



**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.*

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**BOARD OF TRUSTEES REGULAR MEETING**

**Tuesday, March 22, 2022  
4:00 p.m.**

**By Go To Meeting**

**By computer, tablet or smartphone:**  
<https://global.gotomeeting.com/join/183791021>

**By phone:**  
United States: [+1 \(571\) 317-3122](tel:+15713173122)

**Access Code:** 183-791-021

**AGENDA**

4:00 – 4:05

**WELCOME & ROLL CALL**

4:05 – 4:15

**PUBLIC COMMENT**

4:15 – 4:30

**SPECIAL COMMUNICATION**

1. **Budget Outlook.** Budget & Management Director Dennis Yaccarino will provide an overview of the 2022 budget and the Board will discuss budget priorities.

4:30 – 4:35

**CONSENT AGENDA**

Attachment A, page 4

2. **Regular Board Meeting Minutes, January 25, 2022.**
3. **Committee Reports**
  - a. Building & Development Committee Meeting Minutes – March 3, 2022
4. **Administrative Reports.**
  - a. Financial Report
  - b. Library Director's Report
  - c. Statistics

## REPORTS

4:35 – 4:50

5. **Milwaukee County Federated Library System (MCFLS) Board Meeting.** Trustee Nik Kovac will report on the March 21, 2022 MCFLS Board meeting.
  
6. **Library Services & Programs Committee Meeting.** Committee Chair Milele Coggs will present the action items from the March 9, 2022 meeting.

Attachment B, page 19

## NEW BUSINESS

4:50 – 5:00

7. **Grant Funding Award Approval.** Library Director Joan Johnson will seek approval to accept several grants funded through the American Rescue Plan Act (ARPA).
  
8. **Nohl Manuscript Agreement.** Library Director Joan Johnson will seek approval for MPL to collaborate with Wisconsin Historical Society Press on the publishing of Max E. Nohl's memoir manuscript.

Attachment C, page 23

Attachment D, page 24

## OLD BUSINESS

5:00 – 5:05

9. **State Annual Report – Review Data and Ratify President's Approval.** The Trustees will review the Annual Report and ratify President Bria's approval.

Attachment E, page 29

## BOARD EDUCATION

5:05 – 5:25

10. **Freedom to Read.** Anne Rasmussen, Associate Director of Strategic Initiatives and Public Services, will share information about freedom to read as a founding principal of libraries and how it impacts service to the community.

Attachment F, page 43

5:25 – 5:30

11. **Closing Remarks and Adjournment.**

**REMINDER:** Next scheduled meetings are:

*April 5, 2022 Innovation & Strategy Committee – Video Conference Call, 9:00 a.m.*

*April 7, 2022 Building & Development Committee – Video Conference Call, 8:00 a.m.*

*April 26, 2022 Finance & Personnel Committee Meeting – Video Conference Call, 8:30 a.m.*

*April 26, 2022 Board Meeting – Video Conference Call, 4:00 p.m.*

### Trustees

Michele Bria, *President*, Chris Layden, *Vice-President*, Jennifer Smith, *Financial Secretary*,  
Ald. Milele Coggs, Ald. Nik Kovac, Matthew Kowalski, Teresa Mercado,  
Michael Morgan, Sup. Marcelia Nicholson, Mark Sain, Erika Siemsen, Ald. JoCasta Zamarripa  
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, January 25, 2022**

**Video Conference Call via GoToMeeting**

**PRESENT:** Michele Bria, Chris Layden, Ald. Milele Coggs, Ald. Nik Kovac, Matthew Kowalski, Teresa Mercado, Michael Morgan, Mark Sain, Erika Siemsen, Ald. JoCasta Zamarripa, Joan Johnson

**EXCUSED:** Sup. Marcelia Nicholson, Jennifer Smith

**STAFF:** Heather Berg, Maria Burke, Eileen Force Cahill, Tammy Mays, Sam McGovern-Rowen, Jennifer Meyer-Stearns, Amelia Osterud, Karli Pederson, Anne Rasmussen, Victoria Robertson, Marian Royal, Rebecca Schweisberger

**OTHERS**

**PRESENT:** Budget and Policy Division: Mason Lavey  
MPL Foundation: Ryan Daniels

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President Michele Bria called the meeting of the Milwaukee Public Library Board of Trustees to order at 4:02 p.m. on January 25, 2022 with a quorum present. All Trustees participated by video conference.

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Library Director Joan Johnson introduced Karli Pederson, Associate Director of Technical Services. Ms. Pederson gave a brief introduction and overview of her career with MPL.

**SPECIAL COMMUNICATION**

1. **Quarterly Review of Fund Investments.** On behalf of U.S. Bank, Vice President and Relationship Manager Richard Romero thanked the Board for the opportunity to serve as the investment manager. Mr. Romero introduced Wayne Sattler, Senior Vice President & Managing Director at U.S. Bank. Mr. Sattler referred to the Account Investment Materials and provided a market overview. The investment performance of the trust fund for the period ending January 18, 2022 was reviewed. There were no recommended changes to the current portfolio allocations. Informational item.

**CONSENT AGENDA**

2. **Regular Board Meeting Minutes November 23, 2021**
3. **Special Board Meeting Minutes, December 13, 2021**
4. **Committee Reports**
  - a. Finance & Personnel Committee Meeting Minutes – December 13, 2021
  - b. Innovation & Strategy Committee Meeting Minutes – January 4, 2022
  - c. Building & Development Committee Meeting Minutes – January 6, 2022
  - d. Finance & Personnel Committee Meeting Minutes – January 12, 2022
5. **Administrative Reports**
  - a. Financial Report

- b. Library Director's Reports
- c. Statistics

## 6. Updated MPL Board Meeting Schedule

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### REPORTS

7. **Milwaukee County Federated Library System (MCFLS) Board Meeting.** Trustee Kovac reported on the January 24, 2022 meeting. Amy Krahn, St. Francis Library Director, is the new president of the Library Directors Advisory Committee (LDAC). The working hours of the Public Information Officer have increased from 25 to 30 hours. A new ad campaign will be launched to promote online courses for lifelong learning, job training, and language skills, all available through MCFLS member libraries. MPL Communications & Marketing staff was consulted for input on the campaign. Informational item.
  8. **MPL Foundation.** MPL Foundation Executive Director Ryan Daniels provided an update on fundraising activities. The MPL Foundation (MPLF) exceeded its projected and budgeted goals, raising over \$1.6M in 2021. In response to fundraising challenges caused by the pandemic, MPLF and MPLF Friends focused their efforts on individual relationships and donations. Long and short-term committee work continues and includes education about advocacy. MPLF engaged a marketing firm to help engage donors in post-COVID environment. A new MPLF website will launch in quarter 1 2022. MPLF looks forward to learning more about the MPL strategic plan and Board vision. MPLF is excited for the return of patrons to library buildings and more in-person programming. Library Director Joan Johnson and Director Daniels have met with donors and are looking forward to more participation and building relationships. Director Daniels shared he has received outstanding feedback about Director Johnson and her vision for MPL. The Board thanked Director Daniels, the MPLF team, and MPLF Board for their work during difficult times. The success of fundraising through individual donations expresses the importance of libraries to the community. Director Johnson thanked Director Daniels for his leadership. Informational item.
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### NEW BUSINESS

9. **State Annual Report.** Dr. Bria referred to the Statement Concerning Public Library Systems Effectiveness, which was included as Attachment B of the agenda. The statement is part of the Public Library Annual Report presented to the Department of Public Instruction (DPI). Each year, MPL is required to report on the effective leadership of Milwaukee County Federated Library System (MCFLS). During Steve Heser's 8-year tenure as MCFLS Director, MPL and other system members have received amazing support and great leadership. Trustee Kovac noted Mr. Heser is highly competent and well respected. Additionally, he is adept at navigating complex relationships and discussions. The Trustees agreed that MCFLS did provide effective leadership and adequately met the needs of the library. Trustee Sain moved and Trustee Kowalski seconded a motion to approve the statement, which will be signed by President Bria and sent to DPI as part of MPL's Annual Report. Motion passed.

Trustee Sain thanked Director Johnson and the MPL staff for their work on distributing N95 masks to the community in early January 2022. Director Johnson offered thanks to the Administration team for implementing distribution plans with short notice.

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With no further business, the Milwaukee Public Library Board of Trustees meeting of January 25, 2022 was adjourned at 5:00 p.m.

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**MILWAUKEE PUBLIC LIBRARY  
BOARD OF TRUSTEES  
BUILDING & DEVELOPMENT COMMITTEE  
MINUTES  
Thursday, March 3, 2022**

**Video Conference Call by GoToMeeting**

**PRESENT:** Ald. Nik Kovac, Matt Kowalski, Chris Layden, Michael Morgan, Mark Sain, Joan Johnson

**OTHERS**

**PRESENT:** MPL: Maria Burke, Eileen Force Cahill, Ryan Hayes, Tammy Mays, Sam McGovern-Rowen, Jennifer Meyer-Stearns, Anne Rasmussen, Marian Royal, Rebecca Schweisberger  
Moody Nolan: Jeff Jenó, Isoke Miller-Harris, Jonathan Moody

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Chair Mark Sain called the MPL Board of Trustees Building and Development Committee meeting to order at 8:00 a.m. on March 3, 2022 with a quorum present. All Trustees and presenters participated by video conference.

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1. **Approval of the Minutes.** Chair Sain entertained a motion to accept the minutes from the January 6, 2022 meeting, listed as Attachment A of the agenda. Trustee Morgan moved approval and Trustee Kowalski seconded. Motion passed.
2. **Project Inventory and Status Report.** The Committee reviewed the current project list. Library Facilities Manager Ryan Hayes noted the Center Street branch repairs are complete. Informational item.
3. **Mitchell Street Alley Project.** Library Director Joan Johnson shared an update on renovation of the alley space next to the Mitchell Street branch. In 2017 MPL worked with a landscape designer to create renderings of potential spaces, though the project was suspended as funding was not available at that time. Director Johnson shared the renderings with the Committee and discussed funding needed for each option. The Mitchell Street Alley project was selected for Milwaukee Metropolitan Sewerage District's (MMSD) Gray-to-Green Parking Lot project which will provide up to \$3,000 in funding. MPL will install benches, planters, signage, and possibly a mural. This space will be used to help facilitate outdoor in-person programming. Library Construction Project Manager Sam McGovern-Rowen will lead the project and the Committee will be apprised on the progress. Mr. McGovern-Rowen thanked Mitchell Street Branch Manager Maria Burke for her work on this project, connecting with the Mitchell Street Business Improvement District, and garnering additional funds from MMSD. MPL staff will establish a process for selecting a local artist and will report back to the Committee. Informational item.
4. **Martin Luther King Branch Redevelopment Update.** Library Construction Project Manager Sam McGovern-Rowen provided an update on the project and introduced the Moody Nolan team. A potential temporary location is under consideration and a more detailed update is expected at the next Committee meeting. MPL and the development team meet regularly and are making progress on the development agreement. The project was awarded funding from the State Neighborhood Improvement Fund. Community input about design, features, and services for the new branch has been collected via a display at the branch and online. An in-person community meeting will be planned in the coming months. The Moody Nolan team shared a presentation about the proposed design and construction of the new building, including interior layout and exterior renderings. The design team took inspiration from Dr. King's life, his letter from Birmingham Jail, and the book *Where Do We Go From Here*. The overarching design ideas are 'Connection' and 'Reflection'. The Committee

asked clarifying questions and offered suggestions about the interior layout and design. Informational item.

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The meeting of the Milwaukee Public Library Board's Building & Development Committee was adjourned at 8:56 a.m. on March 3, 2022.

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**Milwaukee Public Library  
Financial Report  
January 31, 2022**

**2022**

**2021**

**City Revenues**

	Budget	Received to date	% Received
<i>Additional City Appropriation</i>	\$ 24,482,162	\$ 2,184,072	8.9%
<i>Fines</i>	\$ 138,000	\$ -	0.0%
<i>Lost Materials, etc.</i>	\$ 60,000	\$ -	0.0%
<i>MCFLS Contracts</i>	\$ 760,469	\$ -	0.0%
<b>Total City Appropriation</b>	<b>\$ 25,440,631</b>	<b>\$ 2,184,072</b>	<b>8.6%</b>

	Budget	Received to date	% Received
	\$ 23,544,508	\$ 2,169,243	9.2%
	\$ 157,000	\$ -	0.0%
	\$ 71,000	\$ (33)	0.0%
	\$ 762,627	\$ -	0.0%
<b>Total</b>	<b>\$ 24,535,135</b>	<b>\$ 2,169,210</b>	<b>8.8%</b>

**City Expenses**

**Salaries & Benefits**

	Budget	Spent to date	% Spent
<i>Salaries</i>	\$ 13,549,077	\$ 1,077,594	8.0%
<i>Fringe Benefits</i>	\$ 6,232,576	\$ 404,745	6.5%
<b>Total</b>	<b>\$ 19,781,653</b>	<b>\$ 1,482,339</b>	<b>7.5%</b>

	Budget	Spent to date	% Spent
	\$ 13,001,478	\$ 942,407	7.2%
	\$ 5,980,680	\$ 350,571	5.9%
<b>Total</b>	<b>\$ 18,982,158</b>	<b>\$ 1,292,978</b>	<b>6.8%</b>

**Operating Expenses**

	Budget	Spent to date	% Spent
<i>General Office Expense</i>	\$ 109,300	\$ 5,070	4.6%
<i>Tools &amp; Machinery Parts</i>	\$ 20,470	\$ -	0.0%
<i>Construction Supplies</i>	\$ 23,000	\$ 2,677	11.6%
<i>Energy</i>	\$ 684,000	\$ 50,693	7.4%
<i>Other Operating Supplies</i>	\$ 193,225	\$ 9,065	4.7%
<i>Vehicle Rental</i>	\$ 9,000	\$ 248	2.8%
<i>Non-Vehicle Equipment Rental</i>	\$ 22,000	\$ 3,179	14.5%
<i>Professional Services</i>	\$ 215,912	\$ 65,708	30.4%
<i>Information Technology Services</i>	\$ 432,972	\$ 189,253	43.7%
<i>Property Services</i>	\$ 1,325,660	\$ 186,838	14.1%
<i>Infrastructure Services</i>	\$ 36,000	\$ -	0.0%
<i>Vehicle Repair Services</i>	\$ -	\$ -	100.0%
<i>Other Operating Services</i>	\$ 151,548	\$ 6,312	4.2%
<i>Reimburse Other Departments</i>	\$ 91,000	\$ -	0.0%
<b>Total</b>	<b>\$ 3,314,087</b>	<b>\$ 519,043</b>	<b>15.7%</b>

	Budget	Spent to date	% Spent
	\$ 106,400	\$ 2,434	2.3%
	\$ 19,650	\$ 1,193	6.1%
	\$ 21,500	\$ 815	3.8%
	\$ 787,811	\$ 9,733	1.2%
	\$ 202,450	\$ 12,743	6.3%
	\$ 9,450	\$ 310	3.3%
	\$ 28,050	\$ 2,000	7.1%
	\$ 181,500	\$ 91,024	50.2%
	\$ 407,800	\$ 264,712	64.9%
	\$ 1,225,100	\$ 163,444	13.3%
	\$ 35,000	\$ 14,175	40.5%
	\$ -	\$ -	100.0%
	\$ 163,550	\$ 16,117	9.9%
	\$ 167,310	\$ -	0.0%
<b>Total</b>	<b>\$ 3,355,571</b>	<b>\$ 578,700</b>	<b>17.2%</b>

**Equipment**

	Budget	Spent to date	% Spent
<i>Library Materials</i>	\$ 1,714,000	\$ 181,327	10.6%
<i>Computers, etc.</i>	\$ 309,229	\$ 665	0.2%
<i>Other</i>	\$ 63,462	\$ 698	1.1%
<b>Total</b>	<b>\$ 2,086,691</b>	<b>\$ 182,690</b>	<b>8.8%</b>

	Budget	Spent to date	% Spent
	\$ 1,700,000	\$ 258,770	15.2%
	\$ 205,056	\$ 35,766	17.4%
	\$ 39,550	\$ -	0.0%
<b>Total</b>	<b>\$ 1,944,606</b>	<b>\$ 294,536</b>	<b>15.1%</b>

**Other Departmental Appropriation**

	Budget	Spent to date	% Spent
<i>Villard Square Property Payment</i>	\$ 7,800	\$ -	0.0%
<i>East Property Payment</i>	\$ 3,500	\$ -	0.0%
<i>Mitchell Street Property Payment</i>	\$ 71,000	\$ -	0.0%
<i>Good Hope Property Payment</i>	\$ 45,000	\$ -	0.0%
<i>Contingent Energy Financing</i>	\$ 130,900	\$ -	0.0%
<b>Total</b>	<b>\$ 258,200</b>	<b>\$ -</b>	<b>0.0%</b>

	Budget	Spent to date	% Spent
	\$ 7,500	\$ -	0.0%
	\$ 3,000	\$ 2,996	0.0%
	\$ 69,000	\$ -	0.0%
	\$ 45,000	\$ -	0.0%
	\$ 128,300	\$ -	0.0%
<b>Total</b>	<b>\$ 252,800</b>	<b>\$ 2,996</b>	<b>1.2%</b>

<b>Total City Expenses</b>	<b>\$ 25,440,631</b>	<b>\$ 2,184,072</b>	<b>8.6%</b>
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<b>Total</b>	<b>\$ 24,535,135</b>	<b>\$ 2,169,210</b>	<b>8.8%</b>
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**Milwaukee Public Library  
Financial Report  
January 31, 2022**

**2022**

**2021**

**Additional Funding Sources**

**Contract Grants**

	Budget	Spent to date	% Spent
<i>WTBBL Jul '21 - Jun '22</i>	\$ 1,132,000	\$ 547,681	48.4%
<i>ILS Jul '21 - Jun '22</i>	\$ 105,750	\$ 56,492	53.4%
<b>Total</b>	<b>\$ 1,237,750</b>	<b>\$ 604,173</b>	<b>48.8%</b>

	Budget	Spent to date	% Spent
	\$ 1,053,580	\$ 540,761	51.3%
	\$ 102,950	\$ 44,759	43.5%
	<b>\$ 1,156,530</b>	<b>\$ 585,520</b>	<b>50.6%</b>

**Trust Funds**

	Budget	Spent to date	% Spent
<i>Materials</i>	\$ 113,000	\$ 48,870	43.2%
<i>Programming</i>	\$ 34,000	\$ 2,252	6.6%
<i>Training</i>	\$ 15,000	\$ 488	3.3%
<i>Marketing</i>	\$ 29,000	-	0.0%
<i>Contingency</i>	\$ 4,000	-	0.0%
<i>Board Development</i>	\$ 4,000	\$ 56	1.4%
<i>Strehlow 50+</i>	\$ 39,045	-	0.0%
<b>Total</b>	<b>\$ 238,045</b>	<b>\$ 51,666</b>	<b>21.7%</b>

	Budget	Spent to date	% Spent
	\$ 85,303	\$ 48,075	56.4%
	\$ 24,000	\$ 968	4.0%
	\$ 8,000	-	0.0%
	\$ 20,000	\$ 90	0.5%
	\$ 2,500	-	0.0%
	\$ 4,000	\$ 37	0.9%
	\$ 39,615	-	0.0%
	<b>\$ 183,418</b>	<b>\$ 49,170</b>	<b>26.8%</b>

**Foundation Funds**

	Budget*	Spent to date	% Spent
<i>Materials</i>	\$ 534,931	\$ 3,278	0.6%
<i>Programming</i>	\$ 1,814,631	\$ 27,780	1.5%
<b>Total</b>	<b>\$ 2,349,562</b>	<b>\$ 31,058</b>	<b>1.3%</b>

	Budget*	Spent to date	% Spent
	\$ 404,967	\$ 1,274	0.3%
	\$ 1,641,594	\$ 53,450	3.3%
	<b>\$ 2,046,561</b>	<b>\$ 54,724</b>	<b>2.7%</b>

\*Foundation budget includes annual amount committed by the MPL Foundation plus prior year carryover.

**Investments**

U.S. Bank National Assoc. Commercial Paper (rated A1+) confirmation #327149519 dated 12/1/21 and maturing 8/1/22 at a rate of 0.005%...\$300,000.00

**Milwaukee Public Library  
Financial Report  
February 28, 2022**

**2022**

**2021**

**City Revenues**

	Budget	Received to date	% Received
<i>Additional City Appropriation</i>	\$ 24,482,162	\$ 4,235,246	17.3%
<i>Fines</i>	\$ 138,000	\$ 4,571	3.3%
<i>Lost Materials, etc.</i>	\$ 60,000	\$ 3,216	5.4%
<i>MCFLS Contracts</i>	\$ 760,469	\$ -	0.0%
<b>Total City Appropriation</b>	<b>\$ 25,440,631</b>	<b>\$ 4,243,033</b>	<b>16.7%</b>

	Budget	Received to date	% Received
	\$ 23,544,508	\$ 3,780,111	16.1%
	\$ 157,000	\$ (5,874)	-3.7%
	\$ 71,000	\$ 7,256	10.2%
	\$ 762,627	\$ -	0.0%
<b>Total</b>	<b>\$ 24,535,135</b>	<b>\$ 3,781,493</b>	<b>15.4%</b>

**City Expenses**

**Salaries & Benefits**

	Budget	Spent to date	% Spent
<i>Salaries</i>	\$ 13,549,077	\$ 2,146,730	15.8%
<i>Fringe Benefits</i>	\$ 6,232,576	\$ 941,757	15.1%
<b>Total</b>	<b>\$ 19,781,653</b>	<b>\$ 3,088,487</b>	<b>15.6%</b>

	Budget	Spent to date	% Spent
	\$ 13,001,478	\$ 1,838,161	14.1%
	\$ 5,980,680	\$ 777,157	13.0%
<b>Total</b>	<b>\$ 18,982,158</b>	<b>\$ 2,615,318</b>	<b>13.8%</b>

**Operating Expenses**

	Budget	Spent to date	% Spent
<i>General Office Expense</i>	\$ 109,300	\$ 9,351	8.6%
<i>Tools &amp; Machinery Parts</i>	\$ 20,470	\$ 1,563	7.6%
<i>Construction Supplies</i>	\$ 23,000	\$ 4,613	20.1%
<i>Energy</i>	\$ 684,000	\$ 50,693	7.4%
<i>Other Operating Supplies</i>	\$ 193,225	\$ 17,239	8.9%
<i>Vehicle Rental</i>	\$ 9,000	\$ 913	10.1%
<i>Non-Vehicle Equipment Rental</i>	\$ 22,000	\$ 3,733	17.0%
<i>Professional Services</i>	\$ 215,912	\$ 67,719	31.4%
<i>Information Technology Services</i>	\$ 432,972	\$ 218,539	50.5%
<i>Property Services</i>	\$ 1,325,660	\$ 289,236	21.8%
<i>Infrastructure Services</i>	\$ 36,000	\$ -	0.0%
<i>Vehicle Repair Services</i>	\$ -	\$ -	100.0%
<i>Other Operating Services</i>	\$ 151,548	\$ 9,838	6.5%
<i>Reimburse Other Departments</i>	\$ 91,000	\$ (2)	0.0%
<b>Total</b>	<b>\$ 3,314,087</b>	<b>\$ 673,435</b>	<b>20.3%</b>

	Budget	Spent to date	% Spent
	\$ 106,400	\$ 19,878	18.7%
	\$ 19,650	\$ 1,262	6.4%
	\$ 21,500	\$ 1,420	6.6%
	\$ 787,811	\$ 48,565	6.2%
	\$ 202,450	\$ 14,387	7.1%
	\$ 9,450	\$ 425	4.5%
	\$ 28,050	\$ 1,877	6.7%
	\$ 181,500	\$ 91,746	50.5%
	\$ 407,800	\$ 276,161	67.7%
	\$ 1,225,100	\$ 245,163	20.0%
	\$ 35,000	\$ 14,175	40.5%
	\$ -	\$ -	100.0%
	\$ 163,550	\$ 19,170	11.7%
	\$ 167,310	\$ -	0.0%
<b>Total</b>	<b>\$ 3,355,571</b>	<b>\$ 734,229</b>	<b>21.9%</b>

**Equipment**

	Budget	Spent to date	% Spent
<i>Library Materials</i>	\$ 1,714,000	\$ 399,631	23.3%
<i>Computers, etc.</i>	\$ 309,229	\$ 1,849	0.6%
<i>Other</i>	\$ 63,462	\$ 698	1.1%
<b>Total</b>	<b>\$ 2,086,691</b>	<b>\$ 402,178</b>	<b>19.3%</b>

	Budget	Spent to date	% Spent
	\$ 1,700,000	\$ 392,739	23.1%
	\$ 205,056	\$ 36,211	17.7%
	\$ 39,550	\$ -	0.0%
<b>Total</b>	<b>\$ 1,944,606</b>	<b>\$ 428,950</b>	<b>22.1%</b>

**Other Departmental Appropriation**

	Budget	Spent to date	% Spent
<i>Villard Square Property Payment</i>	\$ 7,800	\$ -	0.0%
<i>East Property Payment</i>	\$ 3,500	\$ -	0.0%
<i>Mitchell Street Property Payment</i>	\$ 71,000	\$ 13,500	19.0%
<i>Good Hope Property Payment</i>	\$ 45,000	\$ -	0.0%
<i>Contingent Energy Financing</i>	\$ 130,900	\$ 65,433	50.0%
<b>Total</b>	<b>\$ 258,200</b>	<b>\$ 78,933</b>	<b>30.6%</b>

	Budget	Spent to date	% Spent
	\$ 7,500	\$ -	0.0%
	\$ 3,000	\$ 2,996	0.0%
	\$ 69,000	\$ -	0.0%
	\$ 45,000	\$ -	0.0%
	\$ 128,300	\$ -	0.0%
<b>Total</b>	<b>\$ 252,800</b>	<b>\$ 2,996</b>	<b>1.2%</b>

<b>Total City Expenses</b>	<b>\$ 25,440,631</b>	<b>\$ 4,243,033</b>	<b>16.7%</b>
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<b>Total</b>	<b>\$ 24,535,135</b>	<b>\$ 3,781,493</b>	<b>15.4%</b>
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**Milwaukee Public Library  
Financial Report  
February 28, 2022**

**2022**

**2021**

**Additional Funding Sources**

**Contract Grants**

	Budget	Spent to date	% Spent
<i>WTBBL Jul '21 - Jun '22</i>	\$ 1,132,000	\$ 605,286	53.5%
<i>ILS Jul '21 - Jun '22</i>	\$ 105,750	\$ 66,005	62.4%
<b>Total</b>	<b>\$ 1,237,750</b>	<b>\$ 671,291</b>	<b>54.2%</b>

	Budget	Spent to date	% Spent
	\$ 1,053,580	\$ 618,243	58.7%
	\$ 102,950	\$ 52,400	50.9%
	<b>\$ 1,156,530</b>	<b>\$ 670,643</b>	<b>58.0%</b>

**Trust Funds**

	Budget	Spent to date	% Spent
<i>Materials</i>	\$ 113,000	\$ 54,942	48.6%
<i>Programming</i>	\$ 34,000	\$ 2,428	7.1%
<i>Training</i>	\$ 15,000	\$ 488	3.3%
<i>Marketing</i>	\$ 29,000	-	0.0%
<i>Contingency</i>	\$ 4,000	-	0.0%
<i>Board Development</i>	\$ 4,000	\$ 112	2.8%
<i>Strehlow 50+</i>	\$ 39,045	-	0.0%
<b>Total</b>	<b>\$ 238,045</b>	<b>\$ 57,970</b>	<b>24.4%</b>

	Budget	Spent to date	% Spent
	\$ 85,303	\$ 48,135	56.4%
	\$ 24,000	\$ 1,395	5.8%
	\$ 8,000	\$ 225	2.8%
	\$ 20,000	\$ 90	0.5%
	\$ 2,500	-	0.0%
	\$ 4,000	\$ 74	1.9%
	\$ 39,615	-	0.0%
	<b>\$ 183,418</b>	<b>\$ 49,919</b>	<b>27.2%</b>

**Foundation Funds**

	Budget*	Spent to date	% Spent
<i>Materials</i>	\$ 534,931	\$ 5,863	1.1%
<i>Programming</i>	\$ 1,814,631	\$ 63,659	3.5%
<b>Total</b>	<b>\$ 2,349,562</b>	<b>\$ 69,522</b>	<b>3.0%</b>

	Budget*	Spent to date	% Spent
	\$ 404,967	\$ 4,398	1.1%
	\$ 1,641,594	\$ 103,319	6.3%
	<b>\$ 2,046,561</b>	<b>\$ 107,717</b>	<b>5.3%</b>

\*Foundation budget includes annual amount committed by the MPL Foundation plus prior year carryover.

**Investments**

U.S. Bank National Assoc. Commercial Paper (rated A1+) confirmation #327149519 dated 12/1/21 and maturing 8/1/22 at a rate of 0.005%...\$300,000.00

## **Director's Report January and February Activities**

### **COVID Response Update**

Phased re-opening continues:

- Sunday hours at Central reinstated through April
- Community and conference rooms at Central reopened to the public
- Saturday hours added for Frank P. Zeidler Humanities Room at Central (week days were added in November)
- Masking requirement ended for patrons and staff along with the termination of the City's mask mandate

### **MPL Branch Building Projects**

Johnson and team members toured a potential site for a temporary/limited service operation for the M.L. King, Jr. branch service area.

### **American Rescue Plan Funding**

The library was awarded \$2.9M after successfully submitting a proposal for a new grant opportunity under ARPA, the Governor's State Neighborhood Investment Fund. The funding, in combination with other sources will enable new construction of the Martin Luther King, Jr. Branch. Director Johnson and team appeared with the Governor and Mayor at City Hall for a press conference announcing the awards.

Emergency Connectivity Fund monies were awarded to MPL for a project involving community partner Safe&Sound for a mobile outreach van hotspot. Johnson facilitated the kick-off meeting with the project team.

### **Racial Equity & Inclusion (REI)**

Regular meetings with consultants and staff continue and the work of the REI Action Planning and Core teams which include a broad cross-section of staff is well underway. The project is on track for presenting final plans in May.

### **Broadband**

Johnson continues to meet regularly with peer groups at state and national levels to share and exchange information regarding ARPA and other funding opportunities related to broadband infrastructure investments. A collective of stakeholders, including MPL submitted a letter to Governor Evers advocating for greater investment in Milwaukee's under-served communities. This led to an in-person meeting with the Governor to advance the cause. The group, now dubbed Milwaukee Broadband Partnership is developing a proposal for funding sustainable broadband solutions, and planning and building infrastructure in the City of Milwaukee, including a feasibility study.

### **Community**

Johnson and EOS staff welcomed Maya Smart, author and advocate for early childhood education initiatives, and other youth-serving stakeholders to the Central Library for a presentation and tour highlighting MPL's youth services programs. Staff facilitated discussions to explore potential areas of collaboration.

The libraries emphasis on partnerships continues and Johnson facilitated meetings to explore collaborative strategies with several organizations including with leaders from America's Black Holocaust Museum and EmployMKE. She was sought for meetings by the Milwaukee Academy of Sciences. On the MPL Foundation side, she was invited to meet with The Herzfeld Foundation and the Milwaukee Bucks Foundation. She also met with the MPL Friends staff to plan for reviving the Library Docent group and reinstate the Central Library tours on Saturdays. Johnson conducted one-on-one meetings with MPL Board Trustees.

Johnson greeted the newly formed Nominating Committee to kick-off the MPL Poet Laureate selection process. The group represents literary artists and educators from a broad cross-section of backgrounds.

Johnson participated in the Mayor's State of the City address, providing the welcome statement and introduction at the M.L. King branch which was used as a backdrop for the address and featured in his remarks.

**January 2022****Summary of VIRTUAL PROGRAMS****MPL HELPS PEOPLE READ**

Climate Action Book Club. Climate Action Book Club attendees rang in the new year with David Pogue's *How to Prepare for Climate Change*, which is an encyclopedic handbook discussing numerous aspects of adaptation and preparation for extreme weather events. The discussion examined the racial and economic inequities in preparation treatises like this book, which has been an ongoing topic throughout the group's meetings. Attendance: 8.

**MPL HELPS PEOPLE LEARN**

Sculpture Talks 2022 in Conversation with Virginia Overton and Keltie Ferris. Milwaukee Public Library is proud to host Virginia Overton's *Untitled (Late Bloomer)*, which was installed at Central Library in 2021. The sculpture required winterization for the cold weather season, which fostered a brilliant collaboration with abstract artist Keltie Ferris. Overton and Ferris discussed their careers, work, and the collaborative process that fueled what has become a dual installation at the Library. Attendance: 31.

English Conversation Hour (series). The Refugee and Immigrant Services Committee hosted our weekly session for adult English language learners. We discussed strategies for small talk and used structured practice to activate vocabulary and language skills. Some topics we discussed included sharing information about their home countries, asking and answering personal questions, giving and following step by step instructions, and talking about the weather. Total Attendance: 31.

**MPL HELPS PEOPLE CONNECT**

Virtual MLK Day Celebration 2022 The King Library hosted its second online event celebrating the life and legacy of Dr. Martin Luther King. This year, we hosted performances from the Village Drum Company and the Ko-Thi Dance Company, interviews with members of the community who had personal experiences with Dr. King in the 1960s, trivia questions about Dr. King from the Alpha Phi Alpha fraternity brothers, and a panel discussion with local African-American Entrepreneurs. Attendance: 116

**Program statistics:** Total attendance: 248.

**February 2022****Summary of VIRTUAL PROGRAMS:****MPL HELPS PEOPLE READ**

Climate Action Book Club. Climate Action Book Club attendees celebrated Black History Month with *Yellow House* by Sarah M. Broom. Broom's poetic memoir reflected on the Black experience in New Orleans before, during, and after the devastation of Hurricane Katrina, and what truly makes a home. The discussion examined the racial and economic inequities in climate migration and structural disaster preparedness, which has been an ongoing topic throughout the group's meetings. Attendance: 6.

**MPL HELPS PEOPLE LEARN**

Celebrating the Achievements of Black Inventors Hermoine Bell-Henderson of the Business, Technology, and Periodicals Department created and presented a virtual program which celebrated Black innovation on February 25. The audience learned about 20 inventors spanning from the first Black patent holder to modern times. Attendance: 6.

Black Americans in Milwaukee Washington Park Branch Librarian Brittany Lee presented a program highlighting the relationship of Black Americans in the city of Milwaukee from 1700s to the present day.

African Americans have been in the state of Wisconsin since the 1700s and have been in Milwaukee since 1835. She highlighted the success of Black Americans in the city from the land that they owned and the small business that were started, including the current restructuring of Bronzeville, a vital business hub for the Black community since the 1920s. The struggles of suffrage and racism were also discussed, in addition to the myriad successes. Attendance: 13.

Technology Tuesdays This program supports the Milwaukee Public Library's strategic plan outcome of increasing digital inclusion by identifying current and future trends in all realms of technology and presenting them to library patrons in a straightforward and easy to understand manner. This series began with a presentation on Digital Vision Boards in February. The program is also very popular for asynchronous program participation, with February recordings receiving 22 views this month. Attendance: 12.

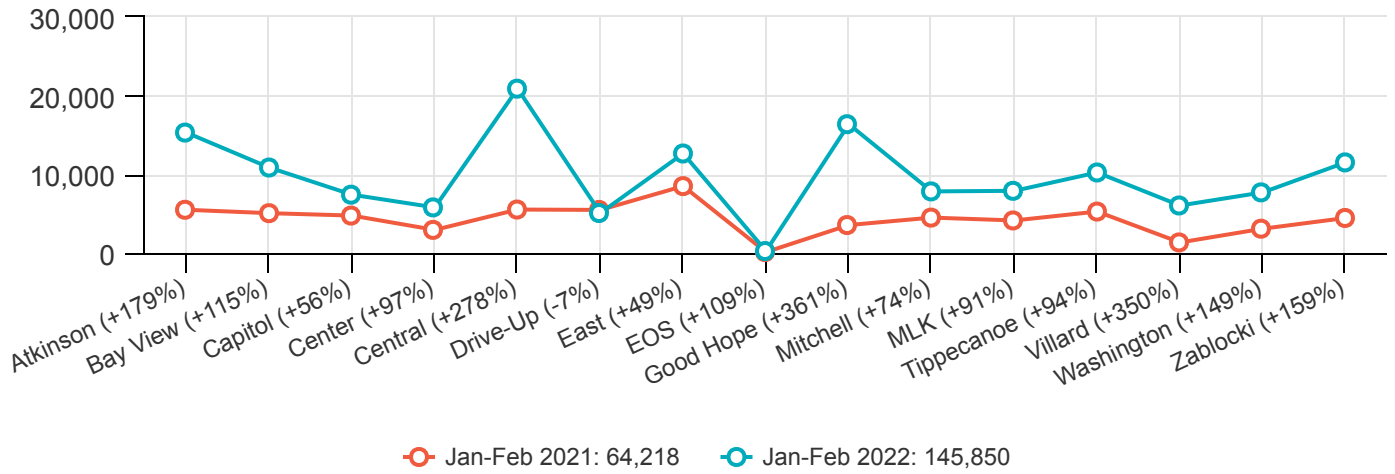
#### **MPL HELPS PEOPLE CONNECT**

Black Love Matters. '22 Library Journal Reviewer of the year and East Branch Reference Assistant Beth Gabriel hosted editor & librarian Jessica Pryde, best-selling author Beverly Jenkins, and podcaster Allie Parker for a virtual celebration and discussion of the new essay anthology *Black Love Matters*. Panelists discussed how their essays reflect their hopes, dreams, and work to showcase Black Love and happily-everyone-afters. Attendance: 79.

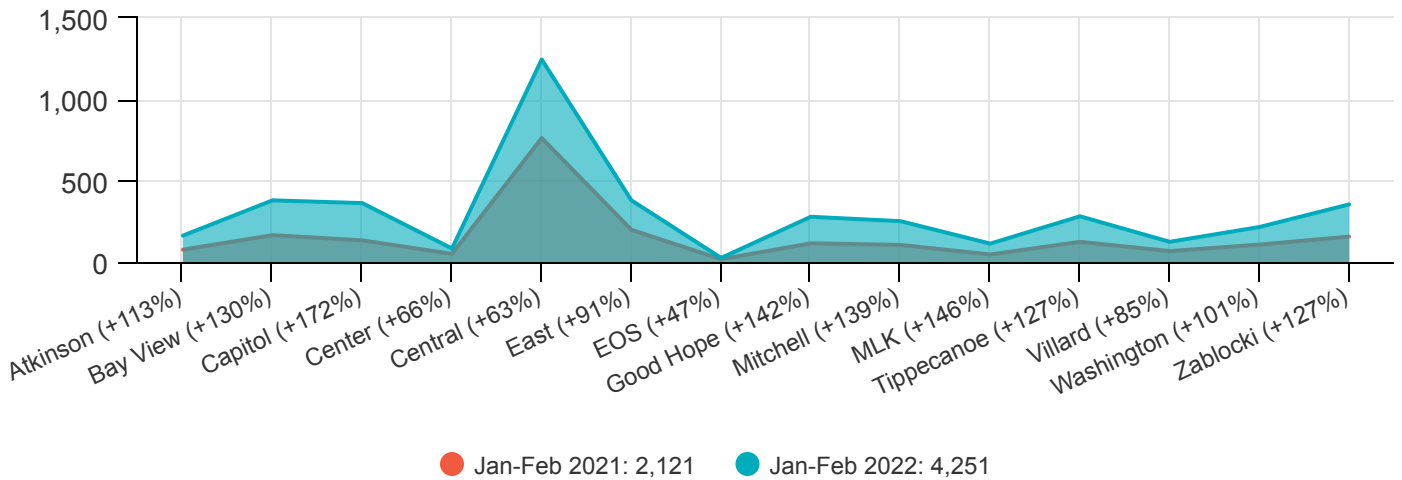
English Conversation Hour. The Refugee and Immigrant Services Committee hosted our weekly session for adult English language learners. We discussed strategies for small talk and used structured practice to activate vocabulary and language skills. Some topics we discussed included Black History Month and important people and historical events in African American history, Valentine's Day and holidays in their home countries, and finding and describing objects that meet certain criteria in a scavenger hunt. Weekly sessions. 4 Tuesdays in February. Total Attendance: 34.

**Total attendance** for 20 programs this month: 291.

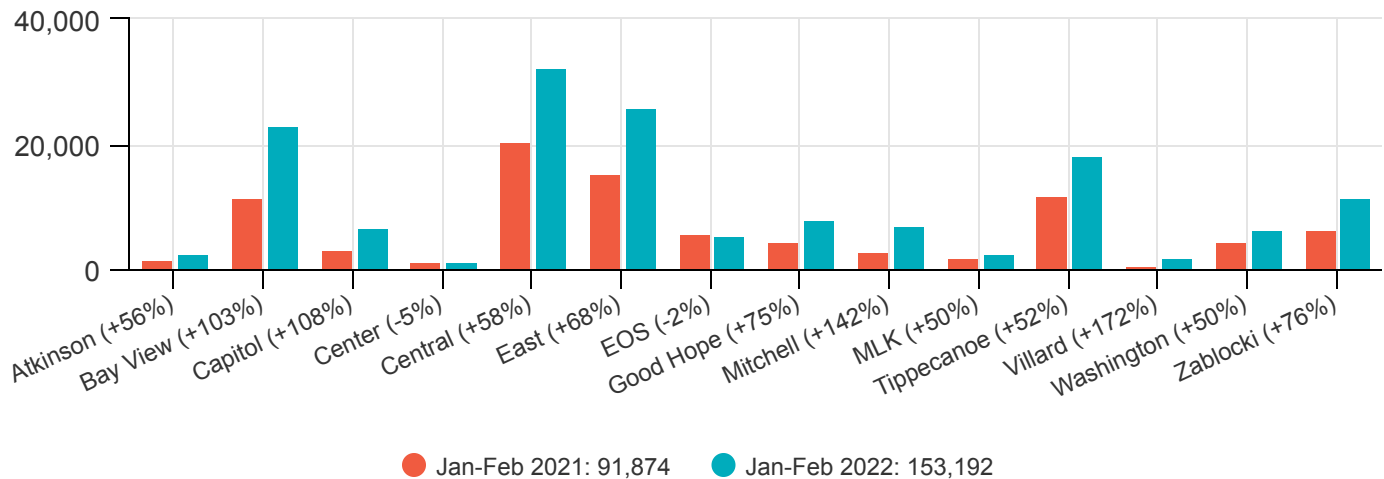
# Patron Visits



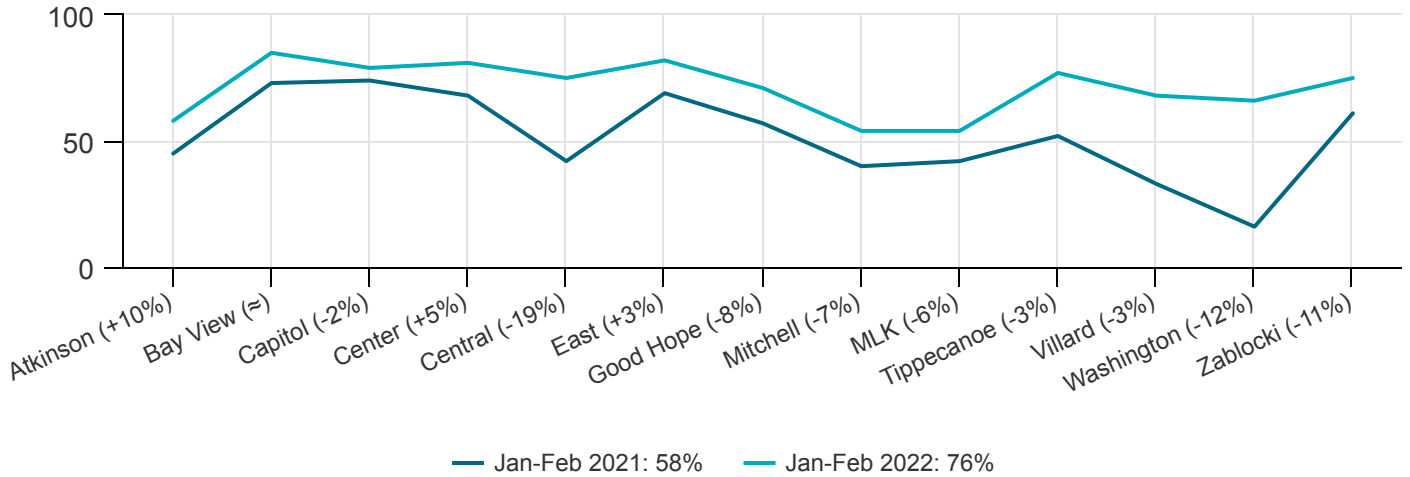
# Registration



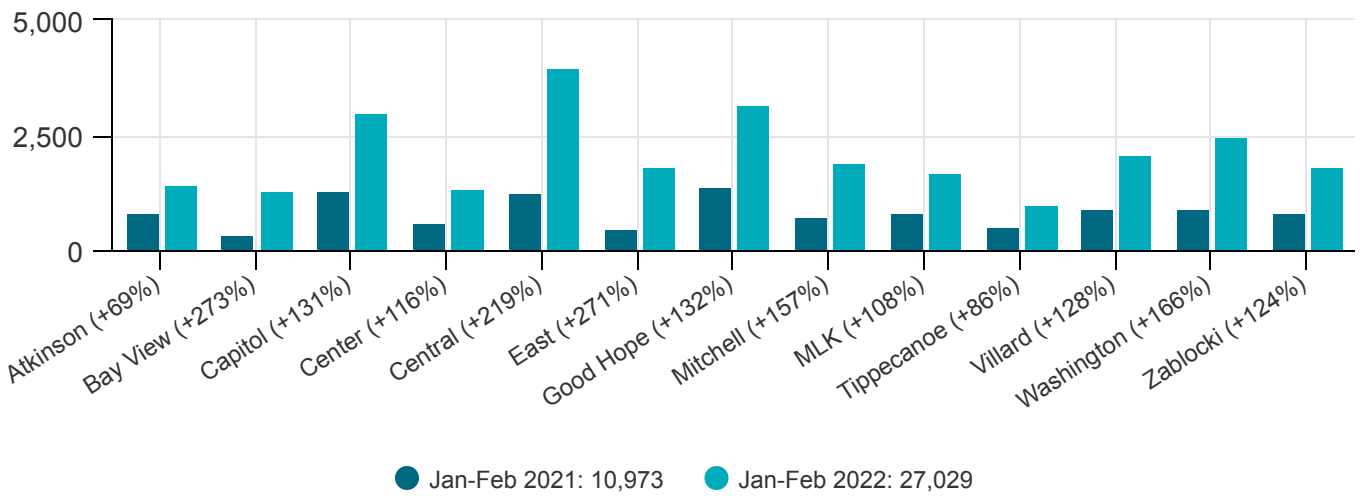
# Traditional Circulation



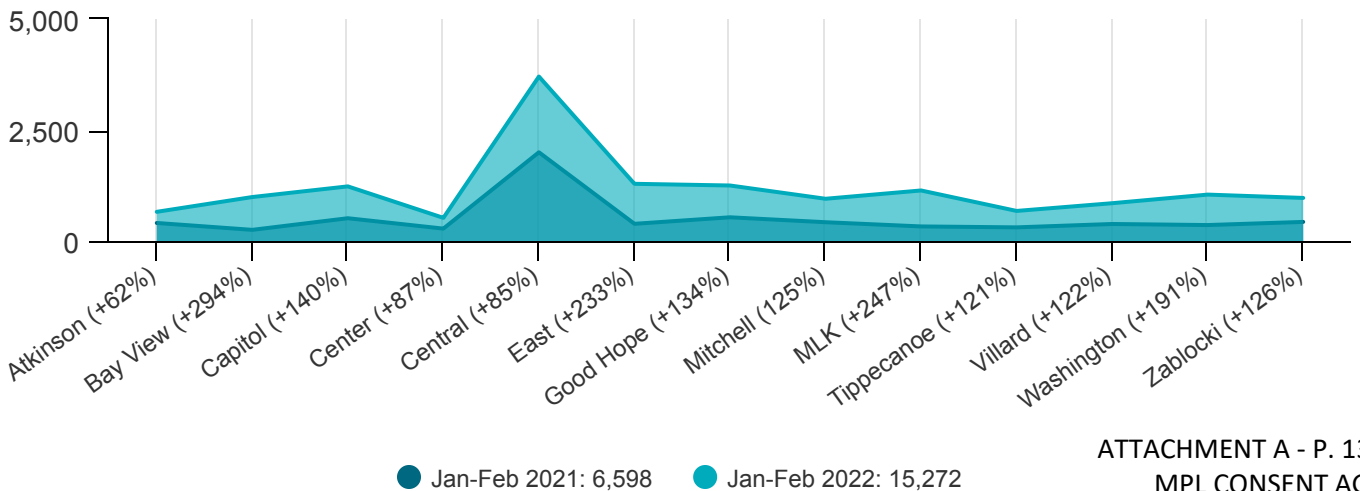
# Self-Checkout (%)



# Print/Copy/Fax Jobs

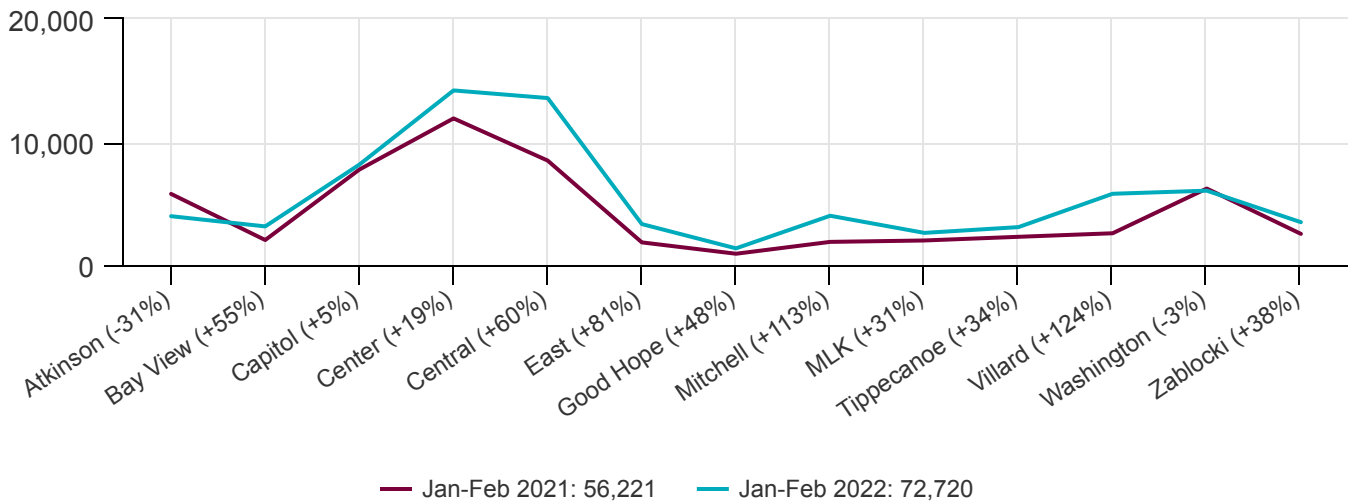


# Public Computer Sessions

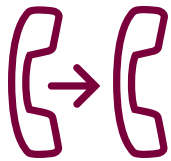




## Wi-Fi Sessions



## Ready Reference



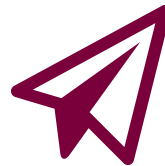
12,592

Calls Answered  
Last Year: 12,771



449

Chat Sessions  
Last Year: 455



290

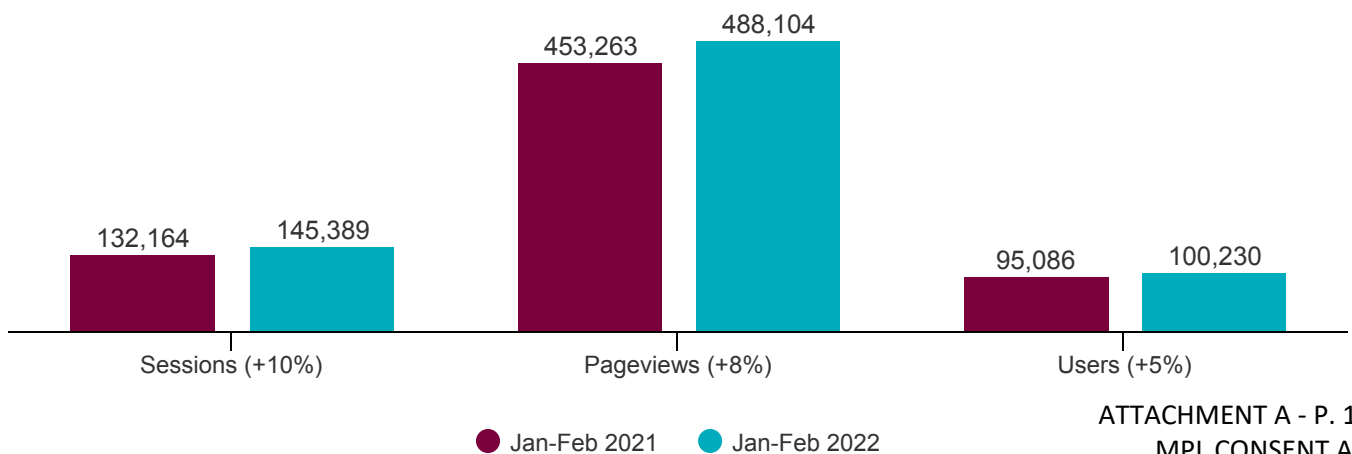
Email Responses  
Last Year: 227



2

Post Mailings  
Last Year: 0

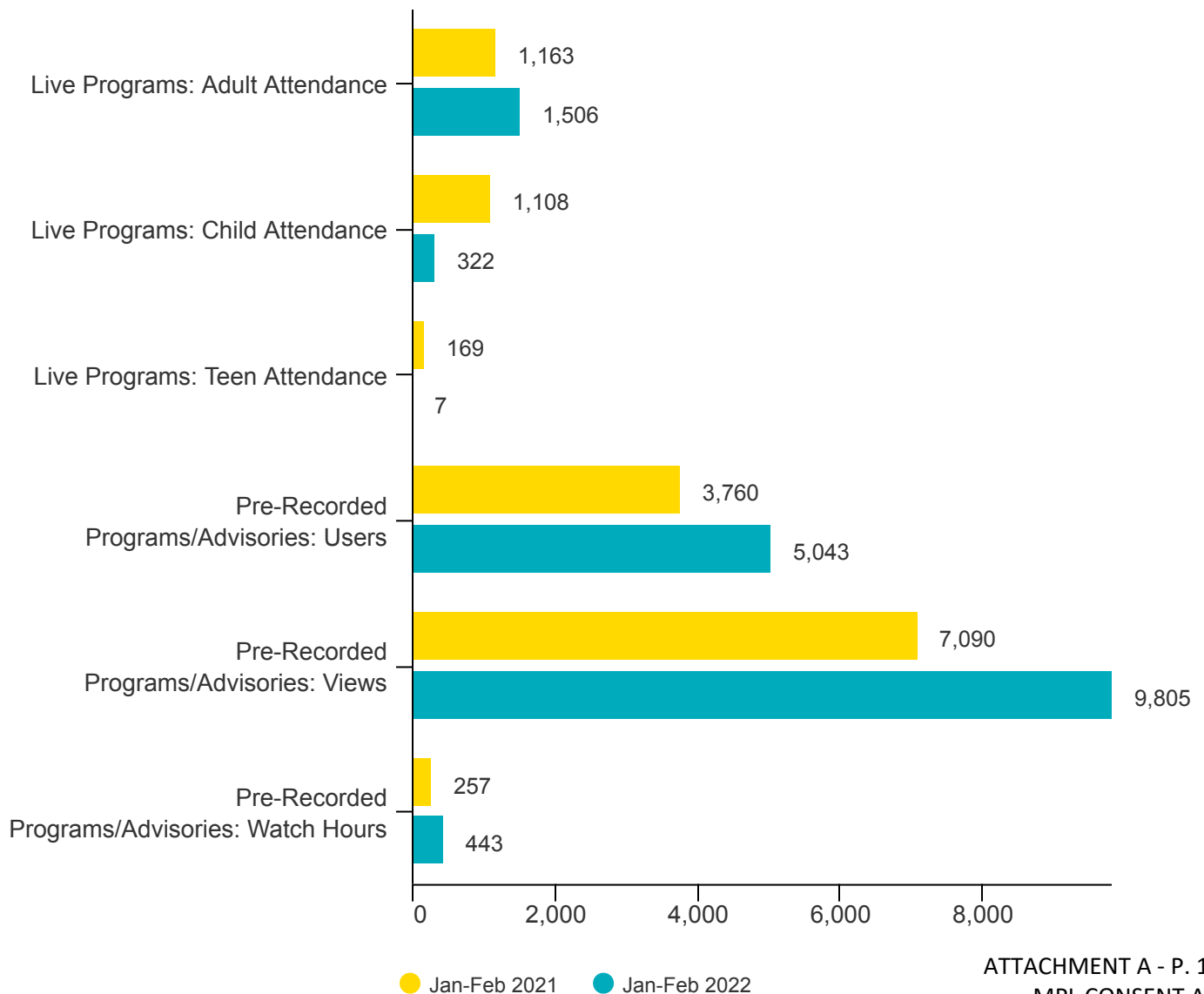
## Webpage Usage



# Database Usage

Platform	Metric	Jan-Feb 2021	Jan-Feb 2022	Change
Freegal	Downloads/Streams	17,110	14,527	-15%
Gale Courses	Minutes Used	183,741	339,433	85%
Mango Languages	Sessions	727	691	-5%
PressReader	Article Opens	53,483	69,095	29%
Pronunciator	Logins	74	39	-47%
Total	-	255,135	423,785	66%

# Programming



**MILWAUKEE PUBLIC LIBRARY  
BOARD OF TRUSTEES  
SERVICES & PROGRAMS COMMITTEE  
MINUTES  
Wednesday, March 9, 2022**

**Video Conference Call by GoToMeeting**

**PRESENT:** Ald. Milele Coggs, Jennifer Smith, Michael Morgan, Joan Johnson

**EXCUSED:** Erika Siemsen, Ald. JoCasta Zamarripa

**OTHERS**

**PRESENT:** MPL: Kelly Bolter, Jennifer Meyer-Stearns, Anne Rasmussen, Tammy Mays, Marian Royal, Rebecca Schweisberger, Michael Weber

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Vice-Chair Jennifer Smith called the MPL Board of Trustees Services and Programs Committee meeting to order at 4:07 p.m. on March 9, 2022 with a quorum present. All Trustees and presenters participated by video conference.

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1. **Committee Meeting Minutes Review.** Vice-Chair Smith entertained a motion to accept the minutes from the November 3, 2021 meeting, listed as Attachment A of the agenda. Trustee Morgan moved to approve; Trustee Coggs seconded. Motion passed.
2. **Safety Report.** Library Security Manager Michael Weber presented statistics about security incidents at all MPL locations during Quarter 4, 2021. Security incidents related to the masking mandate accounted for a significant portion of the total number of incidents. Ensuring compliance to the mandate was difficult for MPL staff and security personnel and lifting of the mandate has had positive effects on interactions. The number of incidents at Mitchell Street branch has increased and security staff continues to monitor security needs at that location. Deputy Library Director Jennifer Meyer-Stearns shared this will be Michael Weber's last presentation to the Committee as he accepted a new opportunity. Mr. Weber will continue to consult for MPL as needed. Director Johnson thanked Mr. Weber for his service and noted he created the strong security program currently in place at MPL. Deputy Director Meyer-Stearns introduced Persephone Guy-Conner, the new Library Security Investigator. Informational item.
3. **MPL Policy Updates.** Director Johnson noted this is the first set of policy revisions that will come before the Committee. MPL staff are reviewing policies and procedures using a racial equity and inclusion lens, and it is expected that more policies will be brought to the Committee throughout 2022. Anne Rasmussen, Associate Director of Strategic Initiatives and Public Services, requested approval for new and updated public services policies as outlined in the memo listed as Attachment B of the agenda. Policies are philosophical statements on MPL's overarching approach to services and are submitted to the Board for review and approval. Procedures are instructions for staff to complete a particular activity or service.
  - **Programming Policy** – Overview of changes: Designed to meet objectives of the Library Mission and Vision through an equity lens. Trustee Coggs moved to approve; Trustee Morgan seconded. Motion passed.
  - **Truancy Policy** – Overview of changes: Removes language about restrictions for suspended students. Trustee Morgan moved to approve; Trustee Coggs seconded. Motion passed.

- **Code of Conduct Policy** – Overview of changes: Removes language specific to COVID and masking requirement.  
Trustee Morgan moved to approve; Trustee Coggs seconded. Motion passed.
  - **Guest Pass Policy** – With approval, a new policy will be issued in conjunction with the existing procedure: Removes the requirement to pay down fines in order to renew MPL library card  
Trustee Smith moved to approve creation of a policy for a guest pass for computer access consistent with the requested revision to the existing procedure. Trustee Morgan seconded.  
Motion passed.
4. **RFP Contract Awards.** Anne Rasmussen, Associate Director of Strategic Initiatives and Public Services, requested approval to award the following contracts. The internal committees have reviewed the Request for Proposal (RFP) for each position and reached unanimous decisions. MPL is in the process of notifying all applicants and memos naming the selected vendors will be presented with this item at the regular Board meeting on March 22, 2022.
- **Cargill Community Kitchen Consultant** – Culinary programming for kids and adults; funded through a grant from Cargill. MPL requested approval to make the award in the amount up to \$30,000 to the selected vendor. Trustee Coggs moved to approve; Trustee Smith seconded.  
Motion passed.
  - **Circle Keeping Consultant** – A restorative practice tool focused on respectful communication; funded through a grant from the Institute of Museums and Library Services (IMLS). MPL requested approval to make the award in the amount up to \$50,000 to the selected vendor. Trustee Smith moved to approve; Trustee Morgan seconded. Motion passed.

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The meeting of the Milwaukee Public Library Board’s Building & Development Committee was adjourned at 4:51 p.m. on November 3, 2021.

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# MEMO

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**Date:** March 22, 2022

**To:** Milwaukee Public Library Board

**From:** Kelly Bolter, Library Services Manager of Events and Programming; Anne Rasmussen, Associate Library Director of Strategic Initiatives and Public Services

**Re:** Award Recommendation for Library Community Kitchen Program Consultant Request for Proposal

On December 15, 2021, the Library released a Request for Proposal (RFP) for a vendor consultant to run its virtual and in-person culinary literacy programs. Two qualified proposals were received and ranked according to the requested qualifications listed on the RFP.

A committee of library staff, including the Adult Programming Coordinator, the Mitchell Street Branch Manager, and the Outreach Coordinator, met in February to review and evaluate the proposals.

The committee came to a unanimous decision and recommends awarding the Library Community Kitchen Program Consultant contract Sharrie Agee, up to \$30,000.





# MEMO

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**Date:** March 22, 2022

**To:** Milwaukee Public Library Board

**From:** Anne Rasmussen, Associate Library Director of Strategic Initiatives and Public Services

**Re:** Award Recommendation for Library Circle Keeping Consultant Request for Proposal

On February 10, 2022, the Library released a Request for Proposal (RFP) for a vendor consultant to run its Restorative Practice Circle Keeping programs. One qualified proposal was received and ranked according to the requested qualifications listed on the RFP.

A committee of library staff, including Youth library staff in the Branches and the Associate Director of Public Services, met in March to review and evaluate the proposal.

The committee came to a unanimous decision and recommends awarding the Library Circle Keeping Consultant contract to Aveonne Simpson, up to \$50,000.

ATTACHMENT B - P. 4 of 4  
6. Library Services & Programs  
Committee Meeting  
P. 22





# MEMO

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**Date:** March 22, 2022  
**To:** Milwaukee Public Library Board  
**From:** Joan Johnson, Library Director  
**Re:** Approval for Grant Funding Awards

The Library is informing the Board of awards and formally seeking its approval to accept and use the funds for purposes as described below.

As a result of the American Rescue Plan Act (ARPA) of 2021, the MPL was eligible for federal funding from multiple sources. In response, MPL staff completed over a dozen applications with proposals ranging from strengthening broadband infrastructure for the provision of high-speed internet access in underserved communities to programs that enhance MPL’s capacity and support for student achievement, building 21<sup>st</sup> century skills as well as mentoring youth to support social and emotional development and strengthening communication and conflict resolution skills.

Notifications were sent to awardees in late 2021, and below is a listing of MPL’s successful proposals:

Grantor	Award	Proposal Description
ARPA		
City of Milwaukee Local Fiscal Recovery Fund	\$4,500,000	Capital funding for the Martin Luther King, Jr. branch redevelopment. (Awarded as part of the City’s budget process.)
State Neighborhood Investment Fund grant	\$2,900,000	Capital funding for the Martin Luther King, Jr. branch redevelopment.
WI Department of Public Instruction	\$133,000	MPL Americorps (expansion of LibraryNOW) serving youth to support social-emotional development, 21 <sup>st</sup> century skills development and to bridge the gap between in- and out-of-school learning, year-around.
Institute of Museum and Library Services	\$50,000	Restorative Justice – Circle Keeper Consultant one-year salary to support implementation of Community Circle programming for teens in multiple branch locations.

In accepting these awards, the fiscal impact will be felt generally in the form of staff time devoted to managing and implementing each project, and the time necessary to do reporting required by the respective funding authorities. Library managers and teams are prepared to administer the projects accordingly.

Director Johnson recommends acceptance of all awards in the amounts listed from each of the sources named above.





Wisconsin Historical Society  
P R E S S

AGREEMENT

between  
Wisconsin Historical Society Press  
816 State Street, Madison, WI 53706  
and  
Milwaukee Public Library  
814 W. Wisconsin Avenue, Milwaukee, WI 53233

**RE: publishing *I Live Underwater* (Max E. Nohl's memoir)**

\_\_\_\_\_, 2022

(the "Agreement")

The Wisconsin Historical Society ("WHS"), through its Wisconsin Historical Society Press ("WHSP"), and City of Milwaukee, through its Milwaukee Public Library ("MPL"), will collaborate to publish *I Live Underwater* (the "Work"), the previously unpublished memoir manuscript (the "Manuscript") of Max Eugene Nohl. The manuscript is held as part of the Max Nohl Papers (MPL's Local History Manuscript Collection Mss. # 314)).

**Rights Ownership and Orphan Work Statement**

According to the United States Copyright Office, the term *orphan work* "is used to describe the situation where the owner of a copyrighted work cannot be identified and located by someone who wishes to make use of the work in the manner that requires permission of the copyright owner." WHSP has made a good-faith effort to determine the copyright holder(s) of the Max E. Nohl manuscript held in the collections of the Milwaukee Public Library. WHSP has determined that the Manuscript falls into the category of orphan work because the identity of the copyright holder(s) cannot be determined for the following reasons:

- The Manuscript has never been published.
- The archived version of the Manuscript bears no evidence of a copyright symbol or other reference to copyright.
- No evidence of a contract in which Max E. Nohl transferred copyright or publication rights to an agent or publisher has been located.
- No record of a transfer of copyright in the Manuscript to the Milwaukee Public Library has been located.
- Max E. Nohl is deceased (d. February 6, 1960).
- Max's spouse, Eleanor Hecker Nohl, is deceased (d. February 6, 1960).
- Ted J. Rakstis, identified on the cover of the Manuscript as a collaborator but with no copyright symbol or other reference to copyright, is deceased. (d. June 26, 1998).
- The literary agency referred to on the cover of the Manuscript, Franz J. Horch, is defunct. That company's successor, the Roslyn Targ Literary Agency, is also defunct.
- Attorney James Petrie, co-administrator of Max E. Nohl's and Eleanor Nohl's wills, reported that he never saw a contract between Max Nohl and Ted Rakstis or among those men and any agent or publisher. (A transcript of the interview with Attorney Petrie is available.)



- Attorney Petrie wrote to the Franz J. Horch agency in April 1960 regarding the estate of Max E. Nohl but later reported that he did not receive a response. (A transcript of the interview with Attorney Petrie is available.)
- James G. Hecker, the direct heir of Max E. Nohl and Eleanor Hecker Nohl, claims no ownership of the rights in the Manuscript. However, in the event that any rights in the Manuscript have passed to Mr. Hecker without his knowledge, he has signed an agreement granting his permission for use of the materials in production of the Work. (Mr. Hecker will receive no financial compensation for this permissions release.) According to the Society of American Archivists white paper “Orphan Works: Statement of Best Practices” (2009), “In an orphan works investigation, the search must identify and locate only one of the joint owners of an inherited copyright. That joint owner can authorize any use of the copyrighted materials, although that individual is obligated to account to the other joint owners for any profits they may receive from the use.”

### **Access to Materials**

MPL will provide WHSP access to the “Max Nohl Papers” (identified by MPL as Local History Manuscript Collection Mss. # 314) for purposes of transcribing text and scanning images for use in the Work. Details of access, including the vetting of staff performing transcription and scanning tasks, will be negotiated and agreed upon among all parties before work begins.

MPL will continue to provide access to the original archive to the public and reserves the right to use and reproduce the archives to fulfill its mission.

MPL retains any rights it holds in the Max Nohl Papers and the Manuscript, including the right to provide access to the materials to the public, and reserves the right to use and reproduce the Max Nohl Papers and the Manuscript to fulfill its mission. Any rights in the Manuscript and Max Nohl Papers not expressly granted to WHS or WHSP under this Agreement are reserved to and retained by MPL.

### **Editing and Assembly of Materials**

WHSP will assemble the text and images for use in the Work according to its established processes. Staff of the State Historic Preservation Office will provide annotations, introductions, and editorial commentary for use in the Work. WHSP shall obtain, at WHSP’s sole expense, all permissions and other clearances that are necessary for the inclusion of any content or related material in the Work.

### **Funding**

WHSP will be responsible for all production, manufacturing, and distribution costs related to the publication of the Work.

WHSP and MPL will jointly explore, each at their sole discretion, underwriting opportunities to support the production and marketing of the Work. Funds raised will offset costs, allowing for a lower list price, higher production value, and more aggressive marketing campaign than would otherwise be possible. Publication, however, is not contingent on the securing of underwriting funds.

Unless otherwise agreed in writing by MPL in its sole discretion, MPL shall not be obligated to provide any funding or cover any expenses under this Agreement.

**Publication**

WHSP will publish the Work and will do so as promptly as reasonably possible and at WHSP's expense. WHSP will have the right to determine the title of the Work and the style, manner, time, and price of publication.

**Copyright**

With respect to copyright in the Work (in the United States, under the Universal Copyright Convention, or elsewhere), WHSP will print a notice in each copy of the Work and register the copyright of the Work in the name of the State Historical Society of Wisconsin.

**Acknowledgment**

Acknowledgment will appear in the book as follows:

Published by the Wisconsin Historical Society Press.

This book was made possible through a collaboration with the Milwaukee Public Library.

**Royalties**

WHSP will pay "sales royalties" to MPL of 5% of the net revenue on all copies of the Work sold in any format and media, including without limitation hard copy, electronic, and audio. For purposes of this Agreement, "net revenue" shall mean the amount actually received by WHSP, after allowances and return credits, and excluding postage, shipping and handling costs, insurance charges, and sales and similar taxes.

The terms "sales" and "sold" include all copies of the Work sold during any statement period less any books returned for credit and less any payment for the Work which has been declared uncollectible by WHSP provided, however, that if such uncollectible accounts are thereafter collected, such collections shall be considered sales in the period of collection. If returns and copies of the Work for which payment is declared uncollectible shall exceed the number of copies of the Work sold during a statement period, the difference shall be carried forward to the next period until offset by copies of the Work sold.

No sales royalties will be paid on copies furnished without charge or for review, advertising, sample promotion, or other similar purposes. WHSP may publish or permit others to publish or broadcast without charge and without sales royalties selections from the Work for the purpose of promoting its sale and is authorized to license publication of the Work without charge and without sales royalties in Braille or by any other method primarily designed for the handicapped.

WHSP will also pay to MPL "additional royalties" equal to forty percent (40%) the net revenue received by WHSP from (1) the sale or other grant of motion picture, dramatic, radio, television, or any other rights related to the Work worldwide, including without limitation the United States and Canada and (2) any other revenue received by WHSP related to the Work including, without limitation, commercial and merchandising revenues. For clarity, additional royalties shall not be based upon sales of copies of the Work itself because such sales form the basis for sales royalties as detailed above.

WHSP will annually send statements of account to MPL covering sales and other exploitations of the Work during the preceding year and will pay the royalty due at that time, if any. MPL may, at its own expense, audit the books and records of WHSP relating to the payment of sales royalties and additional royalties under this Agreement at the place where WHSP maintains such books and records in order to verify royalty payments. Any such audit shall be conducted only by a certified public accountant during reasonable business hours in such manner as not to interfere with WHSP normal business activities and shall only be conducted once per year.

reasonable business hours in such manner as not to interfere with WHSP normal business activities and shall only be conducted once per year.

### **Gratis Copies and Discount**

WHSP will provide MPL **10 gratis copies** upon publication of the Work.

WHSP will make additional copies available to MPL at its standard wholesale price plus shipping charges.

### **Sales and Promotion**

The Work will be marketed and distributed through the established processes of WHSP. WHSP will provide promotional support to the project and may provide related outreach services. Promotion will include representation to chain booksellers, independent booksellers and gift shops, public and school libraries, and online retailers; inclusion at annual conferences and trade shows; and review copies to regional and national media. It may also include media notices in broadcast, print, and online and representation at other WHSP events.

### **Cancellation**

WHSP reserves the right to cancel this project if it determines that publication is not financially feasible.

### **Indemnification**

WHSP shall defend, indemnify, and hold harmless MPL and each of its affiliates, including each of their respective officers, directors, and personnel from and against all liabilities, claims, damages, costs, fees, and expenses (including reasonable attorney's fees) to the extent arising out of or relating to this Agreement, including without limitation any claims related to any third party's copyright, intellectual property rights, or other rights in the Max Nohl Papers, Manuscript, or the Work. MPL shall provide to WHSP notice of any such action or claim upon receipt of knowledge of the same. In connection with any claim made by a third party, WHSP shall bear the expenses of defending such claim (regardless of whether the allegations supporting such claim are finally determined to be true) and, at its option, may assume the defense of any such action and all negotiations for its settlement or compromise (it being understood that WHSP shall not enter any settlement in excess of \$5,000 without the consent of MPL). Each party shall keep the other party fully informed about all material information regarding any claim covered under this indemnification and duty to defend provision of the Agreement. This indemnification and duty to defend provision shall survive the termination or expiration of the Agreement.

### **Nondiscrimination**

It is City of Milwaukee's policy not to discriminate against any qualified employee or qualified applicant for employment because of an individual's sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation, gender identity or expression, victimhood of domestic abuse or sexual assault, past or present membership in the military service, HIV status, domestic partnership, genetic identity, homelessness, familial status, or an individual's affiliation or perceived affiliation with any of these categories ("Protected Classes"), pursuant to Milwaukee Code of Ordinances ("MCO") Section 109-9. Contractors and their subcontractors employing any resident of City of Milwaukee may not discriminate against any member of the Protected Classes, and such contractors must insert this clause into any subcontracts of subcontractors employing any resident of City of Milwaukee.

### **No Agency**

Nothing contained herein shall be construed as creating any agency, partnership, or other form of joint enterprise between the parties.





I. GENERAL INFORMATION					
1. Name of Library Milwaukee Public Library			2. Public Library System Milwaukee County Federated Library System		
3a. Head Librarian First Name Joan	3b. Head Librarian Last Name Johnson	4a. Certification Grade Grade 1	4b. Certification Type Regular		5. Certification Expiration Date Permanent
6a. Street Address 814 W. Wisconsin Ave.	6b. Mailing Address or PO Box 814 W. Wisconsin Ave.	7. City / Village / Town Milwaukee	8a. ZIP 53233	8b. ZIP4 2309	9. County Milwaukee
10. Library Phone Number 4142863000	11. Fax Number (414)286-2794	12. Library E-mail Address of Director jrjohns@milwaukee.gov			
13. Library Website URL www.mpl.org		14. No. of Branches 12	15. No. of Bookmobiles Owned 1	16. No. of Other Public Service Outlets 170	
17. Does the library operate a books-by-mail program? No	18. Some public libraries are legally organized as joint libraries, with neighboring municipalities or a county and municipality joining to operate a library. Is the library such a joint library legally established under Wis. Stat. s. 43.53? No				
20. Square Footage of Public Library 457,919	21. Did the library or a branch move to a new facility or expand an existing facility during the fiscal year? No		22. DUNS Number <i>Nine digits</i> 030467963		

HOURS OF OPERATION			
	Standard Service with No Restrictions on Building Access	Limited Service	Staff Only (no interior service for the public)
19a. Winter Hours Open per Week	0	54	54
19b. Number of Winter Weeks	0	24	2
19c. Summer Hours Open per Week	0	54	0
19d. Number of Summer Weeks	0	26	0
19e. Total Weeks per Year	0	50	2
19f. Total Hours per year for this location	0	2,700	108

## COVID-19

Did the library provide the following services during the COVID-19 pandemic?

	Yes / No	Number of Interactions (if known)
1a. answering general information requests from the public (phone calls, emails, text messages, online forms, etc.)	Yes	171,221
1b. providing reference service	Yes	176,645
1bi. reference service provided via email	Yes	1,692
1bii. reference service provided via chat		2,410
1biii. reference service provided via text message	No	
1biv. reference service provided via telephone	Yes	62,039
1bv. reference service provided via another method (e.g., online service or form)	Yes	27
1bvi. describe "another method of reference service": Responses via post mail		
1c. hosting virtual programming or recorded content	Yes	1,118
1d. offering curbside pickup	Yes	7,174
1e. offering drive-thru circulation of physical materials	Yes	71,744
1f. offering vestibule/porch pickups	No	
1g. offering delivery of materials (mail or drop-off)	Yes	1,698
1h. managing IT services for external Wi-Fi access	Yes	2,461
1i. providing other types of online and electronic services	Yes	629
1ii. describe "other services": Chromebooks		

	<b>ELECTRONIC MATERIALS ADDED DUE TO COVID-19</b>	
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Did the library add or increase access to electronic collection materials due to the COVID-19 pandemic?

	Yes / No	Number Added (if known)
2a. increasing the concurrent or monthly borrowing limits for electronic materials purchased locally	No	
2b. increasing the concurrent or monthly borrowing limits for electronic materials purchased by the library system or consortia	No	
2c. increasing the number of electronic materials and holdings purchased locally	Yes	
2d. increasing the number of electronic materials and holdings purchased by the library system or consortia	Yes	
2e. augmenting the public's ability to use electronic materials in another way	Yes	385
2f. describe "augmenting in another way": Chromebooks purchased for circulation		

	<b>PUBLIC SERVICES COVID-19</b>	
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Did the library add or increase access to electronic collection materials due to the COVID-19 pandemic?

	Yes / No
3. Electronic Library Cards Issued During COVID-19	Yes
4. External Wi-Fi Access Added During COVID-19	No
5. External Wi-Fi Access Increased During COVID-19	No
6. Staff Re-Assigned During COVID-19	No

	<b>COVID-19 CLOSURES</b>	
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Initial date closed due to COVID-19	
First date reopened following initial COVID-19 closure	
Additional building closure and reopening dates, please describe	Between January 1, 2021 and January 18, 2021, our locations were not available for interior service. Atkinson Branch was closed November 1, 2021 through December 19, 2021 due to a shortage in staff.

<b>II. LIBRARY COLLECTION</b>		
	a. Number Owned / Leased	b. Number Added
1. Books in Print <i>Non-periodical printed publications</i>	1,928,458	76,818
2. Electronic Books <i>E-books</i>	189,517	
3. Audio Materials	102,653	1,941
4. Electronic Audio Materials <i>Downloadable</i>	67,673	
5. Video Materials	102,540	6,682
6. Electronic Video Materials <i>Downloadable</i>	575	
7. Other Materials Owned Kits, puppets, bound periodicals, microfilm, etc.	225,790	
8a. Electronic Collections <i>Locally owned or leased</i>	42	
8b. Electronic Collections <i>Purchased by library system or consortia</i>	4	
8c. Electronic Collections <i>Provided through BadgerLink</i>	63	
9. Total Electronic Collections <i>Local, regional, and state</i>	109	
10. Subscriptions <i>Include periodicals and newspapers, exclude those in electronic format</i>	761	



III. LIBRARY SERVICES						
1. Circulation Transactions						
a. Total Circulation	b. Children's Materials		c. Circulation of Other Physical Items (subset of 1a.)			
771,321	287,345		11,385			
2. Interlibrary Loans (ILL)						
Method for Counting ILL Transactions						
Categorized ILL Transactions						
Mode of ILL Transaction (Only Total will display when Total ILL Transactions is listed as the Method for Counting ILL Transactions)						
			Items Loaned to Other Libraries Provided to		Items Borrowed from Other Libraries Received from	
Integrated Library System (ILS)			289,357		121,843	
WISCAT			4,491		350	
Other (includes OCLC, manual tracking, or other methods)			578		312	
Total			294,426		122,505	
3. Number of Registered Users			4. Reference Transactions		5. Library Visits	
a. Resident	b. Nonresident	c. Total	a. Method	b. Annual Count	a. Method	b. Annual Count
495,538	22	495,560	Survey Week(s)	176,645	Actual Count	597,634
6. Uses of Public Internet Computers			7. Uses of Public Wireless Internet			
a. Number of Public Use Computers	b. Number of Public Use Computers with Internet Access		c. Method	d. Annual Count	a. Method	b. Annual Count
969	584		Actual Count	62,489	Actual Count	454,833
8. Website Visits	9a. Local Electronic Collection Retrievals	9b. Other Electronic Collection Retrievals	9c. Statewide Electronic Collection Retrievals		9d. Total Electronic Collection Retrievals	
777,866	503,681	25,059	14,315		543,055	
10. Uses of Electronic Materials by Library Users						
a. E-Books	b. E-Audio	c. E-Video	d. Total Uses of Electronic Materials		e. Uses of Children's Electronic Materials	
175,755	156,080	7,855	339,690		34,068	

**LIBRARY PROGRAMS AND ATTENDANCE**

11. Programs and Program Attendance Annual Count  
 Method for Counting Number of Programs and Attendance

**Total Program and Attendance Statistics**

	a. Children (0-11)	b. Young Adult (12-18)	c. Adult (19+)	d. General Interest (all ages)	e. Total
Number of Programs	495	63	351	32	941
Total Program Attendance	6,626	368	4,621	395	12,010

Describe the library's programs

**In-person, Virtual, and Pre-recorded Program Statistics**

	In-Person Programs		Virtual Program Attendance		Total
	a. Children (0-11)	b. Young Adult (12-18)	c. Adult (19+)	d. General Interest (all ages)	
Number of Programs	25	4	2	10	41
Total Program Attendance	563	42	10	140	755

Describe the library's in-person programs:

Art Walking Tour, Chess Club, Community Outreach, Knot Just Knitting, Let's Go!, Mobile Bike Repair Clinic, Star Power, Story Time

**Live Views of Virtual Programs and Virtual Program Attendance Annual Count**

	a. Children (0-11)	b. Young Adult (12-18)	c. Adult (19+)	d. General Interest (all ages)	e. Total
Number of Live Virtual Programs	470	59	349	22	900
Total Live Virtual Program Attendance	6,063	326	4,611	255	11,255
Total Views of Live Programs Recorded for Asynchronous Viewing	274	49	4,979	586	5,888

Which platforms does the library use to host the library's live, virtual programs:

Primary: Facebook, YouTube, Zoom. Intermediary: Open Broadcaster Software, restream.io.

Describe the library's live, virtual programs:

Allyship, Anime Watch Party, Book Chat, Business Insurance Basics, Car Ownership and Maintenance, Climate Action Book Club, Combatting Online Hatred, Coming to America Book Club, Cooking Class, Story Dungeons & Dragons. English Conversation Hour. English Reading Hour. Environmental Justice. Game Night.

**Views of Pre-recorded Programs and Pre-recorded Program Attendance Annual Count**

	a. Children (0-11)	b. Young Adult (12-18)	c. Other (all ages)	d. Total
Number of Pre-recorded Programs	81	60	20	161
Total Pre-recorded Program Views	4,145	4,758	3,393	12,296

Which platforms does the library use to host the library's pre-recorded programs:

Facebook, Instagram, YouTube

Describe the library's pre-recorded programs:

Baby Talk, Curbside Craft, How To with MPL, Lift Every Voice and Sing, MLK Day Art Activity, One Minute Wednesday, Plant Curious, Simple Science, Snack Hack, Stories from Bronzeville, Take & Make

**IV. LIBRARY GOVERNANCE**

Library Board Members. *List all members of the library board as of the date of this report. List the president first. Indicate vacancies.*

First Name	Last Name	Street Address	City	ZIP+4	Email Address
<b>PRESIDENT</b>					
1. Michele	Bria	Redacted	Milwaukee	53204-2077	Redacted
2. Chris	Layden	Redacted	Milwaukee	53212-4030	Redacted
3. Jennifer	Smith	Redacted	Milwaukee	53208-2627	Redacted
4. Milele	Coggs	Redacted	Milwaukee	53202-3591	Redacted
5. Nik	Kovac	Redacted	Milwaukee	53202-3591	Redacted
6. Matthew	Kowalski	Redacted	Milwaukee	53222-4853	Redacted
7. Teresa	Mercado	Redacted	Milwaukee	53221-2972	Redacted
8. Erika	Siemsen	Redacted	Milwaukee	53208-1713	Redacted
9. Marcelia	Nicholson	Redacted	Milwaukee	53233-1425	Redacted
10. Mark	Sain	Redacted	Milwaukee	53225-1111	Redacted
11. Jocasta	Zamarripa	Redacted	Milwaukee	53202-3591	Redacted
12. Michael	Morgan	Redacted	Milwaukee	53212-3655	Redacted
Number of Library Board Members <i>Include vacancies in this count</i>					
12					

**V. LIBRARY OPERATING REVENUE**

*Report operating revenue only. Do not report capital receipts here.*

**1. Local Municipal Appropriations for Library Service *Only Joint libraries report more than one municipality here***

Municipality Type	Name	Amount
City	Milwaukee	\$22,416,905

<b>Subtotal 1</b>		\$22,416,905
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**2. County**

a. Home County Appropriation for Library Service

Subtotal 2a

b. Other County Payments for Library Services

County Name	Amount	County Name	Amount
	\$0		

<b>Subtotal 2b</b>		\$0
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**3. State Funds**

a. Public Library System State Funds

Description	Amount	Description	Amount
Resource Library Agreement	\$178,457	Bibliographic Database Development and Maintenance	\$444,525
Lease Agreement	\$129,815	Interlibrary Loan Services Agreement	\$36,450
b. Funds Carried Forward from Previous Year		c. Other State Funded Program	1,023,836

<b>Subtotal 3</b>		\$1,813,083
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**4. Federal Funds *Name of program—for LSTA grant awards, grant number and project title***

Program or Project	Amount
NASA @ My Library	\$1,600

<b>Subtotal 4</b>		\$1,600
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**5. Contract Income *From other governmental units, libraries, agencies, library systems, etc.***

Name	Amount	Name	Amount
West Milwaukee	\$5,716		

<b>Subtotal 5</b>		\$5,716
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<b>6. Funds Carried Forward <i>Do not include state aid. Report state funds in 3b above.</i></b> \$2,170,101	<b>7. All Other Operating Income</b> \$792,559	<b>8. Total Operating Income <i>Add 1 through 7</i></b> \$27,199,964	<b>9. What is the current year annual appropriation provided by governing body(ies) for the public library?</b> \$24,745,118	<b>10. Was the library's municipality exempt from the county library tax for the report year? <i>Wis. Stat. s. 43.64(2)</i></b> No
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**X. STAFF**

1. Personnel Listing. *Libraries with 15 or fewer employees may report all staff under 1a. Libraries with more than 15 employees, list head librarian, chief assistants, branch librarians, division heads, and other supervisory personnel in 1a. and all other positions in 1b.*

a. Employees Holding the Title of Librarian. Indicate advanced degrees in Type of Staff.

Position	Type of Staff	Annual Salary	Hours Worked per Week	Position	Type of Staff	Annual Salary	Hours Worked per Week
Director / Head Librarian	MLS (ALA)	\$135,624	40.00	Library Services Manager	MLS (ALA)	\$84,279	40.00
Deputy Library Director	MLS (ALA)	\$126,047	40.00	Library Services Manager	MLS (ALA)	\$81,754	40.00
Associate Library Director	MLS (ALA)	\$92,513	40.00	Library Services Manager	MLS (ALA)	\$80,966	40.00
Associate Library Director	MLS (ALA)	\$84,103	40.00	Library Services Manager	MLS (ALA)	\$79,327	40.00
Public Services Area Manager	MLS (ALA)	\$86,626	40.00	Library Services Manager	MLS (ALA)	\$78,751	40.00
Public Services Area Manager	MLS (ALA)	\$86,626	40.00	Library Services Manager	MLS (ALA)	\$78,751	40.00
Public Services Area Manager	MLS (ALA)	\$84,103	40.00	Library Services Manager	MLS (ALA)	\$78,751	40.00
Library Services Manager	MLS (ALA)	\$85,581	40.00				

b. Other Paid Staff *See instructions*

Position	Type of Staff	Total Annual Wages	Hours Worked per Week	Position	Type of Staff	Total Annual Wages	Hours Worked per Week
Library Facilities Manager	Other	\$92,207	40.00	Network Manager	Other	\$81,600	40.00
Community Relations and Engagemen	Other	\$91,686	40.00	Library Business Manager	Other	\$72,041	40.00
Human Resources Officer	Other	\$90,172	40.00	Administrative Specialist - Senior	Other	\$69,235	40.00
Library Facilities Maintenance Super	Other	\$89,692	40.00	Library Circulation Manager	Other	\$66,334	40.00
Library Construction Project Manage	Other	\$85,986	40.00	Library Security Manager	Other	\$65,125	40.00

2. Library Staff Full-Time Equivalents (FTEs). Divide the total hours worked per week for each category by 40 to determine full-time equivalents.

a. Persons Holding the Title of Librarian

Master's Degree from an ALA Accredited Program (FTE)	Other Persons Holding the Title of Librarian (FTE)	Subtotal 2a	b. All Other Paid Staff (FTE) <i>Include maintenance, plant operations, and security</i>	c. Total Library Staff (FTE)
86.75	4.00	90.75	232.31	323.06

**XI. PUBLIC LIBRARY LOANS OF MATERIAL TO NONRESIDENTS**

1. Of the total circulation reported for the library from Section III, item 1, what was the total circulation to nonresidents

See instructions for definition of nonresident 38,011

Divide nonresident circulation among the following categories. The total of 2 through 6 below should not be greater than the number reported in item 1 above.	a. Those with a Library	b. Those without a Library	c. Subtotal
2. Circulation to Nonresidents Living in the Library's County	37,207	329	37,536
3. Circulation to Nonresidents Living in Another County in the Library System	0	0	0
4. Circulation to Nonresidents Living in an Adjacent County Not in the Library System	475	0	475
5. Circulation to All Other Wisconsin Residents 0	6. Circulation to Persons from Out of the State 0		
7. Are the answers to items 1 through 6 based on actual count or survey/sample?  Actual	8a. Does the library deny access to any residents of adjacent public library systems on the basis of Wis. Stat. s. 43.17(11)(b)?  No	8b. If yes, does the library allow residents in adjacent systems to purchase library cards?	

9. Circulation to Nonresidents Living in an Adjacent County Who Do Not Have a Local Public Library

Name of County	Circulation	Name of County	Circulation
a.		f.	
b.		g.	
c.		h.	
d.		i.	
e.		j.	

**XII. TECHNOLOGY**

1. Does the library provide wireless Internet access?  Yes	2. Library type of Internet connection <i>Mark all that apply</i> <input type="checkbox"/> a. State TEACH line <input checked="" type="checkbox"/> b. Other broadband connection <i>Local cable, telco, community network, etc.</i>	3. Library use of Internet filtering software or service <input checked="" type="checkbox"/> a. Yes, on all Internet workstations <input type="checkbox"/> b. Yes, on some Internet workstations <input type="checkbox"/> c. No filtering on any Internet workstation
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**XIII. SELF-DIRECTED ACTIVITIES, STAFF SERVING YOUTH / ADULTS**

1. Self-directed Activities <i>Planned, independent activities available for a definite time period which introduce participants to any of the broad range of library services or activities that directly provide information to participants.</i>	a. Children (0-11)	b. Young Adult (12-18)	c. Other (all ages)	d. Total
Number of Self-directed Activities	96	40	1	137
Total Self-directed Activity Participation	15,496	7,882	507	23,885

2. Name and email address of primary staff person who serves as the children, youth, or teen librarian. *Only the primary person is displayed here.*

a. First Name Kelly	b. Last Name Wochinske	c. Email Address KLWochi@milwaukee.gov
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3. Name and email address of primary staff person who serves as the librarian for adults. *Only the primary person is displayed here.*

a. First Name Kelly	b. Last Name Bolter	c. Email Address KJBolte@milwaukee.gov
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**XIV. PUBLIC LIBRARY ASSURANCE OF COMPLIANCE WITH SYSTEM MEMBERSHIP REQUIREMENTS**

We assure the Public Library System of which this library is a member and the Division for Libraries and Technology, Department of Public Instruction that this public library is in compliance with the following requirements for public library system membership as listed in *Wis. Stats.* A check (X) or a mark in the checkbox indicates compliance with the requirement.

- The library is established under s. 43.52 (municipalities), s. 43.53 (joint libraries), or s. 43.57 (consolidated county libraries and county library services) of the Wisconsin Statutes [s. 43.15(4)(c)1].
- The library is free for the use of the inhabitants of the municipality by which it is established and maintained [s. 43.52(2), 73 Op. Atty. Gen. 86(1984), and OAG 30-89].
- The library's board membership complies with statutory requirements regarding appointment, length of term, number of members and composition. [s. 43.54 (municipal and joint libraries), s. 43.57(4) & (5) (consolidated and county library services), and s. 43.60(3) (library extension and interchange)].
- The library board has exclusive control of the expenditure of all moneys collected, donated, or appropriated for the library fund [s. 43.58(1)].
- The library director is present in the library at least 10 hours a week while library is open to the public, less leave time [s. 43.15(4)(c)6]
- The library board supervises the administration of the library, appoints the librarian, who appoints such other assistants and employees as the library board deems necessary, and prescribes their duties and compensation [s. 43.58(4)].
- The library is authorized by the municipal governing board to participate in the public library system [s. 43.15(4)(c)3].
- The library has entered into a written agreement with the public library system board to participate in the system and its activities, to participate in interlibrary loan of materials with other system libraries, and to provide, to any resident of the system area, the same library services, on the same terms, that are provided to the residents of the municipality or county that established the member library. This shall not prohibit a municipal, county, or joint public library from giving preference to its residents in library group programs held for children or adults if the library limits the number of persons who may participate in the group program, or from providing remote access to a library's online resources only to its residents. [s. 43.15(4)(c)4].
- The library's head librarian holds the appropriate grade level of public librarian certification from the Department of Public Instruction [s. 43.15(4)(c)6 and Administrative Code Rules PI 6.03].
- The library annually is open to the public an average of at least 20 hours each week except that for a library in existence on June 3, 2006, annually is open to the public an average of at least 20 hours or the number of hours each week that the library was open to the public in 2005, whichever is fewer [s. 43.15(4)(c)7].
- The library annually spends at least \$2,500 on library materials. [s. 43.15(4)(c)8].

**XV. CERTIFICATION**

**I CERTIFY THAT**, to the best of my knowledge, the information provided in this annual report and any attachments are true and accurate and the library board has reviewed and approved this report.

President, Library Board of Trustees Signature <i>or designee</i> <small>DocuSigned by:</small> 	Name of President or Designee <i>Print or type</i>  Michele Bria	Date Signed  2/25/2022
Library Director / Head Librarian Signature <small>DocuSigned by:</small> 	Name of Director / Head Librarian <i>Print or type</i>  Joan Johnson	Date Signed  2/25/2022



**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
Milwaukee

The Milwaukee Public Library Board of Trustees hereby states that in 2021 the Milwaukee County Federated Library System  
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 two 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.  
 In the 8 years Steve Heser has been MCFLS Director, Milwaukee Public Library (MPL) and other system members have received strong support and great leadership. Mr. Heser is highly competent and well respected. Additionally, he is adept at navigating complex relationships and discussions. MCFLS leadership has been demonstrated in many ways, including: . Maintenance of the shared CountyCat catalog system that serves all county residents--MCFLS created and led a system-wide member task force to research and evaluate vendors for the integrated library system to ensure needs are met at a reasonable cost . Continued support of member libraries COVID response--MCFLS led the effort to submit multiple proposals to the Department of Public Instruction to request funding through the American Rescue Plan Act (ARPA) . Engagement of a new Marketing Coordinator to promote library materials and services .  Reliable delivery of materials at a reasonable cost . Support of student virtual LibraryNow accounts, maintained in the CountyCat database . Coordination of continuing education for all members  
 MPL Board of Trustees approves MPL Administration's recommendation to affirm that MCFLS has demonstrated leadership and helped support MPL's goals.

**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 <i>Print or type</i>	Date Signed
	Michele Bria	2/25/2022

COMMENTS

offering external Wi-Fi access

Hotspot circulation--2022-02-16

SECTION\_III

Number of Public Use Computers

There are 385 computers available during limited service and an additional 385 Chromebooks available for checkout. 199 computers are unavailable during COVID-19 limited service.--2022-02-04

Number of Public Use Computers with Internet Access

There are 385 computers available during limited service. 199 computers are unavailable during COVID-19 limited service.--2022-02-23

Local Electronic Collection Retrievals (locally owned or leased)

We have previously used database landing page views to calculate this field. While we still use this methodology for many of the databases, we now use actual usage from several of them. This explains the large increase here.--2022-02-23

Other Electronic Collection Retrievals (purchased by library system or consortia)

This drop is due to the move of magazines to a loan period and accurizing work done to these categories this year.--2022-02-23

Describe the library's in-person programs:

Nearly all in-person programs were outdoors.--2022-02-03

SECTION\_XII

Name of your Internet Service Provider

T-Mobile for hotspots--2022-02-23

THE

# Library BILL of RIGHTS

The American Library Association affirms that all libraries are forums for information and ideas, and that the following basic policies should guide their services.

- I. Books and other library resources should be provided for the interest, information, and **enlightenment of all people** of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.
- II. Libraries should provide materials and information **presenting all points of view** on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.
- III. Libraries should **challenge censorship** in the fulfillment of their responsibility to provide information and enlightenment.
- IV. Libraries should cooperate with all persons and groups concerned with **resisting abridgment of free expression and free access to ideas**.
- V. **A person's right to use a library should not be denied** or abridged because of origin, age, background, or views.
- VI. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such **facilities available on an equitable basis**, regardless of the beliefs or affiliations of individuals or groups requesting their use.
- VII. All people, regardless of origin, age, background, or views, possess a **right to privacy and confidentiality in their library use**. Libraries should advocate for, educate about, and protect people's privacy, safeguarding all library use data, including personally identifiable information.

Adopted June 19, 1939, by the ALA Council; amended October 14, 1944; June 18, 1948; February 2, 1961; June 27, 1967; January 23, 1980; January 29, 2019. Inclusion of "age" reaffirmed January 23, 1996.

THE

# Library BILL of RIGHTS

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## Freedom to Read STATEMENT

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**ALA** American Library Association

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Intellectual Freedom  
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# *Freedom to Read* STATEMENT

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label “controversial” views, to distribute lists of “objectionable” books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

Most attempts at suppression rest on a denial of the fundamental premise of democracy: that the ordinary individual, by exercising critical judgment, will select the good and reject the bad. We trust Americans to recognize propaganda and misinformation, and to make their own decisions about what they read and believe. We do not believe they are prepared to sacrifice their heritage of a free press in order to be “protected” against what others think may be bad for them. We believe they still favor free enterprise in ideas and expression.

*We here stake out a lofty claim for the value of the written word. We do so because we believe that it is possessed of enormous variety and usefulness, worthy of cherishing and keeping free.*

These efforts at suppression are related to a larger pattern of pressures being brought against education, the press, art and images, films, broadcast media, and the Internet. The problem is not only one of actual censorship. The shadow of fear cast by these pressures leads, we suspect, to an even larger voluntary curtailment of expression by those who seek to avoid controversy or unwelcome scrutiny by government officials.

Such pressure toward conformity is perhaps natural to a time of accelerated change. And yet suppression is never more dangerous than in such a time of social tension.

Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and enables change to come by choice. Every silencing of a heresy, every enforcement of an orthodoxy, diminishes the toughness and resilience of our society and leaves it the less able to deal with controversy and difference.

Now as always in our history, reading is among our greatest freedoms. The freedom to read and write is almost the only means for making generally available ideas or manners of expression that can initially command only a small audience. The written word is the natural medium for the new idea and the untried voice from which come the original contributions to social growth. It is essential to the extended

discussion that serious thought requires, and to the accumulation of knowledge and ideas into organized collections.

We believe that free communication is essential to the preservation of a free society and a creative culture. We believe that these pressures toward conformity present the danger of limiting the range and variety of inquiry and expression on which our democracy and our culture depend. We believe that every American community must jealously guard the freedom to publish and to circulate, in order to preserve its own freedom to read. We believe that publishers and librarians have a profound responsibility to give validity to that freedom to read by making it possible for the readers to choose freely from a variety of offerings.

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

**To read the full Freedom to Read Statement, visit [ala.org/intellectualfreedom](http://ala.org/intellectualfreedom)**