partnerships with Employ Milwaukee, WI Dept of Workforce Development and Goodwill Industries.</li> <li>Promote databases and explore trade-skills eResources.</li> </ul>
<p>MPL has also created its own pipeline to youth employment through the Teen Advisory Board, Teen Interns and other youth-serving programs. In doing so, MPL strives to hire employees that are reflective of our community.</p> <p><b>Target: Recruit and fill at least 85% of its available positions geared toward teens and younger adults.</b></p>	<ul style="list-style-type: none"> <li>Recruit teens for jobs and internships through partnerships.</li> <li>Continue flagship programs, such as Teen Connected Learning, teaching 21st-century skills.</li> <li>Prioritize early literacy and school-age services.</li> </ul>

ATTACHMENT A - P. 25 of 55

MPL CONSENT AGENDA

3b. *Innovation & Strategy Committee*  
Meeting Minutes - 01/15/26

Goals/Targets	Selected Action Steps
<p>Further establish MPL as an anchor of healthy neighborhoods and a safe space to foster community connections and dialog.</p> <p><b>Target: Security incidents decrease system-wide (relative to increased usage) by 3 to 5 percent.</b></p>	<ul style="list-style-type: none"> <li>• Continue and strengthen partnership with Office of Community Wellness &amp; Safety to improve safety with OCWS trained staff for referrals and partners in-house at peak times.</li> <li>• Continue facilities improvements for key branches and Central.</li> <li>• Collaborate with MPL Foundation for capital projects funding.</li> <li>• Explore ways to support the Mayor's "Year of Housing" initiative</li> </ul>
<p>Milwaukee Public Library's historic Central Library functions as a statewide resource and obtains formal designation and funding from the State of Wisconsin.</p> <p><b>Target: Increase funding by xx%* from the State to acknowledge MPL service to WI State residents who benefit from access to MPL/Central Library resources and services.</b></p> <p>*TBD-budgeting in progress.</p>	<ul style="list-style-type: none"> <li>• Update and resubmit MPL's state funding proposal to the City's Intergovernmental Relations Division for advocacy at the State level.</li> <li>• Strengthen collection evaluation efforts and enhance search and digital access to MPL's unique and primary materials.</li> <li>• Strengthen relationships with DPI allies and encourage robust advocacy efforts on MPL's behalf.</li> </ul>



## MPL 2020

### Our Plan for the Future

#### Introduction

MPL 2020 is a customer-driven plan that provides strategic, relevant, and forward-looking library services to our city. Based upon an analysis of current use, demographics, input from community leaders, staff experience, research, and market segmentation data, we better understand our customers and how they use our libraries. And, we have a better understanding of how we are viewed by the community and the steps we need to take to improve our relationships. In response, we have redrawn our library service areas, updated our branch library service plans, and developed three broad outcomes that will be accomplished through eight citywide strategies. We will continue to provide high-quality library services through print and electronic collections, reference and research assistance, and successful and relevant services to young children and youth. We will support adults in their search of jobs, education, recreation, and a better quality of life. And we will develop new services for teens and the Spanish-speaking community. We will do this by aligning staff and resources to assure we are successful in fulfilling our Outcomes.

We will build upon our successful and relevant services by targeting three broad market segment groups that were identified using market segmentation data: Young Families, Global Roots, and Traditional Living.

- Young Families - representing about 233,000 people of varying races and ethnicities, are hardworking families with young children, with the same high hopes and dreams for their kids' future.
- Global Roots – representing about 125,000 people, who have recently immigrated from around the globe, but of mostly Hispanic heritage. They are young families working hard to achieve the American Dream; many are already home owners.
- Traditional Living – representing approximately 79,000 people, these are mostly middle age married couples, some with children still at home, who raised their families here

Using data we have compiled about existing and prospective customers in each of these groups, we will prepare new individual plans of service for each of the library's 13 locations that meet the unique, local conditions of the designated library service area. For example, in library service areas with high densities of Young Families, services will be developed to address their unique needs. Where Global Roots segments are particularly concentrated, we will expand services to the Spanish-speaking community. In areas where Traditional Living segments are located, we will continue to offer traditional services with an emphasis on collections.

## **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

## **Organizational Values**

Creating a City of Readers and Lifelong Learners  
*21<sup>st</sup> Century Literacies: Print, digital, financial, health*

Anchoring Healthy and Vibrant Neighborhoods  
*Safe and connected, successful business districts, good quality of life, cultural respect*

Contributing to a Strong Milwaukee  
*Strong economy and job market, informed and educated workforce, thriving families*

## **Workplace Values**

To meet the great expectations of our customers,  
these values guide, inspire, and nourish us:

PASSION, INNOVATION, AND EXCELLENCE

# Outcomes

## Customer Outcomes

- Milwaukee is a city of readers and its residents are supported throughout their lives in the pursuit of education, 21st Century Literacies and improved economic stability
- Services align with the needs, interests, and concerns of our customers
- Digital Inclusion increases
- Use of library services by previously underserved market segments increases

## Community Outcomes

- The library is a Third Place, a community gathering place, that fosters community dialog and development through programs and services
- Library representatives are out and among the community as leaders and resources contributing to positive change and growth
- Community partnerships are the basis for all successful initiatives

## Organizational Outcomes

- Data and evidence-based approaches are the primary basis for decision-making and evaluation in all service and operation functions
- The good is not sacrificed for the perfect. Strategic risk-taking and learning through experience is incorporated into the organizational culture and professional development
- Organizational structure and budget are aligned with customer, community, and organizational outcomes
- Ours is a library system others seek to emulate

# Citywide Strategies

## Traditional Reading and Research Services

At the foundation of our mission is the fundamental activity of providing information to people with broad and deep collections that represent the wide-range of thinking in all areas of interest and through professional information activities provided by librarians via the Internet, phone, in libraries, and through emerging technologies. We will:

- **Develop Collections** to provide current materials that are in demand and to collect materials for inclusion in the Resource Library
- **Help through Reference Service** to assist in accessing resources and services
- **Check out Materials** to maximize lending and use of the collection
- **Maximize Public Service Hours** to provide the highest level of access to services possible
- **Offer Cultural Programming and Exhibits** to promote unique library resources
- **Develop the Resource Library** to provide long-term access to special collections

## 21<sup>st</sup> Century Literacies

Today's society requires enhanced skills to thrive in an increasingly information based culture.

Supportive library programming targets early childhood, financial, health, and social/cultural literacies to better equip children and adult learners with the tools they need to succeed. We will:

- **Prioritize Early Literacy Services** to develop lifelong readers and prepare children for school.
- **Strengthen School Age Services** to encourage the value of reading through innovative and fun programming for grade school children.
- **Create Civic & Social Literacy Services** to reduce cultural and language barriers to accessing library services, particularly for new immigrants and Spanish-speaking community members.
- **Continue Financial Literacy Services** to provide people with the knowledge and tools to make informed and sound financial decisions.
- **Enhance Health Literacy Services** to empower people in their personal health management.

## Technology and Digital Inclusion

MPL provides a broad spectrum of initiatives from providing computer skills education to digitizing local collections. An increasingly digitized world requires new knowledge, practice and access to technology. The library is positioned to provide a broad spectrum of hardware and software support for increasing digital literacies. It is also ideally positioned to develop digital literacy skills that are so critical in this economy. Because of the importance of this "literacy" it is included in this section. We will:

- **Promote Digital Inclusion** to ensure all Milwaukeeans are aware of and have access to the wealth of information available through the Internet.
- **Continue Computer Training** to provide equal opportunities for basic computer skills.
- **Identify future trends** to ensure library users have access to important mainstream technology
- **Invest in Infrastructure** to ensure robust and technology-rich library environments

## **Workforce Development & Business Growth**

MPL locations are a hub of resources for the community. By hosting regular Job Labs, Small Business Resources and Patent classes as well as providing premium database content, MPL contributes to economic and employment growth in Milwaukee. MPL librarians have forged partnerships with community agencies to further provide access to business information. We will:

- **Increase Access to Job Labs** to accommodate the demand by people seeking available jobs and successful employment.
- **Increase Small Business Resources & Outreach** to support small business growth and creation.

## **Community Engagement and Leadership**

The Milwaukee Public Library will expand beyond its four walls and bring library services to neighborhoods by engaging with residents, neighbors and communities. The library will establish itself as a community stakeholder, thought-leader, and resource for community initiatives, leading to neighborhood improvement and stability. We will:

- **Support Community Engagement Activities and Board Participation** to establish the Milwaukee Public Library as a valued resource and thought-leader
- **Develop a Volunteer Corps** to expand the capacity of staff and to strengthen community support
- **Develop New Customers** through partnership development to build awareness of library services and meet the needs of the community

## **Out-of-School Learning for Teens**

Engaging teens and adolescents requires age-specific programs and resources that are not only engaging, but fun. The Library will develop programs, collections, spaces and initiatives to encourage adolescents and teens to engage in reading, creative development, and learning opportunities outside of the school setting. Out-of-School learning initiatives will utilize emerging technologies and strategies such as gamification, which applies game design thinking to non-game applications to make them more fun and engaging, and Massive Open Online Courses (MOOCS). We will:

- **Initiate Technology Programming** to engage adolescents and teens in gamification and other technology-based learning opportunities
- **Promote Online Learning** to improve school outcomes through increased library use by this targeted age group
- **Create Teen Only Spaces** to encourage use by middle and high school students and to shift their perspective of the library from a “quiet, stuffy learning institution” to a safe gathering place where they feel at home to try new technologies, be creative, read for fun, and meet friends.

## **Community Third Place**

Every person has a third place, that place between home and work that serves as an “anchor” of community life and facilitates and fosters creative, social interactions. The Library will further establish itself as an anchor of healthy neighborhoods by creating awareness, fostering community dialog and being the place neighbors find connections, resources, recreation, and technology. We will:

- **Define New Policies and Operational Changes** to promote MPL as a Third Place
- **Create New Customer Service Models** to support Third Place principals
- **Implement Branch Building Program** to complete the library’s facilities plan, Rethinking Libraries for the 21<sup>st</sup> Century

- **Design Libraries as Meeting Places and Learning Commons** to encourage collaboration and community building
- **Continue Library Maintenance & Restoration Projects** to ensure libraries are inviting, welcoming, and safe.

### **Resource Alignment & Organizational Development**

MPL has the potential to be a world-class library. While financial resources are limited, we start this new plan from a position of strength. We have great employees, successful services, increasing use of collections and services, investments in library buildings and new approaches to library design. We have an engaged Board, an active Foundation, a supportive City Council, and a Mayor who cares about Milwaukee. To capitalize on these strengths, we will:

- **Align staff positions and resources** to ensure we have the capacity to achieve our outcomes.
- **Create metrics for each strategy and tactics** to enable us to measure success to clearly communicate our progress using a dashboard.
- **Design and adopt a team approach** to services and operations
- **Develop staff development programs** for new skill sets
- **Modify organization chart/structure** to align with outcomes

## **Next Steps**

Implementing MPL 2020 - Our Plan for the Future will uniquely integrate the eight citywide strategies described above into each the library service area plans of service. Plan implementation focuses on three elements:

1. Citywide Strategies – library administrators, working closely with library managers and staff, will identify the locations that would significantly benefit from the implementation of citywide strategies. At least one citywide strategy in each of the categories listed above will be slated for implementation with measures to track results.
3. Library Service Area Projects – in the first year, each library service area will implement two selected initiatives based upon the library's service area plan. Projects will be thoughtfully implemented, taking into account the local target audience, the most effective methods for communicating with them, and measuring results on an on-going basis. Lessons learned will be communicated across the library system in order model success and to make timely adjustments as needed.
3. Capacity Building and Staff Alignment – delivering more effective services starts with a responsive library staff that is in tune with the unique needs of each library service area, professionally exemplifies the values of passion, innovation, and excellence, and seeks continual growth and improvement. The next six years...to 2020...will be an exciting time of change for the Milwaukee Public Library, fully becoming a customer driven organization, earning a leadership role in helping Milwaukeeans build a strong city with vital neighborhoods, and helping people, one on one, to read, learn, and connect.

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MPL CONSENT AGENDA

*3b. Innovation & Strategy Committee*

*Meeting Minutes - 01/15/26*

**Milwaukee Public Library**  
**Financial Report**  
**November 30, 2025**

<b>2025</b>				<b>2024</b>			
<b>City Revenues</b>							
	<b>Budget</b>	<b>Received to date</b>	<b>% Received</b>		<b>Budget</b>	<b>Received to date</b>	<b>% Received</b>
<i>Additional City Appropriation</i>	\$ 32,920,741	\$ 27,377,403	83.2%		\$ 28,574,827	\$ 28,052,550	98.2%
<i>Fines</i>	\$ 94,000	\$ 74,961	79.7%		\$ 114,500	\$ 77,882	68.0%
<i>Lost Materials, etc.</i>	\$ 50,000	\$ 49,856	99.7%		\$ 66,500	\$ 40,016	60.2%
<i>MCFLS Contracts</i>	\$ 927,000	\$ 773,019	83.4%		\$ 819,000	\$ 667,884	81.5%
<b>Total City Appropriation</b>	<b>\$ 33,991,741</b>	<b>\$ 28,275,239</b>	<b>83.2%</b>		<b>\$ 29,574,827</b>	<b>\$ 28,838,332</b>	<b>97.5%</b>
<b>City Expenses</b>							
<b>Salaries &amp; Benefits</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Salaries</i>	\$ 18,849,425	\$ 16,742,419	88.8%		\$ 5,973,002	\$ 6,054,994	101.4%
<i>Fringe Benefits</i>	\$ 8,792,742	\$ 6,614,041	75.2%		\$ 2,687,851	\$ 2,775,853	103.3%
<b>Total</b>	<b>\$ 27,642,167</b>	<b>\$ 23,356,460</b>	<b>84.5%</b>		<b>\$ 8,660,853</b>	<b>\$ 8,830,847</b>	<b>102.0%</b>
<b>Supplies &amp; Services</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>General Office Expense</i>	\$ 115,700	\$ 83,230	71.9%		\$ 121,803	\$ 71,175	58.4%
<i>Tools &amp; Machinery Parts</i>	\$ -	\$ -	100.0%		\$ -	\$ -	100.0%
<i>Construction Supplies</i>	\$ 18,000	\$ 15,280	84.9%		\$ 16,500	\$ 25,618	155.3%
<i>Energy</i>	\$ 886,500	\$ 681,254	76.8%		\$ 847,800	\$ 610,972	72.1%
<i>Other Operating Supplies</i>	\$ 278,956	\$ 171,503	61.5%		\$ 252,947	\$ 240,076	94.9%
<i>Vehicle Rental</i>	\$ 9,200	\$ 5,333	58.0%		\$ 8,800	\$ 4,941	56.1%
<i>Non-Vehicle Equipment Rental</i>	\$ 13,200	\$ 7,640	57.9%		\$ 14,700	\$ 9,601	65.3%
<i>Professional Services</i>	\$ 86,600	\$ 75,725	87.4%		\$ 146,600	\$ 94,568	64.5%
<i>Information Technology Services</i>	\$ 357,920	\$ 318,207	88.9%		\$ 442,552	\$ 385,082	87.0%
<i>Property Services</i>	\$ 1,476,520	\$ 1,554,700	105.3%		\$ 1,418,038	\$ 1,576,990	111.2%
<i>Infrastructure Services</i>	\$ 121,000	\$ 100,634	83.2%		\$ 38,500	\$ 126,821	329.4%
<i>Vehicle Repair Services</i>	\$ -	\$ -	100.0%		\$ -	\$ -	100.0%
<i>Other Operating Services</i>	\$ 152,112	\$ 73,713	48.5%		\$ 146,239	\$ 55,670	38.1%
<i>Reimburse Other Departments</i>	\$ 111,900	\$ 40,364	36.1%		\$ 108,600	\$ 22,296	20.5%
<b>Total</b>	<b>\$ 3,627,608</b>	<b>\$ 3,127,583</b>	<b>86.2%</b>		<b>\$ 3,563,079</b>	<b>\$ 3,223,810</b>	<b>90.5%</b>
<b>Equipment</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Library Materials</i>	\$ 1,885,500	\$ 1,289,508	68.4%		\$ 1,827,000	\$ 1,662,731	91.0%
<i>IT Equipment</i>	\$ 220,824	\$ 72,853	33.0%		\$ 522,032	\$ 167,509	32.1%
<i>Other</i>	\$ 337,042	\$ 211,668	62.8%		\$ 86,563	\$ 88,049	101.7%
<b>Total</b>	<b>\$ 2,443,366</b>	<b>\$ 1,574,029</b>	<b>64.4%</b>		<b>\$ 2,435,595</b>	<b>\$ 1,918,289</b>	<b>78.8%</b>
<b>Other Departmental Appropriation</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Villard Square Property Payment</i>	\$ 11,600	\$ 9,216	79.4%		\$ 9,800	\$ 8,802	89.8%
<i>East Property Payment</i>	\$ 9,133	\$ 9,133	100.0%		\$ 5,300	\$ 5,300	100.0%
<i>Mitchell Street Property Payment</i>	\$ 76,000	\$ 59,942	78.9%		\$ 74,000	\$ 70,131	94.8%
<i>Good Hope Property Payment</i>	\$ 42,967	\$ -	0.0%		\$ 45,000	\$ -	0.0%
<i>Contingent Energy Financing</i>	\$ 138,900	\$ 138,876	100.0%		\$ 136,200	\$ 136,153	100.0%
<b>Total</b>	<b>\$ 278,600</b>	<b>\$ 217,167</b>	<b>77.9%</b>		<b>\$ 270,300</b>	<b>\$ 220,386</b>	<b>81.5%</b>
<b>ARPA Revenue Replacement</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Operating Expenses</i>	\$ -	\$ -	100.0%		\$ 14,645,000	\$ 14,645,000	100.0%
<b>Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>100.0%</b>		<b>\$ 14,645,000</b>	<b>\$ 14,645,000</b>	<b>100.0%</b>
<b>Total City Expenses</b>	<b>\$ 33,991,741</b>	<b>\$ 28,275,239</b>	<b>83.2%</b>		<b>\$ 29,574,827</b>	<b>\$ 28,838,332</b>	<b>97.5%</b>

**Milwaukee Public Library**  
**Financial Report**  
**November 30, 2025**

<b>2025</b>				<b>2024</b>							
<b>Additional Funding Sources</b>											
<b>Grants</b>											
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>				
WTBBL Jul '25 - Jun '26	\$ 1,178,700	\$ 456,898	38.8%		\$ 1,033,100	\$ 399,367	38.7%				
ILL Jul '25 - Jun '26	\$ 263,150	\$ 85,169	32.4%		\$ 233,550	\$ 51,683	22.1%				
<b>Total</b>	<b>\$ 1,441,850</b>	<b>\$ 542,067</b>	<b>37.6%</b>		<b>\$ 1,266,650</b>	<b>\$ 451,050</b>	<b>35.6%</b>				
<b>Trust Funds</b>											
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>				
Materials	\$ 167,000	\$ 166,945	100.0%		\$ 134,000	\$ 134,000	100.0%				
Programming	\$ 53,000	\$ 35,456	66.9%		\$ 42,000	\$ 29,107	69.3%				
Training	\$ 26,000	\$ 23,142	89.0%		\$ 20,000	\$ 21,913	109.6%				
Marketing	\$ 45,000	\$ 454	1.0%		\$ 35,000	\$ 33,441	95.5%				
Contingency	\$ 5,000	\$ 623	12.5%		\$ 4,000	\$ -	0.0%				
Board Development	\$ 5,000	\$ 384	7.7%		\$ 4,000	\$ 1,384	34.6%				
Strehlow 50+	\$ 8,000	\$ 2,535	31.7%		\$ 29,756	\$ 8,880	29.8%				
Staffing Study	\$ -	\$ -	100.0%		\$ 28,000	\$ -	0.0%				
Hot Spots	\$ 295,000	\$ -	0.0%		\$ -	\$ -	100.0%				
4T Renovation	\$ 689,773	\$ 689,773	100.0%		\$ -	\$ -	100.0%				
<b>Total</b>	<b>\$ 1,293,773</b>	<b>\$ 919,312</b>	<b>71.1%</b>		<b>\$ 296,756</b>	<b>\$ 228,725</b>	<b>77.1%</b>				
<b>Foundation Contributions</b>											
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>				
Materials	\$ 281,497	\$ 26,886	9.6%		\$ 271,201	\$ 39,364	14.5%				
Programming	\$ 1,692,109	\$ 1,310,119	77.4%		\$ 1,809,375	\$ 600,875	33.2%				
<b>Total</b>	<b>\$ 1,973,606</b>	<b>\$ 1,337,005</b>	<b>67.7%</b>		<b>\$ 2,080,576</b>	<b>\$ 640,239</b>	<b>30.8%</b>				

**Investments**

U.S. Bank National Assoc. Commercial Paper (rated A1) confirmation #32715674 dated 11/21/25 and maturing 12/29/25 at a rate of 1.55%...\$175,000

**Milwaukee Public Library**  
**Financial Report**  
**December 31, 2025\***

<b>2025</b>				<b>2024</b>			
<b>City Revenues</b>							
	<b>Budget</b>	<b>Received to date</b>	<b>% Received</b>		<b>Budget</b>	<b>Received to date</b>	<b>% Received</b>
<i>Additional City Appropriation</i>	\$ 32,920,741	\$ 30,281,830	92.0%		\$ 28,574,827	\$ 30,704,260	107.5%
<i>Fines</i>	\$ 94,000	\$ 77,512	82.5%		\$ 114,500	\$ 93,034	81.3%
<i>Lost Materials, etc.</i>	\$ 50,000	\$ 51,729	103.5%		\$ 66,500	\$ 47,796	71.9%
<i>MCFLS Contracts</i>	\$ 927,000	\$ 1,024,226	110.5%		\$ 819,000	\$ 887,821	108.4%
<b>Total City Appropriation</b>	<b>\$ 33,991,741</b>	<b>\$ 31,435,297</b>	<b>92.5%</b>		<b>\$ 29,574,827</b>	<b>\$ 31,732,911</b>	<b>107.3%</b>
<b>City Expenses</b>							
<b>Salaries &amp; Benefits</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Salaries</i>	\$ 18,849,425	\$ 18,136,955	96.2%		\$ 5,973,002	\$ 7,570,991	126.8%
<i>Fringe Benefits</i>	\$ 8,792,742	\$ 7,127,733	81.1%		\$ 2,687,851	\$ 3,363,775	125.1%
<b>Total</b>	<b>\$ 27,642,167</b>	<b>\$ 25,264,688</b>	<b>91.4%</b>		<b>\$ 8,660,853</b>	<b>\$ 10,934,766</b>	<b>126.3%</b>
<b>Supplies &amp; Services</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>General Office Expense</i>	\$ 115,700	\$ 95,960	82.9%		\$ 121,803	\$ 82,794	68.0%
<i>Tools &amp; Machinery Parts</i>	\$ -	\$ -	100.0%		\$ -	\$ -	100.0%
<i>Construction Supplies</i>	\$ 18,000	\$ 16,031	89.1%		\$ 16,500	\$ 25,618	155.3%
<i>Energy</i>	\$ 886,500	\$ 836,352	94.3%		\$ 847,800	\$ 728,212	85.9%
<i>Other Operating Supplies</i>	\$ 278,956	\$ 203,666	73.0%		\$ 252,947	\$ 257,890	102.0%
<i>Vehicle Rental</i>	\$ 9,200	\$ 5,801	63.1%		\$ 8,800	\$ 5,744	65.3%
<i>Non-Vehicle Equipment Rental</i>	\$ 13,200	\$ 9,532	72.2%		\$ 14,700	\$ 11,723	79.7%
<i>Professional Services</i>	\$ 86,600	\$ 83,750	96.7%		\$ 146,600	\$ 92,885	63.4%
<i>Information Technology Services</i>	\$ 357,920	\$ 353,390	98.7%		\$ 442,552	\$ 393,456	88.9%
<i>Property Services</i>	\$ 1,476,520	\$ 1,707,542	115.6%		\$ 1,418,038	\$ 1,812,050	127.8%
<i>Infrastructure Services</i>	\$ 121,000	\$ 160,816	132.9%		\$ 38,500	\$ 173,762	451.3%
<i>Vehicle Repair Services</i>	\$ -	\$ -	100.0%		\$ -	\$ -	100.0%
<i>Other Operating Services</i>	\$ 152,112	\$ 93,479	61.5%		\$ 146,239	\$ 74,768	51.1%
<i>Reimburse Other Departments</i>	\$ 111,900	\$ 39,390	35.2%		\$ 108,600	\$ 115,935	106.8%
<b>Total</b>	<b>\$ 3,627,608</b>	<b>\$ 3,605,709</b>	<b>99.4%</b>		<b>\$ 3,563,079</b>	<b>\$ 3,774,837</b>	<b>105.9%</b>
<b>Equipment</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Library Materials</i>	\$ 1,885,500	\$ 1,885,500	100.0%		\$ 1,827,000	\$ 1,827,000	100.0%
<i>IT Equipment</i>	\$ 220,824	\$ 106,186	48.1%		\$ 522,032	\$ 238,586	45.7%
<i>Other</i>	\$ 337,042	\$ 342,547	101.6%		\$ 86,563	\$ 92,336	106.7%
<b>Total</b>	<b>\$ 2,443,366</b>	<b>\$ 2,334,233</b>	<b>95.5%</b>		<b>\$ 2,435,595</b>	<b>\$ 2,157,922</b>	<b>88.6%</b>
<b>Other Departmental Appropriation</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Villard Square Property Payment</i>	\$ 11,600	\$ 9,216	79.4%		\$ 9,800	\$ 8,802	89.8%
<i>East Property Payment</i>	\$ 9,133	\$ 9,133	100.0%		\$ 5,300	\$ 5,300	100.0%
<i>Mitchell Street Property Payment</i>	\$ 76,000	\$ 73,442	96.6%		\$ 74,000	\$ 70,131	94.8%
<i>Good Hope Property Payment</i>	\$ 42,967	\$ -	0.0%		\$ 45,000	\$ -	0.0%
<i>Contingent Energy Financing</i>	\$ 138,900	\$ 138,876	100.0%		\$ 136,200	\$ 136,153	100.0%
<b>Total</b>	<b>\$ 278,600</b>	<b>\$ 230,667</b>	<b>82.8%</b>		<b>\$ 270,300</b>	<b>\$ 220,386</b>	<b>81.5%</b>
<b>ARPA Revenue Replacement</b>							
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>
<i>Operating Expenses</i>	\$ -	\$ -	100.0%		\$ 14,645,000	\$ 14,645,000	100.0%
<b>Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>100.0%</b>		<b>\$ 14,645,000</b>	<b>\$ 14,645,000</b>	<b>100.0%</b>
<b>Total City Expenses</b>	<b>\$ 33,991,741</b>	<b>\$ 31,435,297</b>	<b>92.5%</b>		<b>\$ 29,574,827</b>	<b>\$ 31,732,911</b>	<b>107.3%</b>

**Milwaukee Public Library**  
**Financial Report**  
**December 31, 2025\***

<b>2025</b>				<b>2024</b>							
<b>Additional Funding Sources</b>											
<b>Grants</b>											
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>				
WTBBL Jul '25 - Jun '26	\$ 1,178,700	\$ 524,144	44.5%		\$ 1,033,100	\$ 507,510	49.1%				
ILL Jul '25 - Jun '26	\$ 263,150	\$ 105,243	40.0%		\$ 233,550	\$ 69,971	30.0%				
<b>Total</b>	<b>\$ 1,441,850</b>	<b>\$ 629,387</b>	<b>43.7%</b>		<b>\$ 1,266,650</b>	<b>\$ 577,481</b>	<b>45.6%</b>				
<b>Trust Funds</b>											
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>				
Materials	\$ 167,000	\$ 167,000	100.0%		\$ 134,000	\$ 134,000	100.0%				
Programming	\$ 53,000	\$ 44,263	83.5%		\$ 42,000	\$ 33,403	79.5%				
Training	\$ 26,000	\$ 23,142	89.0%		\$ 20,000	\$ 22,351	111.8%				
Marketing	\$ 45,000	\$ 454	1.0%		\$ 35,000	\$ 33,441	95.5%				
Contingency	\$ 5,000	\$ 623	12.5%		\$ 4,000	\$ -	0.0%				
Board Development	\$ 5,000	\$ 384	7.7%		\$ 4,000	\$ 1,384	34.6%				
Strehlow 50+	\$ 8,000	\$ 4,219	52.7%		\$ 29,756	\$ 12,249	41.2%				
Staffing Study	\$ -	\$ -	100.0%		\$ 28,000	\$ 5,950	21.3%				
Hot Spots	\$ 295,000	\$ 199,187	67.5%		\$ -	\$ -	100.0%				
4T Renovation	\$ 689,773	\$ 689,773	100.0%		\$ -	\$ -	100.0%				
<b>Total</b>	<b>\$ 1,293,773</b>	<b>\$ 1,129,045</b>	<b>87.3%</b>		<b>\$ 296,756</b>	<b>\$ 242,778</b>	<b>81.8%</b>				
<b>Foundation Contributions</b>											
	<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>		<b>Budget</b>	<b>Spent to date</b>	<b>% Spent</b>				
Materials	\$ 481,497	\$ 41,043	8.5%		\$ 328,515	\$ 49,017	14.9%				
Programming	\$ 2,465,800	\$ 1,138,517	46.2%		\$ 2,268,364	\$ 635,555	28.0%				
<b>Total</b>	<b>\$ 2,947,297</b>	<b>\$ 1,179,560</b>	<b>40.0%</b>		<b>\$ 2,596,879</b>	<b>\$ 684,572</b>	<b>26.4%</b>				

\* Preliminary report as of January 22, 2026

## Investments

U.S. Bank National Assoc. Commercial Paper (rated A1) confirmation #327156717 dated 12/29/25 and maturing 01/29/26 at a rate of 1.40%...\$275,000

## Notes

Average vacancy rate in 2025 was 15%

A \$690K mid-year transfer from salaries to operating supported contracted custodial and security services needed to maintain operations during vacancies

\$135K in August flood-related expenses including \$93K for supplies and services, \$5K for equipment, and \$37K for personnel

\$192K (11%) of the Foundation balance is comprised of donor-contributed funds to the LibraryCorps program, which concluded in August 2025 following the cancellation of the Foundation's AmeriCorps grant by executive order.

Foundation spending increased over 2024 due to \$487K in support for the MLK branch project

Trust Fund spending increased over 2024 due to special allocations for the HotSpots program and the 4T renovation project

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MPL CONSENT AGENDA  
4a. Financial Reports  
P. 39

## Director's Report

### December 2025 and January 2026

Director Johnson is supporting teams in implementing the 2026 service changes, particularly as it relates to piloting the new Sunday scheduling model. With the support of Innovation & Strategy Committee of the MPL Board, Johnson is leading the effort to review and update the library's strategy documents making full use of newer demographic data and community feedback collected from 2022 and going forward.

Johnson attended MPL's King Day program and welcomed the community back to the new flagship Martin Luther King Branch for its first use as a venue for the annual celebration. The highly successful program was well attended by an enthusiastic and engaged crowd of attendees.

MPL's partnership with the Milwaukee Youth Symphony Orchestra (MYSO) for its ambitious Violins of Hope project culminated with a very well received community meal event at the Mitchell Street branch, which Johnson attended. The popular meals are prepared by MPL's resident Community Kitchen Coordinator Sherry Agee and this one attracted new audiences connected with MYSO.

Johnson and other team members met with representatives from local entities to explore potential partnerships and deeper collaboration with existing partners including Milwaukee Public Schools (Education and Outreach Services), Milwaukee Symphony Orchestra (Adult Programming and Events), Friends of the MPL (Admin) and Department of Public Instructions Bureau of Libraries (WTBBL).

Johnson convened the semi-annual MPL Scholarships Committee, a joint committee of representatives from the MPL Board of Trustees, Friends of MPL and the MPL Foundation. For the 2026 spring cycle, the committee awarded \$6000, to be split among four MPL employee applicants pursuing an MLS: Elizabeth Rehak, Sophia Aspenleiter, Claudia Wardius and Kathryn Gajewski. Congratulations to them and much appreciation to Committee members Matt Kowalski, Jamshed Patel, Ashley Servi and Mary Sprague.

The Communications and Marketing Team are consistently creating opportunities to raise awareness about library services using social media and inviting the press for interviews. Johnson was able to support by participating in a video shoot with Mayor Johnson to acknowledge exceeding the one million mark for patron visits in 2025. She also completed an extensive interview with the Milwaukee Journal Sentinel's Neighborhoods reporter to share MPL's desired outcomes for the Harambee residents' use of the new flagship Martin Luther King branch. She did another video shoot for the mayor's social media lead regarding city department's 2025 accomplishments.

MPL's HR team has been working hard to fill critical vacancies and Johnson is supporting the onboarding and orientation efforts for new Security Officers and the new Central Library Public Services Area Manager.

Johnson's engagement with community stakeholders is ongoing and she attended the MCFLS, Westown and Rotary board meetings. She also attended the statewide virtual meeting of the Council on Library and Network Development (COLAND), administered by the WI Dept of Public Instruction's Bureau of Libraries.

Summary of **VIRTUAL and IN-PERSON PROGRAMS**:

**November 2025**

**MPL HELPS PEOPLE READ**

Kids Musicfest: MPL staff presented a Book Nook for Kids Musicfest on Nov. 9th. MPL staff offered card creation, readers advisory, and three-story time programs for families attending the event. The story times had 55 adults and 56 children participants throughout the afternoon. Attendance: 141

Author Talk with Dr. Carol Cornelius. We welcomed Dr. Carol Cornelius to discuss her new book from Wisconsin Historical Society Press, *A History in Indigenous Voices: Menominee, Ho-Chunk, Oneida, Stockbridge, and Brothertown Interactions in the Removal Era*. This book explores the complex history of treaty-making and forced removal of Indigenous peoples in Wisconsin, centering the voices and perspectives of Indigenous leaders who actively participated in treaty negotiations and their resistance to removal. A lively public discussion followed her presentation. Attendance: 8

**MPL HELPS PEOPLE LEARN**

Visits to Hayes Bilingual: MPL staff completed six presentation for middle school classes during their weekly visit to their school library. Staff presented about the topics of artificial intelligence (AI) and digital resources that can be found on Library Now. The Library Media Specialist at Hayes passed along that students have continued to explore Library Now resources in the weeks after the workshops. Attendance: 203

Ready to Read Workshop: Letter Knowledge College

This fall, this early literacy workshop for early childhood educators was relaunched with a fully updated curriculum. While still grounded in the American Library Association's "Six Skills for Early Literacy," the revised training introduces a stronger alignment with the Wisconsin Model Early Learning Standards (WMELS), particularly in the area of language and literacy. The refreshed session focuses on developmentally appropriate strategies for teaching letter knowledge — including letter recognition, names, and sounds — through playful, engaging activities for children up to age five. Attendance: 11

Mapping Racism and Resistance Project. Racial covenants were a widely used tool to racially segregate housing and communities in the first half of the twentieth century. *Mapping Racism and Resistance in Milwaukee County* is a crowdsourced, community-engaged mapping project documenting all racial covenants in Milwaukee County and Black resistance to them. For nearly three years, Bonds and Handley have been working together with thousands of community members to read and transcribe racial covenants in property records in order to map these covenants and understand their geography and impact in Milwaukee County's racially segregated landscape. Attendance: 213

Edmund Fitzgerald and the Meaning of Home on the Great Lakes. With Dr. Steve Ackerman, Professor of Atmospheric Science. Marking the 50th anniversary of the tragic sinking of the *Edmund Fitzgerald*, this special program—presented in partnership between the Milwaukee Public Library and the Wisconsin Academy of Science, Arts, & Letters — explored how collective loss and regional identity shape our understanding of home. Attendance: 14

**MPL HELPS PEOPLE CONNECT**

Milwaukee Fatherhood Summit: MPL staff shared resources and created library cards during the Milwaukee Fatherhood Summit, presented by Mayor Cavalier Johnson and the Office of African

American Affairs on November 1st. Staff engaged with 124 patrons and shared information about upcoming programs. Attendance: 124

Journey House Thanksgiving Celebration: MPL staff tabled during this Thanksgiving celebration event, which included sharing resources with 75 patrons, and completed 4 card renewals and 10 new library cards. Attendance: 75

#### Teen Art Contest & Gallery Night

Thirty-three art pieces were submitted by teens for this year's Teen Art Contest. On Monday, November 24<sup>th</sup>, the Teen Advisory Board (TAB) held their annual Teen Art Gallery Night at the East Branch and all 33 pieces were displayed. Teen Art Gallery Night attendees came to enjoy and support the creative work of talented, Milwaukee teens. TAB members led 4 activity stations including junk journaling, button-making, ceramic tile painting, and a photobooth. The TAB president and vice president announced the winners of the art contest at the end of the night. All of the winners were present to accept their gift award to BLICK art store. Attendance: 115

Unity in the Community: A Signature Event. Community members joined us at Mitchell Street Branch Library for a celebration of diverse cultures, art, and food within our community. A combined community event brought to you by the Bay View, Tippecanoe, Mitchell Street, and Zablocki Branches. The event featured: Browser the Library Lion; Dance/Music Performances; Arts/Crafts Programming; Mitchell Street Makerspace--Arts & Crafts; and Cargill Community Kitchen--Cuisines Around the World.

Attendance: 687

Fall Harvest Community Meal. Home for the Holidays? As the days grow shorter, grow brighter together at Milwaukee Public Library. Join us for a festive seasonal meal with all the trimmings! Come one, come all and dine with us to bring in the holiday. Have you played our Fall Harvest "Chain Reaction?" Test your game skills in themed activities while Chef Sharrie's scrumptious scents of wonderful culinary creations are prepared in the Cargill Community Kitchen. Attendance: 87

### **December 2025**

#### **MPL HELPS PEOPLE READ**

Mystery Book Club. Mitchell Street Branch Library has revived its Mystery Book Club, and December's title was *She Didn't See It Coming* by Shari Lapena. Attendees joined to discuss mysteries and share ideas for other good reads. This book club provides a place for friends and strangers to meet and discuss mysteries and share ideas for other good reads. Attendance: 9

#### **MPL HELPS PEOPLE LEARN**

Earth Provides us With Everything We Need. An Evening with Activist Forager, Robin Greenfield. Robin Greenfield is foraging 100% of his food and medicine for an entire year, and shared how he accomplishes this amazing lifestyle. Is it possible to eat in harmony with Earth and live in reciprocity? Attendees enjoyed an eye-opening exploration of food sovereignty through the food and medicine that is growing abundantly all around us. Attendance: 71

Beyond Books: Streets of Old Milwaukee. Come explore some of the Milwaukee Public Library's unique archives and special collections! December's topic was inspired Milwaukee Public Museum's fabled exhibit, *The Streets of Old Milwaukee*. A selection of materials will be available for browsing at your own pace between 4:30-6:30 pm in our Art, Music and Recreation Room on the 2nd floor of Central Library.

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MPL CONSENT AGENDA

4b. Library Director's Report

P.42

These materials are not normally browsable and may include documents, drawings, plans, photographs and ephemera. Attendance: 50

### **MPL HELPS PEOPLE CONNECT**

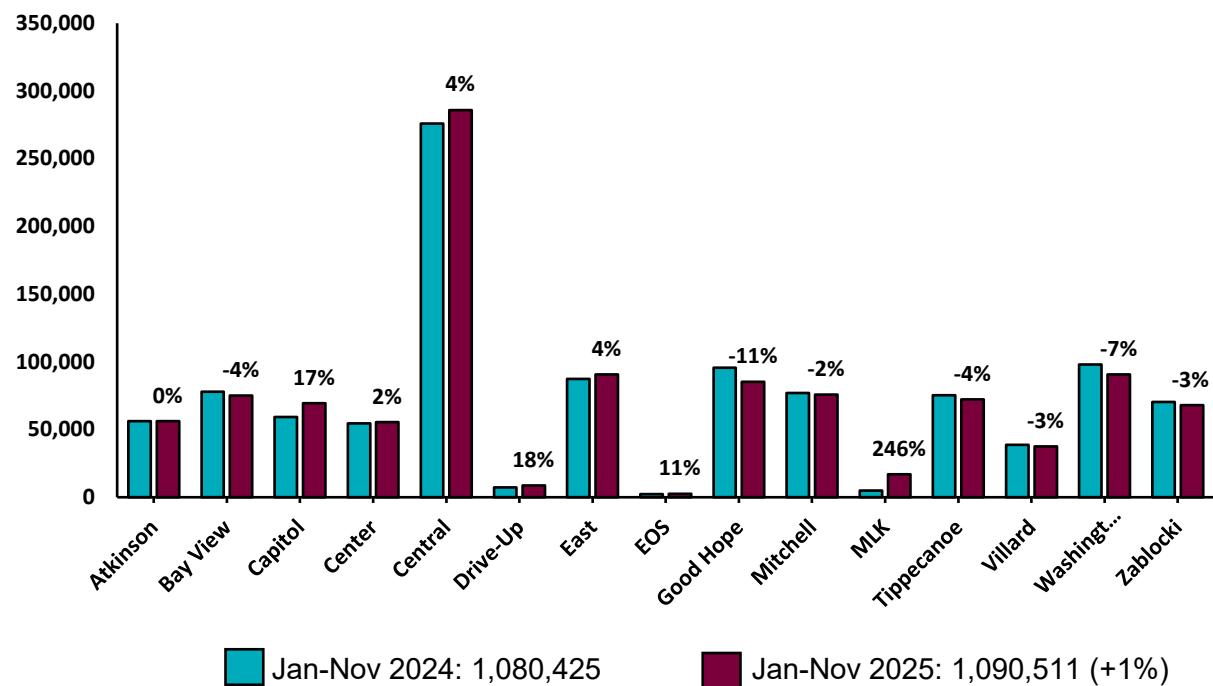
Lights in Winter: Violins of Hope Community Meal. Mitchell Street Branch Library hosted a reflective community meal, featuring a curated menu of food inspired by Hanukkah traditions prepared by Milwaukee Public Library's Cargill Community Kitchen Consultant. Attendees sampled a delicious array of food, and learn more about the Violins of Hope – Wisconsin presented by Milwaukee Youth Symphony Orchestra project, the importance of music and instrument making within the historical context of this traveling exhibit. Attendance: 58

Hygge Experience. Hosted at Center Street Branch Library. Embrace Hygge, the Danish practice of infusing your life with coziness and contentment. Hygge--often pronounced like hyoo-guh--may be a Danish (and Norwegian) practice, but people around the world can learn about and enjoy it. Sip a warm beverage, have a snack, and experience a relaxing, cozy and convivial time at the library. Attendance: 21

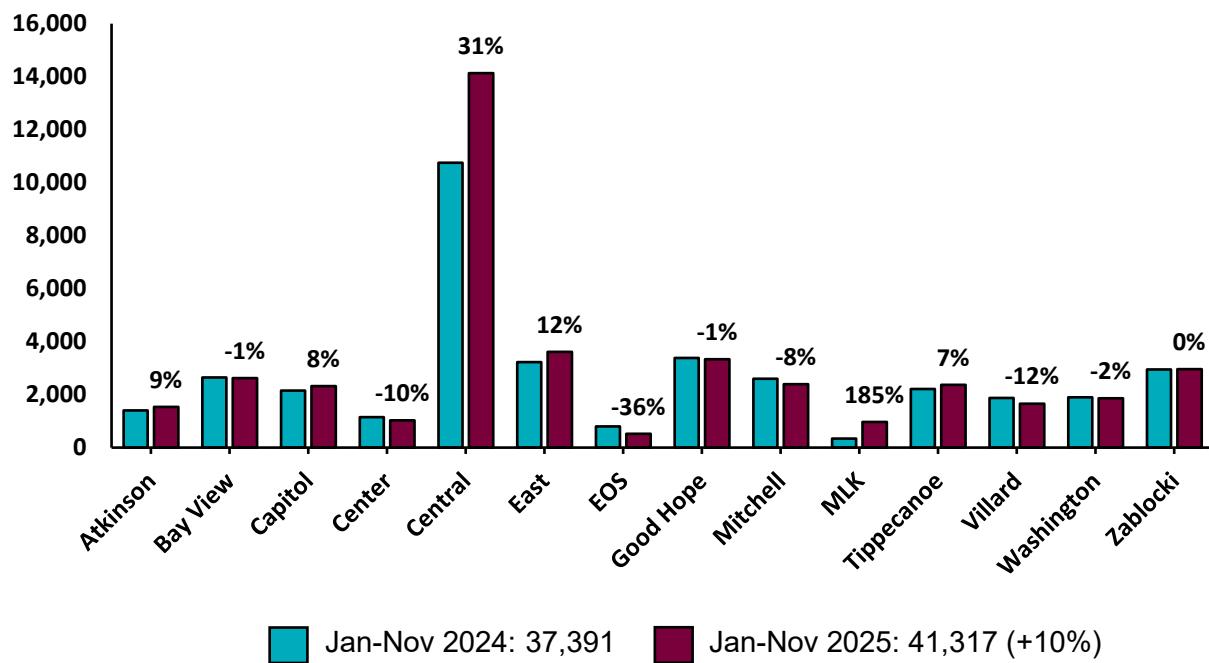
Jólabókaflóð Celebration - Icelandic-inspired "book flood" & cozy craft program. East Branch Library celebrated the end of the year in the spirit of Iceland's annual "Book Flood" Jólabókaflóð. Attendees enjoyed our cozy craft station and/or sip a warm beverage while quietly reading or chatting. Participants will get to choose a free book to wrap, theirs to keep or gift. Attendance: 20

Atkinson Community Gathering. As the days grow shorter, grow brighter together at Milwaukee Public Library. Join us for an afternoon of community building and friendship at Atkinson, food and games will be provided! Attendance: 61

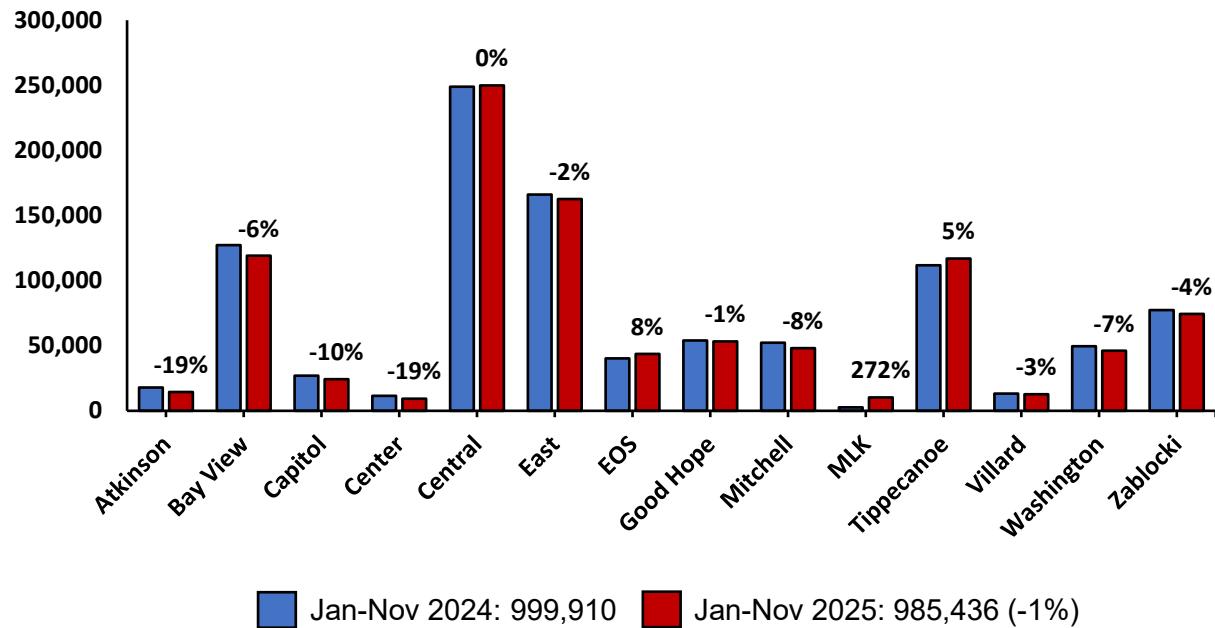
## Patron Visits



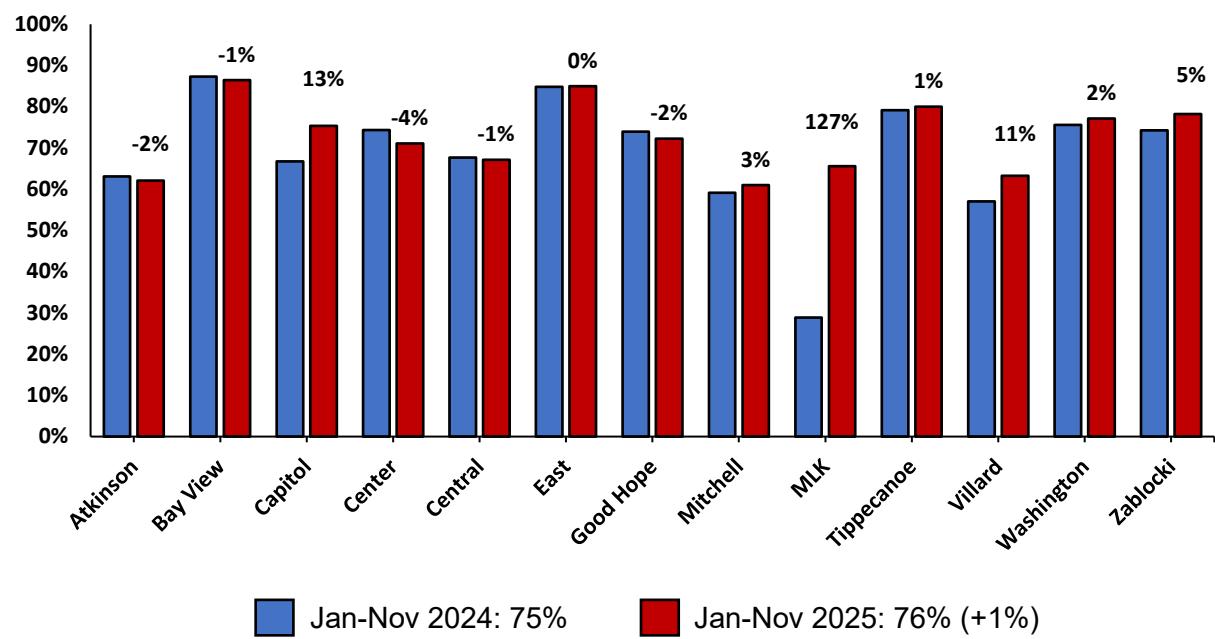
## Registration



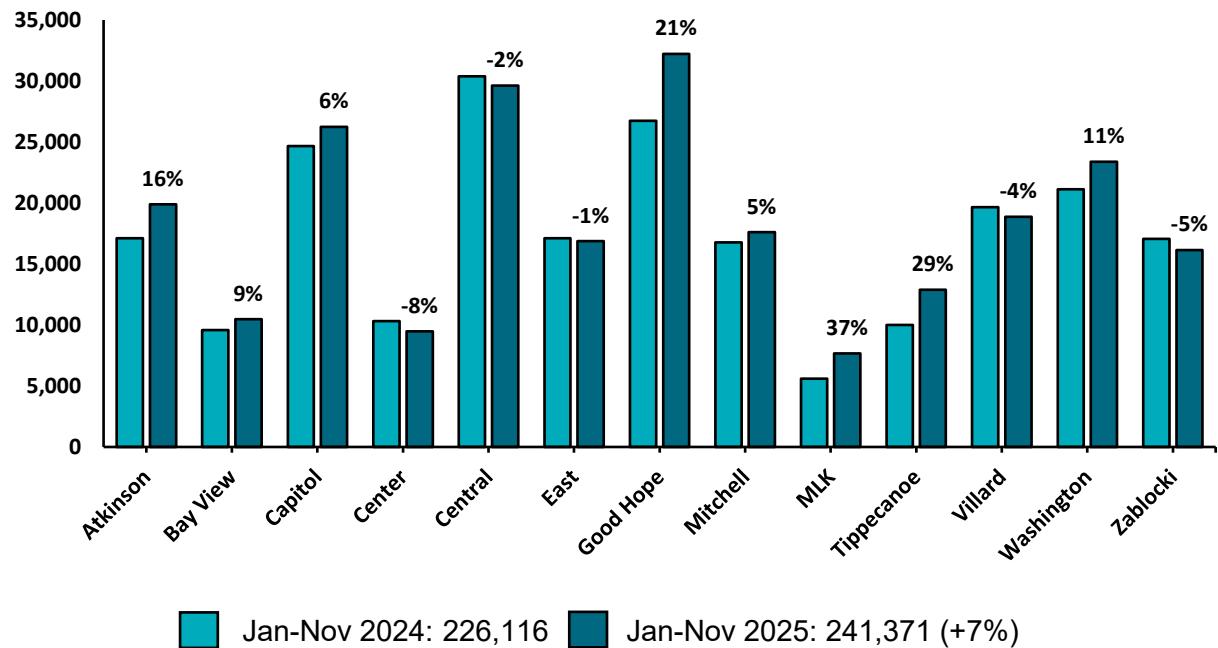
## Traditional Circulation



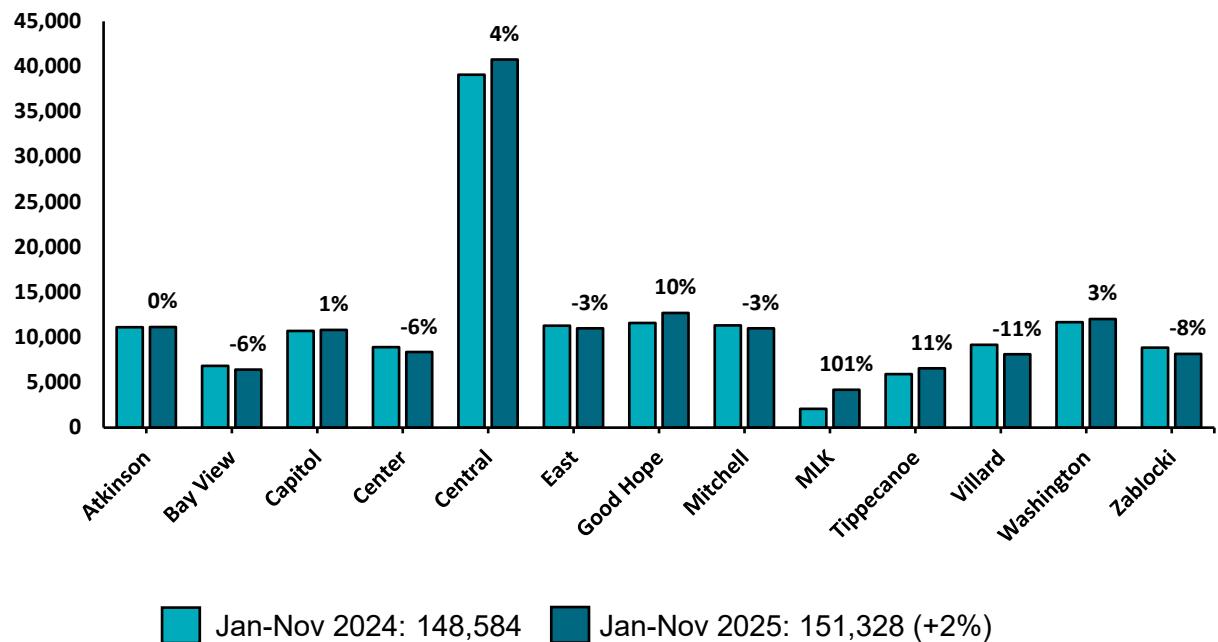
## Self-Checkout



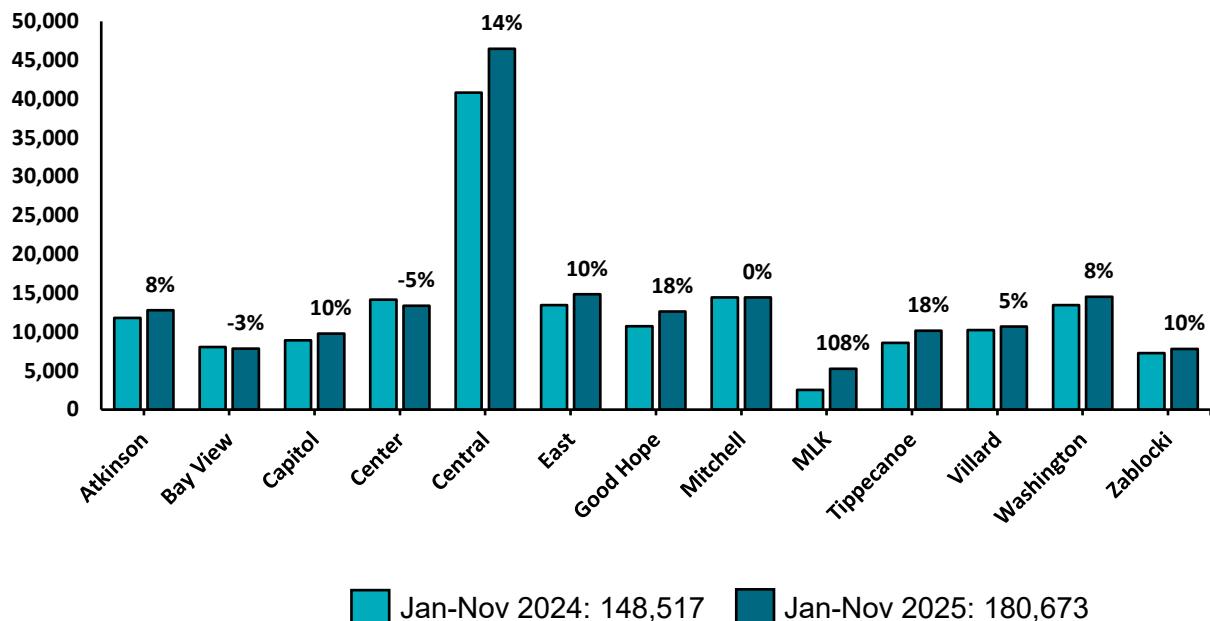
## Print/Copy/Fax/Scan Jobs



## Public Computer Sessions



## Wi-Fi Unique Users



Jan-Nov 2024: 148,517    Jan-Nov 2025: 180,673

## Ready Reference



34,220  
Call Sessions  
Last Year: 38,895



1,603  
Chat Sessions  
Last Year: 1,464

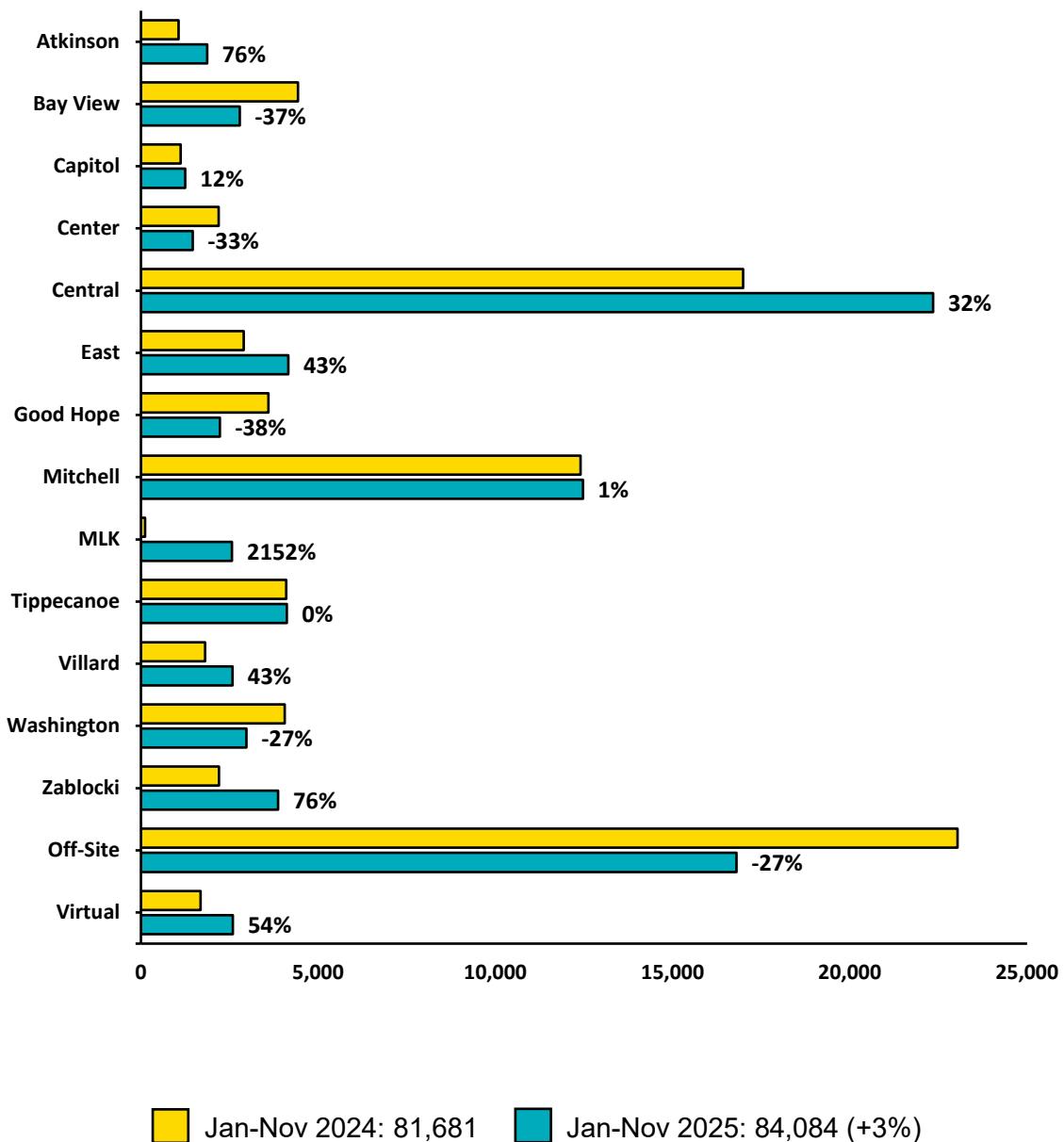


238  
Email Sessions  
Last Year: 1,070

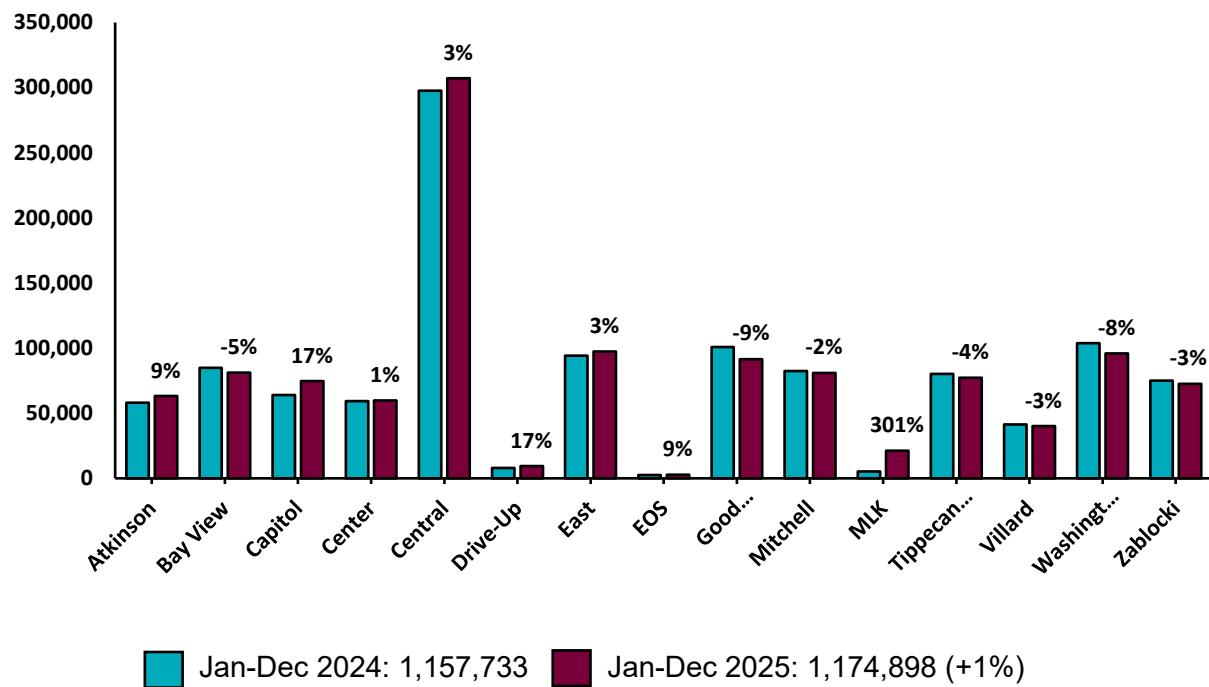
## eCirculation

Platform	Jan-Nov 2024	Jan-Nov 2025	Change
Freegal Music	114,051	288,562	+153%
Hoopla Digital	74,210	59,576	-20%
Kanopy	24,774	35,324	+43%
OverDrive	414,973	472,954	+14%
<b>Total</b>	<b>628,008</b>	<b>856,416</b>	<b>+36%</b>

## Program Attendance

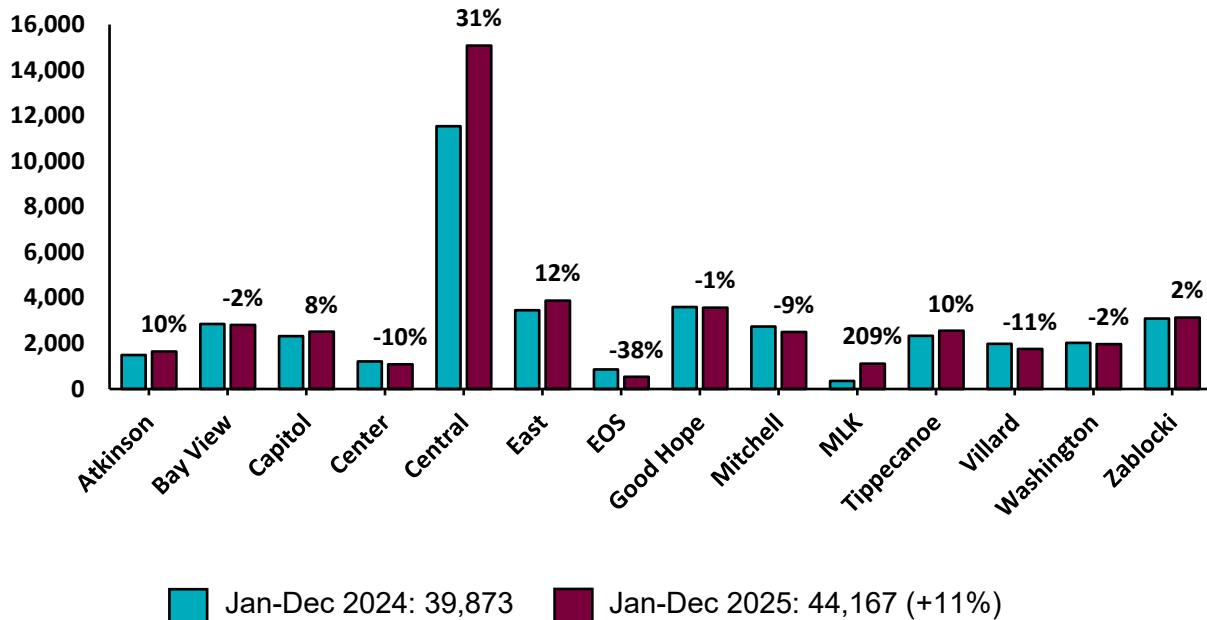


## Patron Visits



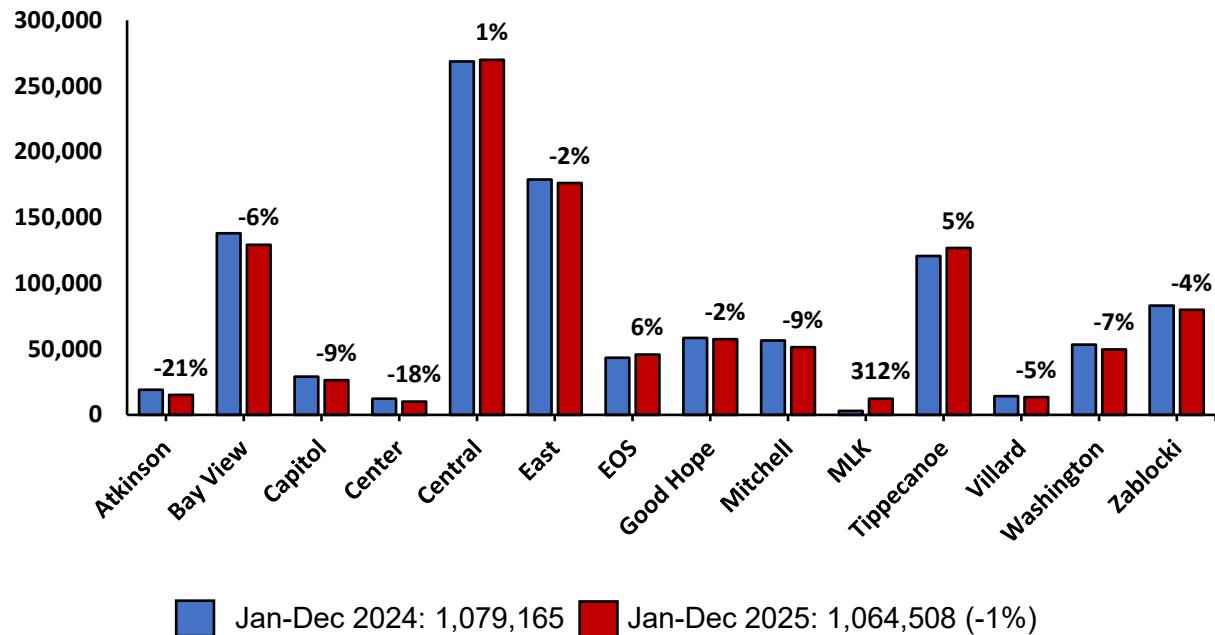
■ Jan-Dec 2024: 1,157,733 ■ Jan-Dec 2025: 1,174,898 (+1%)

## Registration

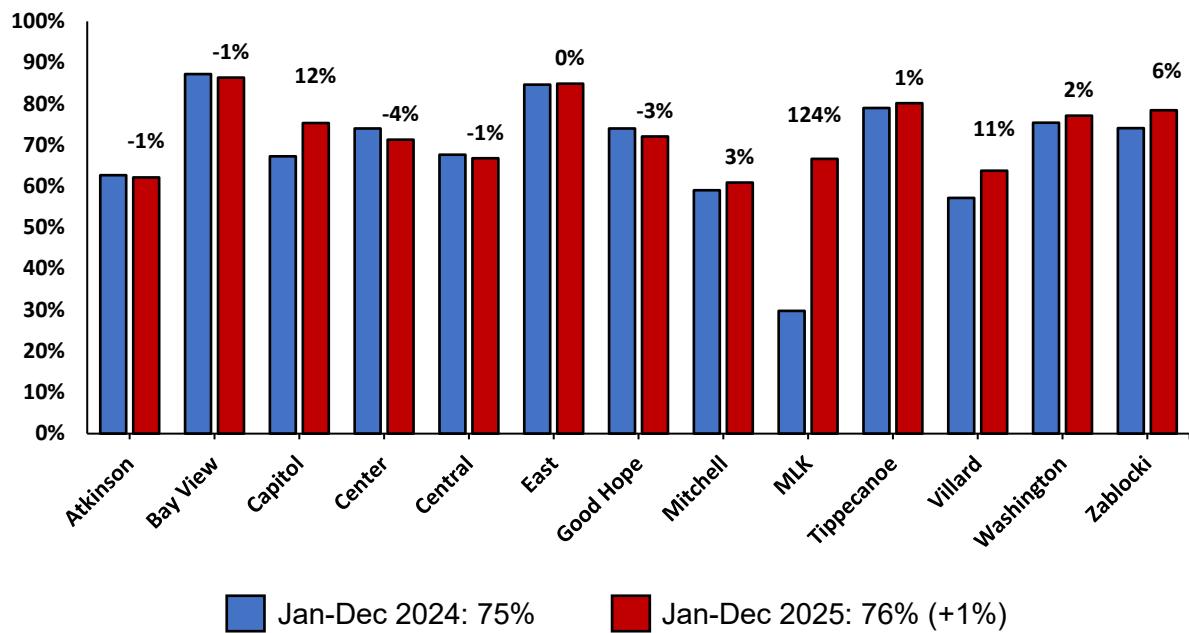


■ Jan-Dec 2024: 39,873 ■ Jan-Dec 2025: 44,167 (+11%)

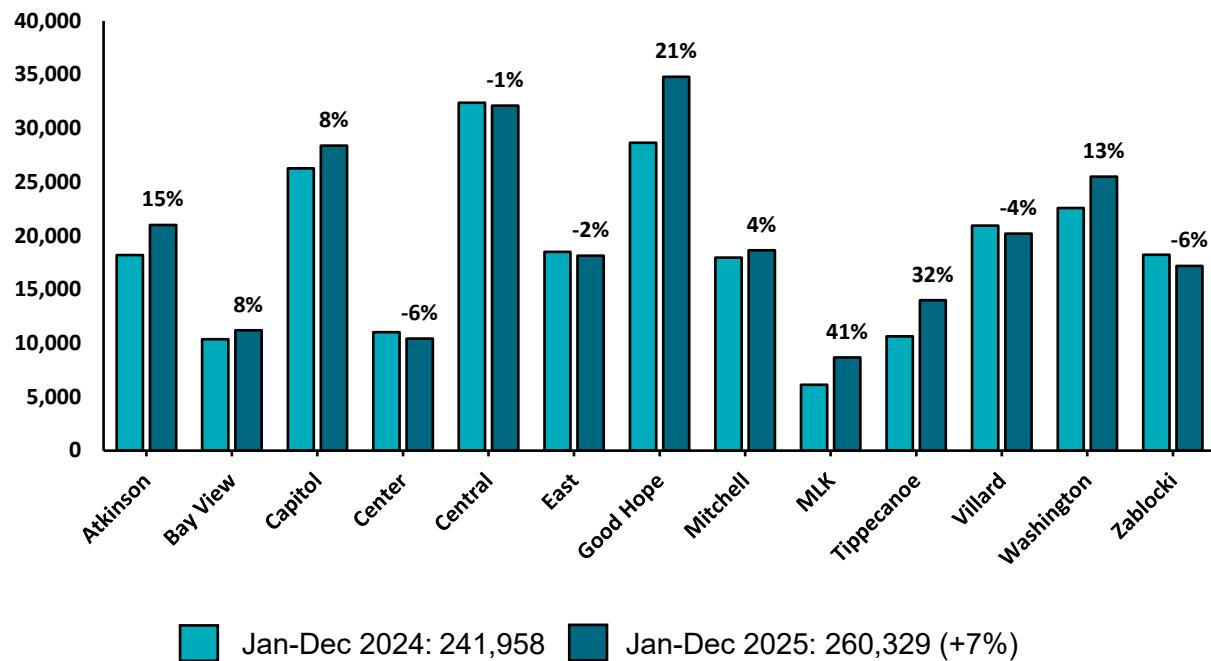
## Traditional Circulation



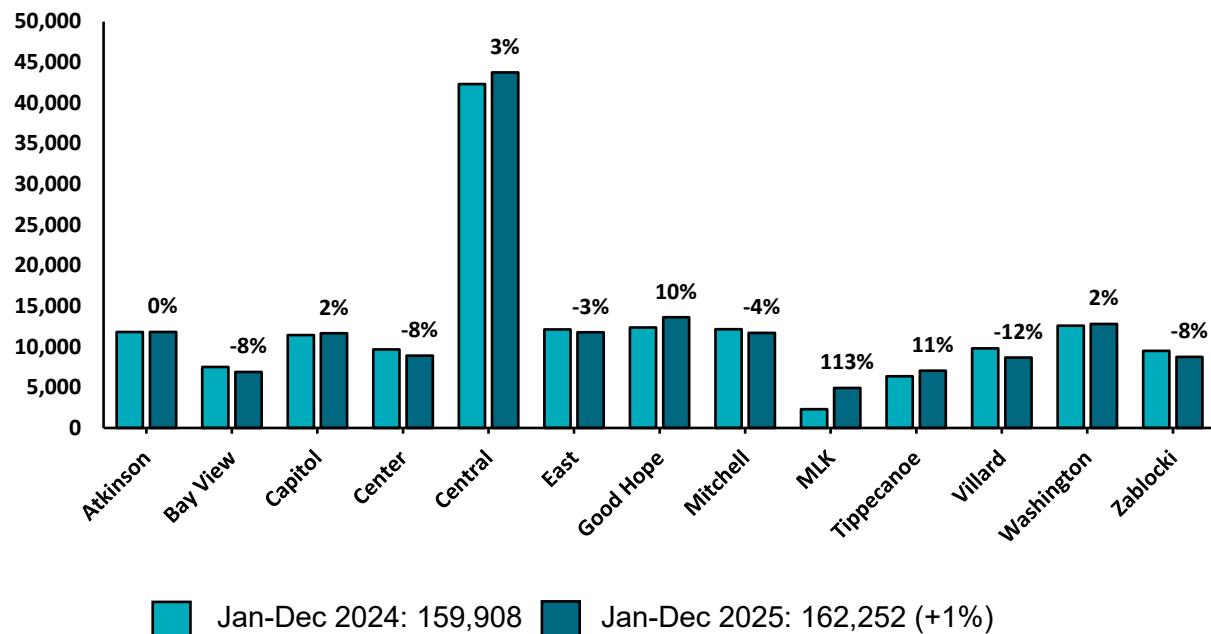
## Self-Checkout



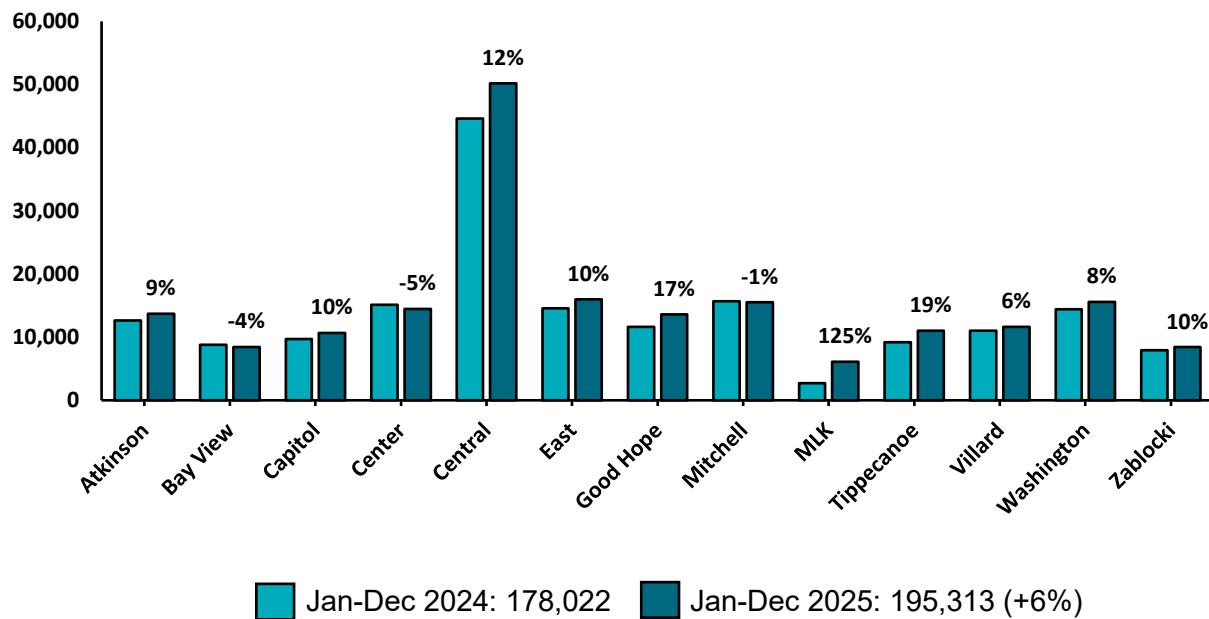
## Print/Copy/Fax/Scan Jobs



## Public Computer Sessions



## Wi-Fi Unique Users



Jan-Dec 2024: 178,022    Jan-Dec 2025: 195,313 (+6%)

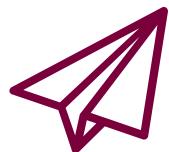
## Ready Reference



35,687  
Call Sessions  
Last Year: 41,572



1,667  
Chat Sessions  
Last Year: 1,544

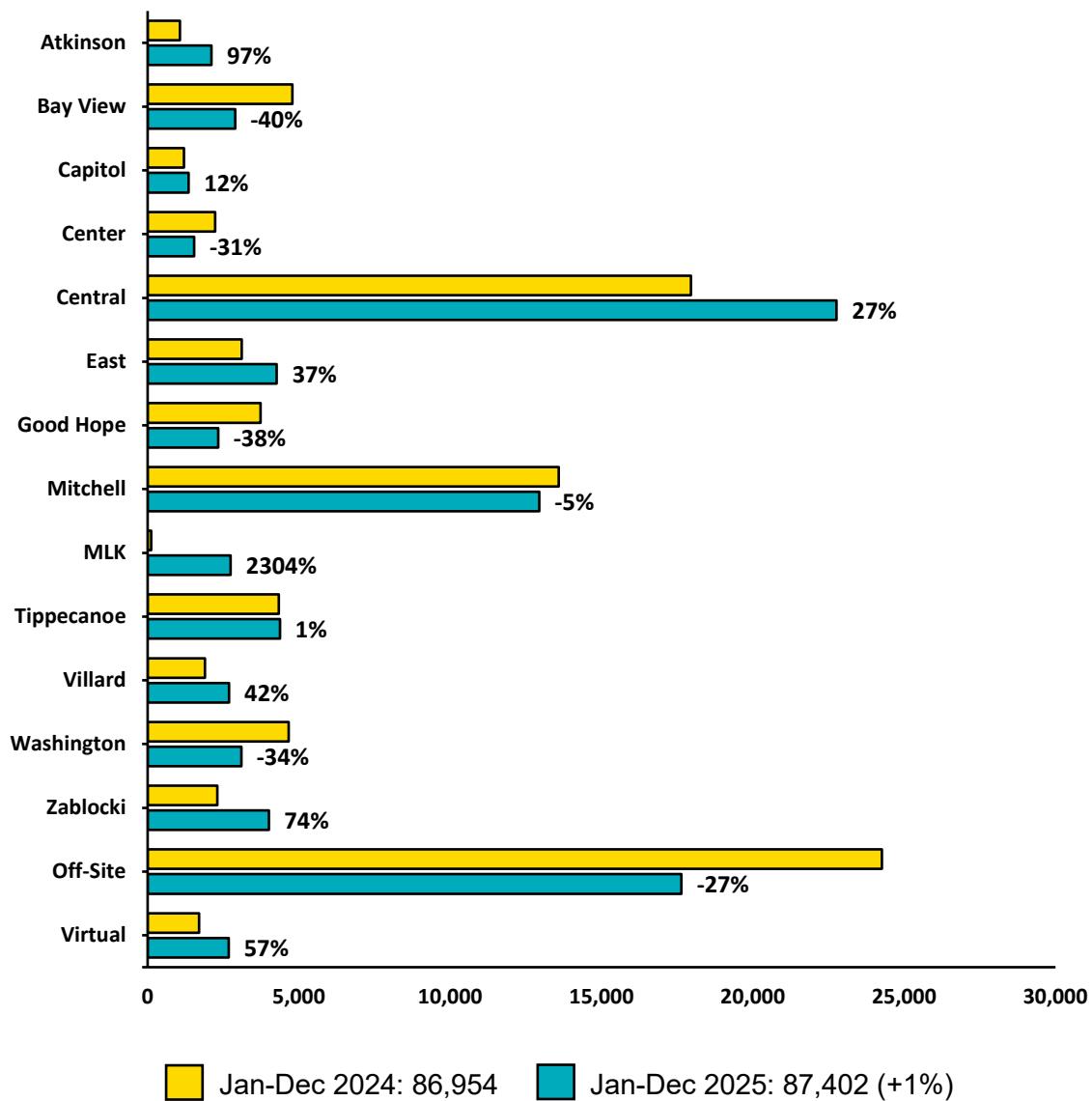


275  
Email Sessions  
Last Year: 1,076

## eCirculation

Platform	Jan-Dec 2024	Jan-Dec 2025	Change
Freegal Music	128,100	354,484	+177%
Hoopla Digital	82,913	64,922	-22%
Kanopy	27,399	36,959	+35%
OverDrive	453,679	517,527	+14%
<b>Total</b>	<b>692,091</b>	<b>973,892</b>	<b>+41%</b>

## Program Attendance





**Milwaukee Public Library Board of Trustees  
2026 Schedule of Meetings (by Committee)**  
(updated 01/27/26)

RECESS: February, August, December

**REGULAR MEETING OF THE BOARD**

4<sup>th</sup> Tuesday of the month, except recess months

Date	Day	Time	Location
January 27, 2026	Tuesday	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room
March 24, 2026	Tuesday	4:00 p.m.	Mitchell Street Branch Community Room
April 28, 2026	Tuesday	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room
May 26, 2026	Tuesday	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room
June 23, 2026	Tuesday	4:00 p.m.	Washington Park Branch Community Room
July 28, 2026	Tuesday	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room
September 22, 2026	Tuesday	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room
October 27, 2026	Tuesday	4:00 p.m.	Good Hope Branch Community Room
November 24, 2026	Tuesday	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room

**LIBRARY BUILDING & DEVELOPMENT COMMITTEE**

1<sup>st</sup> Thursday of the month, except January (New Year holiday) and recess months

Date	Day	Time	Location
January 8, 2026	Thursday	8:00 a.m.	Virtual Meeting
March 5, 2026	Thursday	8:00 a.m.	Virtual Meeting
April 2, 2026	Thursday	8:00 a.m.	Virtual Meeting
May 7, 2026	Thursday	8:00 a.m.	Virtual Meeting
June 4, 2026	Thursday	8:00 a.m.	Virtual Meeting
July 2, 2026	Thursday	8:00 a.m.	Virtual Meeting
September 3, 2026	Thursday	8:00 a.m.	Virtual Meeting
October 1, 2026	Thursday	8:00 a.m.	Virtual Meeting
November 5, 2026	Thursday	8:00 a.m.	Virtual Meeting

**EXECUTIVE COMMITTEE**

2<sup>nd</sup> Wednesday of the month in June and November

Date	Day	Time	Location
June 10, 2026	Wednesday	4:00 p.m.	Virtual Meeting
November 18, 2026	Wednesday	4:00 p.m.	Virtual Meeting



**Milwaukee Public Library Board of Trustees  
2026 Schedule of Meetings (by Committee)**

**FINANCE & PERSONNEL COMMITTEE**

Quarterly – 4<sup>th</sup> Tuesday of the month in January, April, July, and October

Date	Day	Time	Location
January 27, 2026	Tuesday	8:30 a.m.	Virtual Meeting
April 28, 2026	Tuesday	8:30 a.m.	Virtual Meeting
July 28, 2026	Tuesday	8:30 a.m.	Virtual Meeting
October 27, 2026	Tuesday	8:30 a.m.	Virtual Meeting

**INNOVATION & STRATEGY COMMITTEE**

Quarterly – 2<sup>nd</sup> Thursday of the month, except January (due to conflict with B&D Committee), April, June, October

Date	Day	Time	Location
January 15, 2026	Thursday	8:00 a.m.	Virtual Meeting
April 9, 2026	Thursday	8:00 a.m.	Virtual Meeting
June 11, 2026	Thursday	8:00 a.m.	Virtual Meeting
October 8, 2026	Thursday	8:00 a.m.	Virtual Meeting

**LIBRARY SERVICES & PROGRAMS COMMITTEE**

Quarterly – 1<sup>st</sup> Wednesday of the month March, May, July, November

Date	Day	Time	Location
March 4, 2026	Wednesday	4:00 p.m.	Virtual Meeting
May 6, 2026	Wednesday	4:00 p.m.	Virtual Meeting
July 1, 2026	Wednesday	4:00 p.m.	Virtual Meeting
November 4, 2026	Wednesday	4:00 p.m.	Virtual Meeting



**Milwaukee Public Library Board of Trustees  
2026 Schedule of Meetings (by date)**

<b>January 2026</b>				
<b>January 8</b>	Building & Development Committee	8:00 a.m.		Virtual Meeting
<b>January 15</b>	Innovation & Strategy Committee	8:00 a.m.		Virtual Meeting
<b>January 27</b>	Finance & Personnel Committee	8:30 a.m.		Virtual Meeting
<b>January 27</b>	Board Meeting	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room	
<b>March 2026</b>				
<b>March 4</b>	Library Services & Programs Committee	4:00 p.m.		Virtual Meeting
<b>March 5</b>	Building & Development Committee	8:00 a.m.		Virtual Meeting
<b>March 24</b>	Board Meeting	4:00 p.m.	<b>Mitchell Street</b> Branch Community Room	
<b>April 2026</b>				
<b>April 2</b>	Building & Development Committee	8:00 a.m.		Virtual Meeting
<b>April 9</b>	Innovation & Strategy Committee	8:00 a.m.		Virtual Meeting
<b>April 28</b>	Finance & Personnel Committee	8:30 a.m.		Virtual Meeting
<b>April 28</b>	Board Meeting	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room	
<b>May 2026</b>				
<b>May 6</b>	Library Services & Programs Committee	4:00 p.m.		Virtual Meeting
<b>May 7</b>	Building & Development Committee	8:00 a.m.		Virtual Meeting
<b>May 26</b>	Board Meeting	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room	
<b>June 2026</b>				
<b>June 4</b>	Building & Development Committee	8:00 a.m.		Virtual Meeting
<b>June 10</b>	Executive Committee	4:00 p.m.		Virtual Meeting
<b>June 11</b>	Innovation & Strategy Committee	8:00 a.m.		Virtual Meeting
<b>June 23</b>	Board Meeting	4:00 p.m.	<b>Washington Park</b> Branch Community Room	



**Milwaukee Public Library Board of Trustees  
2026 Schedule of Meetings (by date)**

<b>July 2026</b>			
<b>July 1</b>	Library Services & Programs Committee	4:00 p.m.	Virtual Meeting
<b>July 2</b>	Building & Development Committee	8:00 a.m.	Virtual Meeting
<b>July 28</b>	Finance & Personnel Committee	8:30 a.m.	Virtual Meeting
<b>July 28</b>	Board Meeting	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room

<b>September 2026</b>			
<b>September 3</b>	Building & Development Committee	8:00 a.m.	Virtual Meeting
<b>September 22</b>	Board Meeting	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room

<b>October 2026</b>			
<b>October 1</b>	Building & Development Committee	8:00 a.m.	Virtual Meeting
<b>October 8</b>	Innovation & Strategy Committee	8:00 a.m.	Virtual Meeting
<b>October 27</b>	Finance & Personnel Committee	8:30 a.m.	Virtual Meeting
<b>October 27</b>	Board Meeting	4:00 p.m.	<b>Good Hope Branch</b> Community Room

<b>November 2026</b>			
<b>November 4</b>	Library Services & Programs Committee	4:00 p.m.	Virtual Meeting
<b>November 5</b>	Building & Development Committee	8:00 a.m.	Virtual Meeting
<b>November 18</b>	Executive Committee	4:00 p.m.	Virtual Meeting
<b>November 24</b>	Board Meeting	4:00 p.m.	Central Library, Rotary Club of Milwaukee Community Room



## BOARD OF TRUSTEES COMMITTEES

### January – May 2026

*(Updated 01/07/26)*

#### **LIBRARY BUILDING & DEVELOPMENT COMMITTEE**

Michael Morgan, Chair  
Larresa Taylor, Vice-Chair  
Neil Albrecht  
Matt Kowalski  
Teresa Mercado

#### **EXECUTIVE COMMITTEE**

Michele Bria, President  
Teresa Mercado, Vice-President  
Michael Morgan, Financial Secretary  
VACANT, Past President

#### **FINANCE & PERSONNEL COMMITTEE**

Teresa Mercado, Chair  
Milele Coggs, Vice-Chair  
Andrea Pratt  
Felicia Saffold  
Venice Williams

#### **INNOVATION & STRATEGY COMMITTEE**

Matt Kowalski, Chair  
Neil Albrecht  
Darryl Jackson  
Andrea Pratt  
Larresa Taylor

#### **LIBRARY SERVICES & PROGRAMS COMMITTEE**

Milele Coggs, Chair  
Kathleen Vincent, Vice-Chair  
Darryl Jackson  
Felicia Saffold  
Venice Williams

#### **AUXILIARY COMMITTEES**

Urban Libraries Council Executive Board - Michele Bria  
Milwaukee Public Library Foundation Board - Michele Bria  
Milwaukee County Federated Library System Board – VACANT  
Major Gifts Campaign Committee – Michael Morgan

ATTACHMENT A - P. 55 of 55

MPL CONSENT AGENDA

6. *Updated Committee Assignments*

P.58



709 North Eighth Street

Milwaukee, WI 53233

PH: 414-296-6112

FAX: 251-332-2610

January 12, 2026

Joan Johnson  
City Librarian  
Milwaukee Public Library  
814 W. Wisconsin Ave.  
Milwaukee, WI 53233

RE: MPL Contribution to MCFLS OverDrive Advantage Account

Dear Joan,

On behalf of the Milwaukee County Federated Library System (MCFLS) Board of Trustees, I would like to extend our profound thanks to the Milwaukee Public Library for your exceptionally generous contribution of \$375,000 to the MCFLS OverDrive Advantage account.

As digital circulation continues to reach new heights across our county, this investment is both timely and transformative. By dedicating these funds to the Advantage collection, MPL is directly enhancing the user experience for all Milwaukee County residents by reducing wait times and expanding access to high-demand titles.

We recognize that a contribution of this magnitude represents a significant commitment to our shared mission. Your leadership in prioritizing system-wide e-collections ensures that our digital infrastructure remains robust and responsive to the evolving needs of our community.

We are proud to partner with the Milwaukee Public Library in our collective effort to provide world-class library services. Thank you again for your vision and your continued support of the system.

Sincerely,

A handwritten signature in black ink, appearing to read "Elizabeth Suelzer".

Elizabeth Suelzer  
President, Board of Trustees  
Milwaukee County Federated Library System

cc: Karli Pederson, MPL Associate Library Director-IT, Technical Services & Collections

Beth Henika, MPL Acquisitions, Serials, & InterLibrary Loan Manager

Steve Heser, MCFLS Director

ATTACHMENT B - P. 1 of 1

7. Milwaukee County Federated Library  
System (MCFLS) Board Meeting  
P.59



**2026 Proposed Public Service Hours**  
*(Revised 01/23/26)*

Central Library

Frank P. Zeidler Humanities Room<sup>1</sup>

Monday	10 a.m. – 7 p.m.	Monday	10 a.m. – 4 p.m.
Tuesday	10 a.m. – 7 p.m.	Tuesday	10 a.m. – 4 p.m.
Wednesday	10 a.m. – 6 p.m.	Wednesday	10 a.m. – 4 p.m.
Thursday	10 a.m. – 6 p.m.	Thursday	10 a.m. – 4 p.m.
Friday	10 a.m. – 6 p.m.	Friday	10 a.m. – 4 p.m.
Saturday	9 a.m. – 5 p.m.	Saturday	9 a.m. – 5 p.m.
Sunday	10 a.m. – 5 p.m.	Sunday	Closed

**54 hrs/wk**

**38 hrs/wk**

Drive-Up at Central Library

Monday	7:30 a.m. – 6 p.m.
Tuesday	7:30 a.m. – 6 p.m.
Wednesday	7:30 a.m. – 6 p.m.
Thursday	7:30 a.m. – 6 p.m.
Friday	7:30 a.m. – 6 p.m.
Saturday	9 a.m. – 5 p.m.
Sunday	Closed

**60.5 hrs/wk**

Branch Libraries – 01/01/2026 – 06/30/2026

Monday	12:00 p.m. – 8:00 p.m.
Tuesday	12:00 p.m. – 8:00 p.m.
Wednesday	10 a.m. – 6 p.m.
Thursday	10 a.m. – 6 p.m.
Friday	10 a.m. – 6 p.m.
Saturday	9 a.m. – 5 p.m.
Sunday	10 a.m. – 5 p.m.
Good Hope and Tippecanoe	

**48 hrs/wk and 52 hrs/wk (for 2 branches)**

**Sunday Hours:** Central: (Year-round) 10:00 a.m. – 5:00 p.m.

Good Hope and Tippecanoe: (Year-round) 10:00 a.m. – 5:00 p.m.

<sup>1</sup> Formerly included the Art, Music & Recreation Room, which will be available by appointment only.



ATTACHMENT C - P. 1 of 2  
*9. Revised 2026 Proposed  
 Library Hours*  
 P.60

Branch Libraries – 07/01/2026 – 12/31/2026

Monday	12:00 p.m. – 8:00 p.m.
Tuesday	12:00 p.m. – 8:00 p.m.
Wednesday	10 a.m. – 6 p.m.
Thursday	10 a.m. – 6 p.m.
Friday	10 a.m. – 6 p.m.
Saturday	9 a.m. – 5 p.m.
Sunday Good Hope, Martin Luther King, Mitchell Street, and Tippecanoe	10 a.m. – 5 p.m.

**48 hrs/wk and 52 hrs/wk (for 4 branches)**

**Sunday Hours:** Central: (Year-round) 10:00 a.m. – 5:00 p.m.

Good Hope, Martin Luther King, Mitchell Street, and Tippecanoe: 10:00 a.m. – 5:00 p.m.

ATTACHMENT C - P. 2 of 2  
9. Revised 2026 Proposed  
Library Hours  
P.61

**STATEMENT CONCERNING PUBLIC LIBRARY SYSTEM EFFECTIVENESS**

As required by Wis. Stat. s. 43.58(6)(c), the following statement that the library system either did or did not provide effective leadership and adequately meet the needs of the library must be completed and approved by the library board. The response should be made in the context of the public library system's statutory responsibilities and the funding which it has available to meet those responsibilities.

County

The \_\_\_\_\_ Board of Trustees hereby states that in 2025 the \_\_\_\_\_

*Name of Public Library*

*Name of Public Library System / Service*

did provide effective leadership and adequately met the needs of the library.

did not provide effective leadership and did not adequately meet the needs of the library.

*Indicate with an X one of the above statements*

Explanation of library board's response. *Attach additional sheets if necessary.*

Note: With the approval of the library board of trustees, this statement may be submitted separately from the Annual Report form that is sent to the library system, as an e-mail attachment to [LibraryReport@dpi.wi.gov](mailto:LibraryReport@dpi.wi.gov).

**XV. CERTIFICATION**

The preceding statement was approved by the Public Library Board of Trustees.

Division staff will compile the statements received for each library system and, as required by Wis. Stat. s. 43.05(14), conduct a review of a public library system if at least 30 percent of the libraries in participating municipalities that include at least 30 percent of the population of all participating municipalities report that the public library system did not adequately meet the needs of the library. This statement may be provided to the public library system.

President, Library Board of Trustees Signature or designee

Name of President or Designee Print or type

Date Signed

