

MILWAUKEE PUBLIC LIBRARY BOARD OF TRUSTEES

REGULAR MEETING

MINUTES

Tuesday, May 24, 2022

Video Conference Call via GoToMeeting

PRESENT: Michele Bria, Ald. Milele Coggs, Matthew Kowalski, Chris Layden, Teresa Mercado, Michael Morgan, Mark Sain, Erika Siemsen, Jennifer Smith, Joan Johnson

STAFF: Eileen Force Cahill, Tammy Mays, Sam McGovern-Rowen, Jennifer Meyer-Stearns, Karli Pederson, Anne Rasmussen, Brett Rohlwing, Marian Royal, Rebecca Schweisberger, Kelly Wochinske

OTHERS

PRESENT: MPL Foundation: Ryan Daniels, Pat Swanson
Budget Director Nik Kovac
Supervisor Marcelia Nicholson

President Michele Bria called the meeting of the Milwaukee Public Library Board of Trustees to order at 4:02 p.m. on May 24, 2022 with a quorum present. All Trustees participated by video conference.

SPECIAL COMMUNICATION

1. **Trustee Recognition**. President Bria presented resolutions to Nik Kovac, Marcelia Nicholson, and Alderwoman JoCasta Zamarripa, thanking them for their service on the MPL Board. Informational item.

CONSENT AGENDA

2. **Regular Board Meeting Minutes April 26, 2022**
3. **Committee Reports**
 - a. Nominating Committee Meeting Minutes – April 1, 2022
 - b. Finance & Personnel Committee Meeting Minutes – April 26, 2022
 - c. Building & Development Committee Meeting Minutes – May 5, 2022
4. **Administrative Reports**
 - a. Financial Report
 - b. Library Director’s Reports
 - c. Statistics

REPORTS

5. **Milwaukee County Federated Library System (MCFLS) Board Meeting**. President Bria and Library Director Joan Johnson thanked Trustee Siemsen for her agreement to represent MPL on the MCFLS Board. Director Johnson reported on the May 25, 2022 meeting. The Board approved a new MCFLS member privacy policy to codify collection, retention, and use of patron information. MCFLS is implementing a new marketing platform called Patron Point to communicate with patrons. MCFLS Director Steve Hesel has joined a group working to secure grant funding for a statewide library staff

wage study. The study will focus on the need for competitive wages, core competencies, and educational requirements. A review of the systemwide catalog service was concluded and will result in system improvements and savings for all members. Informational item.

6. **Library Services & Programs Committee Meeting.** Vice-Chair Jennifer Smith reported on the May 4, 2022 meeting. The Committee moved into closed session to hear details about a security incident leading to the recommendation of a permanent ban. The Committee moved to issue a permanent ban of library patron Sheldon L. James, Jr. Trustee Siemsen moved to uphold the ban as recommended; Trustee Mercado seconded. Motion passed.

The Committee received reports and statistics about security incidents at all MPL locations during the first quarter. Library staff and the Committee discussed specific and/or recurring security incidents. As there has been a rise in security incidents related to drug and alcohol use, MPL staff and the Committee discussed various solutions to help mitigate security issues and support staff. Informational item.

MPL has been working diligently to fill vacancies and the vacancy rate is now 11.2%. As a result of the lower vacancy rate, the library will return to fully funded hours starting June 6th. MPL will host a 'Welcome Back' celebration and more information will be shared with the Board. Informational item.

OLD BUSINESS

7. **Race, Equity, and Inclusion (REI) Action Plan Update.** Library Director Joan Johnson introduced Dominique Samari, Principal of P3 Development Group, to provide an update and next steps of the Race, Equity, and Inclusion (REI) action plan. Director Johnson noted the success of the collaborative process with P3 Development Group. Ms. Samari reviewed the project goals, timeline, and strategy group session outcomes. The work has culminated in a REI Strategy which will enable MPL to:
 - Attract and retain employees across racial groups and roles who feel effective, engaged, and supported in their performance and growth
 - Ensure that patrons across racial groups feel well-served and engaged by the LibraryWork plans are being developed for each part of the strategy. A REI Committee has been created to help inform the work plans and ensure accountability. Ms. Samari offered thanks to MPL Administration and staff for their participation and dedication to the work. Informational item.
8. **2023 Requested Budget.** Deputy Library Director Jennifer Meyer-Stearns presented a summary of the Library's requested 2023 budget. As directed by the Budget Office, MPL submitted a cost-to-continue budget. The requested budget would allow MPL to maintain hours and services and included an inflation escalator for books, materials, equipment, and property services. It also reflects the job classification changes and salary increases for public services staff. MPL continues to work with the Department of Employee Relations (DER) to implement increases for additional positions. MPL will work closely with the Budget Office and Mayor's Office to prepare the 2023 proposed budget. Informational item.

NEW BUSINESS

9. **Election of Board Officers.** President Bria reviewed the slate presented by the Nominating Committee: Mark Sain for President, Chris Layden for Vice-President, Teresa Mercado for Financial Secretary, and Michele Bria as Past President. No other nominations were presented. Trustee Kowalski moved to approve the slate and Trustee Morgan seconded. Motion passed. After the motion, Mark Sain led the meeting as President.

10. **New Committee Assignments.** The Board reviewed the updated Committee assignment list and discussed Board vacancies. Informational item.

BOARD EDUCATION

11. **Department of Public Instruction (DPI)-MCFLS Liaison Reports.** Anne Rasmussen, Associate Director of Strategic Initiatives and Public Services, and Kelly Wochinske, Public Service Area Manager presented updates about DPI and MCFLS committees. The presentation slides are included at the end of these minutes.

Ms. Rasmussen and Ms. Wochinske each serve as a liaison between MCFLS and various DPI committees. Each Wisconsin library system has one representative on the committees and serving as the MCFLS liaison is part of MPL's role as a Resource Library.

Ms. Rasmussen is serving as the liaison for the MCFLS Inclusive Services Committee. This voluntary, ad hoc committee includes staff from MPL, Shorewood, Brown Deer, Wauwatosa, and North Shore. The committee's purpose is to create environments that are welcoming, open, and accessible for all. The work will center around policies and procedures with an equity lens, system-wide training for staff, and patron focused programming.

Ms. Wochinske is serving as the liaison for the standing MCFLS Youth Services Committee and Young Adult Services Committee, and has served as chair on both. These committees support planning and implementation of services that align with current best practices of youth and young adult library services while also serving as professional development opportunities for staff.

Partnership with DPI committees offers statewide training opportunities, learn about various DPI services, share MPL successes, and potentially identify additional financial support. Informational item.

CLOSING REMARKS

Trustee Morgan commended Director Johnson and the MPL staff for their excellent work on the Martin Luther King, Jr. Library Community Listening Session.

MPL Foundation (MPLF) Executive Director Ryan Daniels introduced Antoine Carter, new MPLF Director of Philanthropy. Mr. Carter gave a brief overview of his background and shared his excitement to be part of the MPL and MPLF team.

With no further business, the Milwaukee Public Library Board of Trustees meeting of May 24, 2022 was adjourned at 5:52 p.m.

Trustee Zamarripa Resolution
May 2022

WHEREAS, Trustee Alderwoman JoCasta Zamarripa stepped down from the Milwaukee Public Library Board of Trustees on May 24, 2022 after two years of service; and

WHEREAS, Trustee Zamarripa served as an Aldermanic member, appointed to the Library Board by Mayor Tom Barrett in July 2020; and

WHEREAS, as part of her duties on the Board of Trustees, Trustee Zamarripa served on the Innovation & Strategy Committee and Services & Programs Committee; and

WHEREAS, during her service on the Innovation & Strategy Committee, Trustee Zamarripa supported the creation and implementation of a Racial Equity and Inclusion Action Plan; and

WHEREAS, during her tenure the Library implemented significant Green Infrastructure upgrades for increased use of renewable energy sources, cutting carbon emissions, and transitioning to a clean energy economy while focusing on racial justice and equity; and

WHEREAS, Trustee Zamarripa has supported Milwaukee Public Library and its vision to help people read, learn, and connect;

NOW, THEREFORE, BE IT HEREBY RESOLVED that members of the Board of Trustees of the Milwaukee Public Library express their appreciation to Alderwoman JoCasta Zamarripa for her service to the Library and citizens of Milwaukee; and

FURTHERMORE, BE IT RESOLVED that a copy of this resolution, suitably inscribed, be presented to Alderwoman JoCasta Zamarripa and that a copy hereof be spread upon the minutes of the regular meeting of the Board of Trustees held Tuesday, May 24, 2022.

Trustee Nicholson Resolution
May 2022

WHEREAS, Trustee Supervisor Marcelia Nicholson stepped down from the Milwaukee Public Library Board of Trustees on May 24, 2022 after five years of service; and

WHEREAS, Trustee Nicholson served as a representative of the Milwaukee County Board of Supervisors, appointed to the Library Board by County Executive Chris Abele on January 23, 2017 and reappointed by County Executive David Crowley on March 19, 2021; and

WHEREAS, as part of her duties on the Board of Trustees, Trustee Nicholson served on the Services & Programs Committee; and

WHEREAS, during her tenure the Library adopted MPL 2022, the 2-year extension of the Library's Strategic Plan which prioritizes an increased focus on literacy and reading; and

WHEREAS, Trustee Nicholson joined the Board in the planning and development of Good Hope Library, MPL's newest mixed-use branch replacing the Mill Road Library; and

WHEREAS, Trustee Nicholson was instrumental in securing an additional \$50K in Milwaukee County funding to benefit all member libraries including MPL and allowed for enhancement of digital collections in Overdrive Advantage on high demand and Equity, Diversity, and Inclusion titles in 2021; and

WHEREAS, Trustee Nicholson has been a steadfast advocate of Milwaukee Public Library, a staunch believer in the importance of early childhood education, and supported MPL's vision to help people read, learn, and connect;

NOW, THEREFORE, BE IT HEREBY RESOLVED that members of the Board of Trustees of the Milwaukee Public Library express their appreciation to Supervisor Marcelia Nicholson for her service to the Library and citizens of Milwaukee; and

FURTHERMORE, BE IT RESOLVED that a copy of this resolution, suitably inscribed, be presented to Supervisor Marcelia Nicholson and that a copy hereof be spread upon the minutes of the regular meeting of the Board of Trustees held Tuesday, May 24, 2022.

Trustee Kovac Resolution
May 2022

WHEREAS, Trustee Alderman Nik Kovac stepped down from the Milwaukee Public Library Board of Trustees on May 24, 2022 after fourteen years of service; and

WHEREAS, Trustee Kovac served as an Aldermanic member, appointed to the Library Board by Mayor Tom Barrett on June 10, 2008; and

WHEREAS, Trustee Kovac has been a member of various committees, including Building & Development Committee, Finance & Personnel Committee, and Innovation & Strategy Committee; and

WHEREAS, as part of his duties on the Board of Trustees, Trustee Kovac served on the Milwaukee County Federated Library System (MCFLS) Board of Trustees; and

WHEREAS, during his service on the Building & Development Committee, Trustee Kovac supported the transformation of Milwaukee Public Library branch libraries, including the Villard Square, East, Tippecanoe, Mitchell Street, and Good Hope branches, participating in additional updates and renovations of and innovations within the historic Central Library; and

WHEREAS, during his tenure the Library adopted MPL 2022, the 2-year extension of the Library's Strategic Plan which prioritizes an increased focus on literacy and reading; and

WHEREAS, across his fourteen years of service he witnessed and helped to lead changes in library services, from the introduction of Wi-Fi, eBooks, and self-service check-out to sorting machines, express libraries, maker spaces, and virtual programming; and

WHEREAS, Trustee Kovac has been a champion of Milwaukee Public Library in his role as a Trustee and member of the Common Council; his expertise helped guide the Library in matters related to the legislative and political process, always seeking to place the library in a favorable position;

NOW, THEREFORE, BE IT HEREBY RESOLVED that members of the Board of Trustees of the Milwaukee Public Library express their appreciation to Alderman Nik Kovac for his service to the Library and citizens of Milwaukee; and

FURTHERMORE, BE IT RESOLVED that a copy of this resolution, suitably inscribed, be presented to Alderman Nik Kovac and that a copy hereof be spread upon the minutes of the regular meeting of the Board of Trustees held Tuesday, May 24, 2022.