Join via computer, tablet or smartphone at Zoom.us or by clicking the link.



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Join via phone: +1 312 626 6799; you will hear the meeting but not be able to see visual presentation. Meeting ID: 828 7894 4071; Passcode: 67471454

Board of Trustees	Attended	
Name, Position Title, Year Board Term Expires		
Jennifer Livingston, President, 2024		
Sarah Leinweber, Vice President, 2023		
Jay Balachandran, Village Board Representative, n/a		
Sandy Saltzstein, School District Representative, 2023		
Claire Flannery, Member, 2023		
Erin Jelenchick, Member, 2024		
Ellie Gettinger, Member, 2025		
Staff		
Nyama Reed, Library Director		

Time	Item	Action Desired	1st	2nd	Pass
	CALL TO ORDER				
6:30	1. Statement of Public Notice	n/a			
6:30-6:31	<ol> <li>Public Comment – limit to five minutes; the Board cannot discuss or act on any issue that is not duly noticed on the agenda.</li> </ol>	n/a			
	TOPICS REQUIRING DISCUSSION & APPROVAL				
6:31-6:33	3. Minutes of OCT 25, 2022 meeting	Motion			
6:33-6:40	4. Finance Report Through NOV 11, 2022	Motion			
6:40-6:50	5. 2023 WFBPL Exceptions to Hours	Motion			
6:50-7:00	6. 2023 WFBPL Board of Trustees Meeting Dates	Motion			
	TOPICS REQUIRING DISCUSSION ONLY				
7:00-7:15	7. Foundation and Fundraising Update	Discuss			
7:15-7:30	8. Director's Review Process	Discuss			
7:30-7:50	9. Building Security	Discuss			
7:50-8:00	10. Informational Items	Discuss			
	ADJOURNMENT	Motion			

#### **IMPORTANT DATES**

- November 21, December 5 & 19, Monday, 6:00 pm Village of WFB Board of Trustees

   \*11/21 Public Hearing on 2023 WFB Village Budget and Vote
- December 12, Monday, 6:00pm WFBPL Foundation Board of Directors
- December 21, Wednesday, 6:00 pm Friends of the Library Board of Directors



Board of Trustees	Attended	
Name, Position Title, Year Board Term Expires		
Jennifer Livingston, President, 2024	X	
Sarah Leinweber, Vice President, 2023	X	
Jay Balachandran, Village Board Representative, n/a	X	
Sandy Saltzstein, School District Representative, 2023	Absent	
Claire Flannery, Member, 2023	X	
Erin Jelenchick, Member, 2024	X	
Ellie Gettinger, Member, 2025	Absent	
Staff		
Nyama Reed, Library Director	X	

Public: Elaine Evans

Item	Action Desired	1st	2nd	Pass
CALL TO ORDER 6:31pm				
1. Statement of Public Notice	n/a			
2. Public Comment	n/a			
TOPICS REQUIRING DISCUSSION & APPROVAL				
3. Minutes of SEP 20, 2022 meeting (JL)	Motion	Leinweber	Jelenchick	Unanimous
Motion to approve minutes as presented.	•	•		
4. Finance Report Through OCT 21, 2022 (NYR)	Motion	Jelenchick	Balachandran	Unanimous
Motion approve finance report as presented.	1	1		
TOPICS REQUIRING DISCUSSION ONLY				
5. WFB Village Budget Process Update	Discuss			
Discussed Q&A with Director Reed at Village Board Mtg of level of increase the Library budget involves. Next meeting Mtg of 11/21. 6. Informational Items (NYR)	will be final o			
	Discuss			
Information items discussed as presented in Statistics file a During update on Foundation, Jelenchick requested month pivot to Ambassador model. Director Reed stated there are to promote end of year giving, start ambassador meetings update deliverables.	ily updates ai o no new upd	nd asked what u ated deliverable	s at this time. Cur	rrent goal is
AD IOI IDNMENT 7:12pm	Motion	Livingston	Jolonchick	

ADJOURNMENT 7:13pm	Motion	Livingston	Jelenchick	
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Fund 13 - Library Special		END BALANCE	2022	YTD BALANCE	AVAILABLE	% BDGT	NOTES
	DESCRIPTION	12/31/2021	ORIGINAL	11/13/22	BALANCE		
				Above Target:	On Target:	Under Target:	
Taxes			YTD: 89%		79-99%	78%-	
13-00000-41100	PROPERTY TAXES	700,833	716,744	716,744	-	100	
Taxes		700,833	716,744	716,744	-	100	
ntergovernmental Reven	ue						
13-00000-43793	Library MCFLS RB Payment	58,754	30,949	31,181	(232)	101	
ntergovernmental Reven	ue	58,754	30,949	31,181	(232)	101	
	Set Reveue	759,587	747,693	747,925	(232)	100	OK
Fines, Fees, Penalties							
13-00000-45209	LIBRARY FINES	20,644	20,000	20,523	(523)	103	
13-00000-45210	Library Replacement Cards	155	50	134	(84)	268	
							Combined with Fines Mid
13-00000-45224	LIBRARY DAMAGE RECOVERY	1,045	1,000	62	938		Year
Fines, Fees, Penalties		21,843	21,050	20,719	331	98	ОК
Public Charges for Servic							
13-00000-46712	LIBRARY ROOM RENT	225	1,000	2,001	(1,001)	200	
13-00000-46713	LIBRARY COPY AND FAX FEES	2,419	2,000	2,867	(867)	143	
13-00000-46714	LIBRARY DVD RENTALS	-	-	267	(267)	100	
Public Charges for Servic		2,644	3,000	5,134	(2,134)		Great
ubile offarges for oervie		2,044	0,000	0,101	(2,101)		
Viscellaneous Revenue							
13-00000-48501	LIBRARY DONATIONS	3,494	2,000	2,940	(940)	147	
		0,101	_,000		(0.0)		
							\$1100, grant reimbursemen
13-00000-48901	MISC REV	616	-	1,637	(1,637)		for continuing ed
Viscellaneous Revenue		4,110	2,000	4,577	(2,577)		ОК
	Variable Reveue	28,598	26,050	30,430	(4,380)	117	
Unclassified							
13-00000-49600	FUND BALANCE ADJUSTMENT	-	28,599	-	28,599	-	
Unclassified		-	28,599	-	28,599	-	
TOTAL REVENUES		788,185	802,342	778,355	23,987	97	OK

Dept 93000 - LIBRARY SALA           13-93000-50100         Sal           13-93000-50150         FIC           13-93000-50160         Heat           13-93000-50160         Heat           13-93000-50160         Heat           13-93000-50161         Heat           13-93000-50170         Reft           13-93000-50180         Grcd           13-93000-50181         Dis           Total Dept 93000 - LIBRARY ADM         13-93200-50190           13-93200-50190         Tra           13-93200-50191         Met           13-93200-50194         Per           13-93200-50200         Pro           13-93200-50200         Atto           13-93200-50200         Atto           13-93200-50200         Vitil	alaries CA Tax ealth/Dental Insurance Premium ealth Insurance Deductible (Dired etirement Contribution - ER portio roup Life Insurance Premium sability Insurance Premium SALARIES		ORIGINAL YTD: 65% 480,661 36,771 44,777 1,290 21,957 828 828 828 587,112	11/13/22 Above Target: 100%+ 400,404 30,317 36,518 505 19,565 970 - 488,279	BALANCE On Target: 79-99% 80,257 6,454 8,259 785 2,392 (142) 828 98,833	Under Target: 78%- 83 82 82 82 39 89 117 - 83	
13-93000-50100       Sal         13-93000-50150       FIC         13-93000-50160       Hea         13-93000-50161       Hea         13-93000-50161       Hea         13-93000-50170       Ref         13-93000-50180       Grc         13-93000-50180       Grc         13-93000-50181       Dis         Total Dept 93000 - LIBRARY       Dept         13-93200-50190       Tra         13-93200-50191       Me         13-93200-50194       Per         13-93200-50200       Pro         13-93200-50200       Atto         13-93200-50200       Atto         13-93200-50200       Util	alaries CA Tax ealth/Dental Insurance Premium ealth Insurance Deductible (Dired etirement Contribution - ER portio roup Life Insurance Premium sability Insurance Premium SALARIES	34,481 41,834 270 22,602 773 -	480,661 36,771 44,777 1,290 21,957 828 828	100%+ 400,404 30,317 36,518 505 19,565 970	79-99% 80,257 6,454 8,259 785 2,392 (142) 828	78%- 83 82 82 39 89 117	
3-93000-50100       Sal         3-93000-50150       FIC         3-93000-50160       Hea         3-93000-50161       Hea         3-93000-50161       Hea         3-93000-50170       Ref         3-93000-50180       Grc         3-93000-50181       Dis         Total Dept 93000 - LIBRARY ADM         3-93200-50190       Tra         3-93200-50191       Me         3-93200-50194       Per         3-93200-50200       Pro         3-93200-50200       Atto         3-93200-50200       Atto         3-93200-50200       Util	alaries CA Tax ealth/Dental Insurance Premium ealth Insurance Deductible (Dired etirement Contribution - ER portio roup Life Insurance Premium sability Insurance Premium SALARIES	34,481 41,834 270 22,602 773 -	480,661 36,771 44,777 1,290 21,957 828 828	400,404 30,317 36,518 505 19,565 970	80,257 6,454 8,259 785 2,392 (142) 828	83 82 82 39 89 117	
13-93000-50150         FIC           13-93000-50160         Hea           13-93000-50161         Hea           13-93000-50170         Ref           13-93000-50180         Grc           13-93000-50180         Grc           13-93000-50181         Dis           Total Dept 93000 - LIBRARY         Dept 93200 - LIBRARY ADM           13-93200-50190         Tra           13-93200-50191         Me           13-93200-50194         Per           13-93200-50200         Pro           13-93200-50200         Pro           13-93200-50200         Pro           13-93200-50200         Pro           13-93200-50200         Pro           13-93200-50200         Pro           13-93200-50200         Pro	CA Tax ealth/Dental Insurance Premium ealth Insurance Deductible (Direc etirement Contribution - ER portio roup Life Insurance Premium sability Insurance Premium SALARIES	34,481 41,834 270 22,602 773 -	36,771 44,777 1,290 21,957 828 828	30,317 36,518 505 19,565 970	6,454 8,259 785 2,392 (142) 828	82 82 39 89 117 -	
13-93000-50160         Hei           13-93000-50161         Hei           13-93000-50170         Ref           13-93000-50180         Grc           13-93000-50180         Grc           13-93000-50181         Dis           Total Dept 93000 - LIBRARY         Dept 93200 - LIBRARY           Dept 93200 - LIBRARY ADM         13-93200-50190           13-93200-50191         Me           13-93200-50194         Per           13-93200-50200         Pro           13-93200-50200         Vrd           13-93200-50200         Pro           13-93200-50200         Pro           13-93200-50200         Pro	ealth/Dental Insurance Premium ealth Insurance Deductible (Direc etirement Contribution - ER portio roup Life Insurance Premium sability Insurance Premium SALARIES	41,834 270 22,602 773 -	44,777 1,290 21,957 828 828	36,518 505 19,565 970	8,259 785 2,392 (142) 828	82 39 89 117 -	
13-93000-50161       Heat         13-93000-50170       Ref         13-93000-50180       Grc         13-93000-50181       Dis         Total Dept 93000 - LIBRARY       Dept 93200 - LIBRARY ADM         13-93200-50190       Tra         13-93200-50191       Me         13-93200-50194       Per         13-93200-50200       Pro         13-93200-50200       Vro         13-93200-50200       Vro         13-93200-50200       Vro         13-93200-50200       Vro	ealth Insurance Deductible (Dired etirement Contribution - ER portio roup Life Insurance Premium sability Insurance Premium SALARIES	270 22,602 773 -	1,290 21,957 828 828	505 19,565 970	785 2,392 (142) 828	39 89 117 -	
3-93000-50170       Ref         3-93000-50180       Gro         3-93000-50181       Dis         Total Dept 93000 - LIBRARY       Dept 93200 - LIBRARY ADM         3-93200-50190       Tra         3-93200-50191       Me         3-93200-50194       Per         3-93200-50200       Pro         3-93200-50200       Attor         3-93200-50200       Util	etirement Contribution - ER portio roup Life Insurance Premium sability Insurance Premium SALARIES	22,602 773 -	21,957 828 828	19,565 970 -	2,392 (142) 828	89 117 -	
3-93000-50180         Grc           3-93000-50181         Dis           otal Dept 93000 - LIBRARY         Dept 93200 - LIBRARY           Dept 93200 - LIBRARY ADM         3-93200-50190           3-93200-50190         Tra           3-93200-50191         Me           3-93200-50194         Per           3-93200-50200         Pro           3-93200-50200         Vrd           3-93200-50200         Vrd	oup Life Insurance Premium sability Insurance Premium SALARIES I EXP aining/Meetings/Travel	773	828 828	970	(142) 828	117	
3-93000-50181 Dis otal Dept 93000 - LIBRARY Dept 93200 - LIBRARY ADM 3-93200-50190 Tra 3-93200-50191 Me 3-93200-50194 Per 3-93200-50200 Pro 3-93200-50220 Attra 3-93200-50250 Util	sability Insurance Premium SALARIES I EXP aining/Meetings/Travel	-	828	-	828	-	
otal Dept 93000 - LIBRARY           Dept 93200 - LIBRARY ADM           3-93200-50190           Tra           3-93200-50191           Me           3-93200-50194           Per           3-93200-50200           Pro           3-93200-50200           Attra           3-93200-50200           Util	SALÁRIES	- 553,213		- 488,279		- 83	<b></b>
Dept 93200 - LIBRARY ADM           3-93200-50190         Tra           3-93200-50191         Me           3-93200-50194         Per           3-93200-50200         Prc           3-93200-50220         Atto           3-93200-50250         Util	I EXP aining/Meetings/Travel	553,213	587,112	488,279	98,833	83	
3-93200-50190         Tra           3-93200-50191         Me           3-93200-50194         Per           3-93200-50200         Pro           3-93200-50220         Atto           3-93200-50250         Util	aining/Meetings/Travel						OK
3-93200-50190         Tra           3-93200-50191         Me           3-93200-50194         Per           3-93200-50200         Pro           3-93200-50220         Atto           3-93200-50250         Util	aining/Meetings/Travel						
3-93200-50190         Tra           3-93200-50191         Me           3-93200-50194         Per           3-93200-50200         Pro           3-93200-50220         Attor           3-93200-50250         Util	aining/Meetings/Travel						
3-93200-50191         Me           3-93200-50194         Per           3-93200-50200         Pro           3-93200-50220         Attra           3-93200-50250         Util	0 0						Reimbursed \$1,100 via
3-93200-50191         Me           3-93200-50194         Per           3-93200-50200         Pro           3-93200-50220         Attra           3-93200-50250         Util	0 0	5,547	4,500	3,219	1,281	72	grant for continuing ed.
3-93200-50194         Per           3-93200-50200         Pro           3-93200-50220         Attra           3-93200-50250         Util	embership Dues	1,156	980	568	412	58	<u> </u>
3-93200-50200         Pro           3-93200-50220         Atto           3-93200-50250         Util	ersonnel Related Expenses	485	735	761	(26)	104	
3-93200-50220 Atto 3-93200-50250 Util	ofessional/consulting serv	5,067	-	7,500	(7,500)	100	Board Approved
3-93200-50250 Util	torney Contract	6,336	-	-	-	-	
	ilities	41,349	42,140	33,818	8,322	80	
3-33200-30231	elephone/Internet	6,297	8,000	4,397	3,603	55	
	fice Supplies	2,012	2,000	1,945	55	97	
	inting/Publishing/Copies	590	1,470	-	1,470	-	
	ostage	15	200	11	189	6	
	ovid Supplies	1,038	-	303	(303)	100	
	uilding Maintenance	6,167	9,800	10,996	(1,196)	112	
	ales Tax	118	200	171	29	85	
otal Dept 93200 - LIBRARY		76,176	70,025	63,689	6,336	91	OK
		- / -	- ,	,	- ,	-	
Pept 93300 - LIBRARY EQUI	IPMENT						
	Support Contract Services	15,388	17,000	17,016	(16)	100	
	ppier Maintenance/Repair	2,537	2,500	2,375	125	95	
	aterial Processing/Repairs	2,173	3,000	3,382	(382)	113	
		,	-,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		<u>, /</u>		Projected \$34k; Board
3-93300-50350 Ma	aintenance Service & Supplies	27,088	27,000	23,363	3,637	87	approved
	ustodial Supplies	1,465	2,000	1,881	119	94	
	CFLS Supplies	2,117	1,470	1,071	399	73	
otal Dept 93300 - LIBRARY		50,768	52,970	49,088	3,882		ОК

Fund 13 - Library Special R	evenue Fund	END BALANCE	2022	YTD BALANCE	AVAILABLE	% BDGT	NOTE
[	DESCRIPTION	12/31/2021	ORIGINAL	11/13/22	BALANCE		
				Above Target:	On Target:	Under Target:	
Dept 93400 - LIBR PROG/S	SERVICES		YTD: 65%	100%+	79-99%	78%-	
13-93400-50401 N	MCFLS Membership	21,716	22,235	20,915	1,320	94	
13-93400-50402 F	Programs - Adult	119	-	473	(473)	100	
13-93400-50403 F	Programs - Children	38	-	126	(126)	100	
Total Dept 93400 - LIBR PF	ROG/SERVICES	21,873	22,235	21,515	720	97	ОК
Dept 93500 - LIBRARY CO	LLECTIONS						
I3-93500-50410 L	ibrary Collection Materials	79,621	70,000	69,411	589		
	Adult DVDs	0	-	457	(457)		
	Fund 22	26,448	31,000	1,808	29,192		
Total Dept 93500 - LIBRAR	Y COLLECTIONS	106,069	101,000	71,676	29,324	71	ОК
· · · ·							
TOTAL EXPENDITURES		781,651	802,342	692,439	109,903	86	OK
			· ·				
Fund 13 - Library Special R	evenue Fund:						
TOTAL REVENUES		788,185	802,342	778,355	23,987	97	ОК
TOTAL EXPENDITURES		781,651	802,342	692,439	109,903	86	ОК
NET OF REVENUES & EX	PENDITURES	6,534	*	,	110,502		
BEG. FUND BALANCE		65,416			,		
END FUND BALANCE		71,950					
		,					
und 22 - LIBRARY EXPAN	NSION FUND	END BALANCE		YTD BALANCE			NOTE
		12/31/2021		11/13/22			
TOTAL REVENUES		150		1,808			\$31k collection
TOTAL EXPENDITURES		26,448		49,789			\$25k GMF Fun
NET OF REVENUES & EX	PENDITURES	(26,298)		(47,981)			\$7,500 S&B Adm
BEG. FUND BALANCE		159,163	132,865	132,865			\$ 63,50
END FUND BALANCE		132,865	*	84,884			\$70k Proj Year Er
-				- ,			
und 01 - VILLAGE GENE	RAL FUND	END BALANCE	2022	YTD BALANCE			NOTE
		12/31/2021	ORIGINAL	11/13/22			
01-55500-50350-1001	Maitenance Services (Contracts)	14,038		10,376			
	Building Maintenance (Repairs)	38,612		30,909			
	sanang mantenance (repairs)	00,012		00,000			



## Our Mission

# The Whitefish Bay Public Library, as a cornerstone of the community, is dedicated to connecting all people, inspiring a love of learning and providing access to ideas, information and resources.

#### **Recommendation**

It is recommended the Library Board of Trustees approve:

- 1. The usual 10 paid holidays as listed in the Village of WFB Employee Handbook
- 2. Closing any additional holiday the Village Board may approve for 2023
- 3. Closing Easter Sunday
- 4. Closing at 6:30pm on Independence Day Eve
- 5. Closing 10/09 for staff development

#### 2023 Exceptions to Hours of Operations

Date	Day	2023	Library Closed	Paid Holiday	Floating Holiday
1/1	Sun	New Year's Day	Yes	#1	Yes
4/7	Fri	Spring Break Friday	Yes	#2	
4/9	Sun	Easter	Yes	No	
5/29	Mon	Memorial Day	Yes	#3	
7/3	Mon	Independence Day Eve	Close 6:30pm	No	
7/4	Tue	Independence Day	Yes	#4	
9/4	Mon	Labor Day	Yes	#5	
10/09	Mon	Staff Development	Yes	No	
11/23	Thu	Thanksgiving	Yes	#6	
11/24	Fri	Friday After Thanksgiving	Yes	#7	
12/24	Sun	Christmas Eve	Yes	#8	Yes
12/25	Mon	Christmas	Yes	#9	
12/31	Sun	New Year's Eve	Yes	#10	Yes

- To: Whitefish Bay Public Library Board of Trustees
- From: Nyama Y. Reed, Library Director

Date: November 15, 2022 Meeting

Re: 2023 Library Board Meeting Dates



#### Our Mission

# The Whitefish Bay Public Library, as a cornerstone of the community, is dedicated to connecting all people, inspiring a love of learning and providing access to ideas, information and resources.

#### **Background**

The WFBPL Board typically meeting the 4<sup>th</sup> Tue of the Month, starting at 6:30pm. The table below recommends changing dates in March, October, and December. Alternate 2 has a better balance of weeks between meetings.

#### 2023 Library Board Meeting Dates

4th										
Tuesday	4th	4th	Note 1	Note 2	Alt 1	Alt 1	Alt 1	Alt 2	Alt 2	Alt 2
12/13/2022					12/13/2022			12/13/2022		
1/24/2023	42	6			1/24/2023	42	6	1/24/2023	42	6
2/28/2023	35	5			2/28/2023	35	5	2/28/2023	35	5
			WFB Spring	Switch to						
3/28/2023	28	4	Break 3/27-31	3/21	3/21/2023	21	3	3/21/2023	21	3
4/25/2023	28	4			4/25/2023	35	5	4/25/2023	35	5
5/23/2023	28	4			5/23/2023	28	4	5/23/2023	28	4
6/27/2023	35	5			6/27/2023	35	5	6/27/2023	35	5
7/25/2023	28	4			7/25/2023	28	4	7/25/2023	28	4
8/22/2023	28	4			8/22/2023	28	4	8/22/2023	28	4
9/26/2023	35	5			9/26/2023	35	5	9/26/2023	35	5
				Switch to						
			WLA	10/17 or	10/17/2023					
10/24/2023	28	4	Conference	10/31	= 3 mtgs	21	3	10/31/2023	35	5
			Week after T-							
11/28/2023	5	5	Day		11/28/2023	42	6	11/28/2023	28	4
			Hanukkah	Switch to	12/19/2023			12/19/2023		
12/26/2023	28	4	12/8-15	12/19	= 3 mtgs	21	3	= 3 mtgs	21	3

## **Recommendation**

It is recommended the Library Board of Trustees approve 2023 meetings dates as listed in Alternate 2.

To: Whitefish Bay Public Library Board of TrusteesFrom: Nyama Y. Reed, Library DirectorDate: November 15, 2022 MeetingRe: Foundation and Fundraising Update



# Our Mission

The Whitefish Bay Public Library, as a cornerstone of the community, is dedicated to connecting all people, inspiring a love of learning and providing access to ideas, information and resources.

To emphasize the Foundation and the 85<sup>th</sup> Anniversary Campaign, they were mentioned in the November 2022 library newsletter and are currently in the main slider on the website.

Director Reed created a list of library cardholders over 70 for a mail and email communication about donating to the Foundation via "qualified charitable donation." Another email will go to everyone in our email list highlighting all ways to donate by year-end.

Ambassador emails have started going out, asking those who agreed to advocate for the library and the campaign to forward an email on those topics while also adding a personal bit about why they love the library. Director Reed is also working on scheduling meetings at Ambassador's homes in 1<sup>st</sup> quarter 2023, as an opportunity to answer questions within small groups of friends.

Director Reed has started reaching out to recipients of the initial targeted letters and emails.

To: Whitefish Bay Public Library Board of Trustees

From: Nyama Y. Reed, Library Director

Date: November 15, 2022 Meeting

Re: Director Review Process



#### Our Mission

The Whitefish Bay Public Library, as a cornerstone of the community, is dedicated to connecting all people, inspiring a love of learning and providing access to ideas, information and resources.

#### Background

It's the time of year to do staff evaluations, including the Director's review. Below are sample workflows for the process.

	Workflow 1 - Meets Expectations 2023 Wage Approved in Dec 2022		Workflow 2 - Does Not Meet Expectations 2023 Wage Approved in Jan 2023
22-Nov		22-Nov	
	HR committee checks in with Leadership		HR committee checks in with Leadership
	Team members for feedback		Team members for feedback
	Director writes self-reflection and sends it to		Director writes self-reflection and sends it to
	HR Committee		HR Committee
	HR Committee sends evaluation form to		HR Committee sends evaluation form to
	Board members; Board members fill out		Board members; Board members fill out
	individually and return to HR Committee		individually and return to HR Committee
22-Dec		22-Dec	
	HR committee compiles LT, Director, and		
	Board input into a written evaluation		
	document		same
	HR committee emails eval document to		
	Director, then meets with Director to go over		
	eval document		same
	HR committee emails eval document to		
	Director, then meets with Director to go over		
	eval document		same
	Closed session at December 13 Board		
	meeting for presentation of eval document		same
	IF agreement that Director "meets		
	expectations", even if there is constructive		IF agreement that Director does not "meets
	feedback for improvement in some area(s),		expectations", then wage approval delayed to
	then motion/action after closed session to		Jan 2023 and potential corrective action
	approve Directors wage to take affect		meetings to be scheduled with HR
	1/1/2023		Committee.
	Library Board President informs Village		Library Board President informs Village
	Manager of satisfactory evaluation and 2023		Manager of unsatisfactory evaluation and
	wage		delay for setting 2023 wage
23-Jan		23-Jan	
			Closed session at January Board meeting for
			discussion of next steps for correction action
	n/a		and setting of 2023 wage.

To: Whitefish Bay Public Library Board of TrusteesFrom: Nyama Y. Reed, Library DirectorDate: November 15, 2022 MeetingRe: Building Security



#### Our Mission

The Whitefish Bay Public Library, as a cornerstone of the community, is dedicated to connecting all people, inspiring a love of learning and providing access to ideas, information and resources.

#### **Background**

Over the last two months, library staff encountered a patron who takes the elevator to the 2<sup>nd</sup> floor. Staff have asked him why and he states he was looking for a sink or microwave to use. Despite letting him know there is a sink in the men's restroom and no public microwave, he continues to go to the 2<sup>nd</sup> floor. This is concerning because the patron has a history of violence, resulting in a lifetime ban from another library.

#### Recent Steps to Increase Security

To increase security for the 2<sup>nd</sup> floor, we are now locking the front public stairwell and 2<sup>nd</sup> floor doors at all times when the program room is not in use.

#### Potential Additional Steps to Increase Security

At this time it is not viable to lock and unlock the elevator throughout the day, to keep people from going to the 2<sup>nd</sup> floor or the basement. The cleaning company has expressed concern that the basement is easily accessible and someone could stay down there after the library closes.

To increase security in the building, Director Reed would like Board permission to investigate installing a camera system. This would involve obtaining quotes and investigating legal issues related to, and policies needed for, a camera system in a public library.

To: Whitefish Bay Public Library Board of Trustees From: Nyama Y. Reed, Library Director Date: November 15, 2022 Meeting Re: Department Reports



## Director (Reed)

- 1. Building Regular maintenance is occurring per schedule.
- 2. Village The final meeting for the 2023 budget occurs Monday Nov 21st at 6pm.
- 3. Friends Friends Nov 2022 book sale was another record setter.
- COVID Update As of Wed 11/9, WFB's Community Level was 92 and the NS area total was 106.
- 5. Smart Lockers Electrical and data lines were installed in October. Working with Smiota for final planning and to schedule shipping.
- 6. LDAC/MCFLS No LDAC meeting in November due to overlap with WLA Conference.
- 7. Professional Development
  - a. Completed online course on Planned Giving by Lilly School of Philanthropy. Received my Certificate in Fund Raising Management.
  - b. Co-presented at Mead Public Library in Sheboygan on <u>Wisconsin Libraries: Past, Present</u> <u>& Future</u>. The presentation was part of Mead's 125 anniversary celebration and was a program of the Wisconsin Academy Of Sciences, Arts and Letters. The presentation was very well received and I made a contact with a staff member of Wisconsin Literacy, Inc. We followed up with a zoom chat last week to discuss partnering opportunities.
  - c. Attended Wisconsin Library Association's Annual Conference in Lake Geneva from Nov 1-4 as President. Nearly 600 people attended, exceeding our goal of 500. All feedback was very positive regarding the facility, speakers, sessions, and vendors. I talked with all 49 vendors, which lead to refreshed relationships with longtime colleagues and new connections with first time exhibitors.



# Adult Services (Lenski)

- <u>Staffing</u>
  - We recently hired Eva Hong as a reference assistant to fill in the spot left by Laura Reilly. Eva has a plethora of customer service experience and is settling in well.
  - $\circ$   $\,$  Laura Reilly has agreed to help sub for vacations, callouts, and during the summer.

- Programming
  - In September we hosted Dr. Lorrie Wenzel who spoke about the Notre Dame Cathedral. She shared pictures and stories about the church including information about the fire and reconstruction. More than 30 people attended this in-person event.
  - At the end of October, the library hosted an in-person program for writers in preparation for National Novel Writing Month (NaNoWriMo). We had a small group for this program but it was thoroughly enjoyed by the attendees.
  - The library also hosted a seminar on Getting to Know Medicare, and the annual United Nations Day program.
  - Adult reference staff also spent time prepping for the 85th Anniversary Celebration.
- <u>2-Sentence Horror Story Contest</u>
  - For the first time the library held a 2-Sentence Horror Story contest for adults and teens. What is a 2-Sentence Horror Story Contest? It's just like it sounds, it is a scary story but told in only 2 sentences. The library received over 30 entries into the contest. Entries were posted on the library website and everyone was invited to vote on their favorites. We are planning to offer this program again next year.
    - Here is the winning entry from Ben T.
       The pounding on the door was quick as my neighbor rushed into my house claiming she'd been followed. Thankfully I'd made it back first and she walked into my waiting arms.

## Circulation Services (Hoge)

No update this month.

## Youth Services (Kiekhaefer)

- Heidi Fallone's training continues and she is settling in nicely. She worked at the circulation desk for many years, and she brings a valuable perspective to her work in the youth services department.
- We will be once again holding a winter reading program but instead of using Beanstack, we'll be trying out a paper log for patrons. We've noticed that our engagement with Beanstack is quite low, especially with elementary school aged kids. This has been the case with both the summer reading program and winter reading program. For summer 2023, we'd like to bring back paper logs, and winter reading seems like a good way to test our process before the bigger event in summer.
- We're offering storytimes in November and December twice a week, Monday and Thursday. My goal is to use this time to get Heidi and Liza trained on storytime and then expand to more storytimes in 2023.

## WHITEFISH BAY PUBLIC LIBRARY

## **STATISTICS**

TOTAL CIR	CULATIO	N STATIST	ICS : PHY	SICAL + D	IGITAL CIR		N							
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	26,157	25,032	27,691	25,447	25,072	29,976	31,686	29,097	24,573	26,165	23,270	23,040	317,206	270,896
2020	25,549	25,190	14,532	6,060	7,863	15,552	20,299	20,078	22,432	23,366	21,281	17,571	219,773	180,921
2021	17,605	19,988	25,455	23,669	22,465	25,495	27,170	26,371	22,763	22,113	22,032	20,686	275,812	233,094
2022	23,790	22,170	24,425	23,865	22,903	25,558	25,625	26,370	21,209	22,194				238,109
2019-22	-9%	-11%	-12%	-6%	-9%	-15%	-19%	-9%	-14%	-15%				-12%
2021-22	35%	11%	-4%	1%	2%	0.2%	-6%	0%	-7%	0.4%				2%
PHYSICAL (	CIRCULA	TION												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	23,788	23,055	25,216	23,087	22,782	27,654	29,165	26,579	22,115	23,659	20,829	20,641	288,570	247,100
2020	22,841	22,555	10,790	821	2,666	11,263	15,775	15,793	18,798	19,688	17,423	13,706		140,990
2021	13,265	16,102	21,547	19,831	18,945	21,991	23,506	22,639	19,451	18,938	18,775	17,129	232,119	196,215
2022	19,910	18,547	20,451	20,110	18,997	21,695	21,937	22,513	17,664	18,418				200,242
2019-22	-16%	-20%	-19%	-13%	-17%	-22%	-25%	-15%	-20%	-22%				-19%
2021-22	50%	15%	-5%	1%	0%	-1%	-7%	-1%	-9%	-3%				2%
DIGITAL CI	RCULATIO	ON	Libby	Hoopla	RBDigital	Kanopy								
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	2,369	1,977	2,475	2,360	2,290	2,322	2,521	2,518	2,458	2,506	2,441	2,399	28,636	23,796
2020	2,708	2,635	3,742	5,239	5,197	4,289	4,524	4,285	3,634	3,678	3,858	3,865	47,654	39,931
2021	4,340	3,886	3,908	3,838	3,520	3,504	3,664	3,732	3,312	3,175	3,257	3,557	43,693	36,879
2022	3,880	3,623	3,974	3,755	3,906	3,863	3,688	3,857	3,545	3,776				37,867
2019-22	64%	83%	61%	59%	71%	66%	46%	53%	44%	51%				59%
2021-22	-11%	-7%	2%	-2%	11%	10%	1%	3%	7%	19%				3%
DIGITAL CI	RCULATIO	ON AS % C		IONAL CIR	CULATION	N (Libby, R	B, Hoopla)							
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	10.0%	8.6%	9.8%	10.2%	10.1%	8.4%	8.6%	9.5%	11.1%	10.6%	11.7%	11.6%		10%
2020	11.9%	11.7%	34.7%	638.1%	194.9%	38.1%	28.7%	27.1%	19.3%	18.7%	22.1%	28.2%	27.7%	102%
2021	32.7%	24.1%	18.1%	19.4%	18.6%	15.9%	15.6%	16.5%	17.0%	16.8%	17.3%	20.8%	18.8%	19%
2022	19.5%	19.5%	19.4%	18.7%	20.6%	17.8%	16.8%	17.1%	20.1%	20.5%				19%
2019-22	96%	128%	98%	83%	105%	112%	94%	81%	81%	94%				96%
2021-22	-40%	-19%	7%	-4%	11%	12%	8%	4%	18%	22%				-2%
LIBBY (Forr	nerly Ove	rdrive. Pri	nt books, /	Audio boo	ks, Music)									
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	1,666	1,371	1,665	1,592	1,660	1,684	1,914	1,862	1,797	1,757	1,688	1,791	20,447	16,968
2020	1,965	1,851	2,505	3,299	3,214	2,887	3,031	2,943	2437	2,423	2,569	2,604	31,728	26,555
2021	2,703	2,546	3,042	2,904	2,703	2,663	2,676	2,612	2,382	2,365	2,429	2,670	31,695	26,596
2022	3,000	2,734	3,033	2,858	2,991	2,970	2,890	2,996	2,740	2,814				29,026
2019-22	80%	99%	82%	80%	80%	76%	51%	61%	52%	60%				71%
2021-22	11%	7%	0%	-2%	11%	12%	8%	15%	15%	19%				9%

## WHITEFISH BAY PUBLIC LIBRARY

## **STATISTICS**

HOOPLA (F	A (Print Books, Audio Books, Music, Movies)						Hoopla cut from 6 to 4 checkouts per person per month							
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	293	228	323	271	237	218	249	204	227	262	255	237	3,004	2,512
2020	277	251	484	755	705	419	403	339	342	275	416	316	4,982	4,250
2021	616	353	377	329	335	305	318	383	287	278	309	351	4,241	3,581
2022	347	350	347	302	339	315	319	350	305	349				3,323
2019-22	18%	54%	7%	11%	43%	44%	28%	72%	34%	33%				32%
2021-22	-44%	-1%	-8%	-8%	1%	3%	0%	-9%	6%	26%				-7%
<b>RB DIGITA</b>	L (Magazi		ned to actu	al checkout	instead of	automatic of	checkout =	drop in circ						
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	410	378	487	497	393	420	358	452	434	487	498	371	5,185	4,316
2020	354	428	455	795	773	576	667	604	618	720	593	594	7,177	5,990
2021	616	609	181	280	218	252	263	237	235	211	219	261	3,582	3,102
2022	275	260	322	319	275	266	239	249	244	297				2,746
2019-22	-33%	-31%	-34%	-36%	-30%	-37%	-33%	-45%	-44%	-39%				-36%
2021-22	-55%	-57%	78%	14%	26%	6%	-9%	5%	4%	41%				-11%
KANOPY (	PLAYS)													
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2020	112	105	298	390	505	407	423	399	237	260	280	351	3,767	3,136
2021	405	378	308	325	264	284	407	500	408	321	300	275	4,175	3,600
2022	258	279	272	276	301	312	240	262	256	316				2,772
2021-22	-36%	-26%	-12%	-15%	14%	10%	-41%	-48%	-37%	-2%				-23%
SELF-CHE	CK AS % (			RCULATIO										
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	34%	32%	35%	37%	34%	40%	41%	40%	37%	37%	36%	36%	37%	37%
2020	35%	36%	36%	0%	0%	14%	23%	26%	29%	29%	26%	5%	27%	23%
2021	0%	20%	33%	35%	38%	38%	42%	40%	41%	40%	40%	35%	35%	33%
2022	37%	38%	42%	42%	43%	45%	46%	46%	47%	43%			41%	43%
2019-22	9%	19%	20%	14%	26%	11%	13%	16%	27%	16%				17%
2021-22	12114%	95%	28%	19%	13%	16%	10%	17%	16%	8%				32%
SELF-CHE	SELF-CHECK CIRCULATION STATISTICS FOR WHITEFISH BA													
	Jan	Feb	Mar	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	8,068	7,486	8,738	8,490	7,765	11,167	11,922	10,658	8,224	8,748	7,408	7,416	106,090	91,266
2020	7,929	8,220	3,883	1	1	1,596	3,587	4,104	5,486	5,760	4,450	710	45,727	40,567
2021	40	3,175	7,030	7,005	7,181	8,464	9,851	8,974	7,913	7,533	7,498	6,037	80,701	67,166
2022	7,333	7,137	8,534	8,421	8,146	9,692	10,133	10,466	8,352	7,886				86,100
2019-22	-9%	-5%	-2%	-1%	5%	-13%	-15%	-2%	2%	-10%				-6%
2021-22	18233%	125%	21%	20%	13%	15%	3%	17%	6%	5%				28%

## WHITEFISH BAY PUBLIC LIBRARY

# STATISTICS

PC USER SESSIONS - # OF TOTAL SESSIONS														
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	
2019	1,803	1,903	2,198	2,144	2,348	2,328	2,754	2,793	2,468	2,666	Lost in ser	ver transitio	23,405	23,405
2020	2,802	2,606		Closed	Closed	11	27	42	58	69	6	0	6,212	6,206
2021	0	21	56	61	73	77	84	68	60	69	85	71		569
2022	72	125	411	495	567	603	521	688	668	789				4,939
DOOR CO	DOOR COUNT PER MONTH2020 Door Counter Quit Working. Didn't replace until 2021.													
	Jan	Feb	Mar	Apr	,	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	
2019	,	14,237	16,934	15,794	16,213	17,811	18,751	16,902	14,390	16,125	14,852	13,734	,	162,502
2020	15,473	х	Х	х	Х	Х	Х	х	Х	Х	х	Х	-, -	15,473
2021	0	5,000	9,144	,	8,755	9,558	10,419	9,667	8,530		8,997	7,576	94,904	78,331
2022	8,192	8,328	9,303	9,797	9,985	10,826	11,097	13,037	10,427	11,157			102,149	102,149
2019-22		-42%	-45%	-38%	-38%	-39%	-41%	-23%	-28%	-31%				-37%
2021-22		67%	2%			13%	7%	35%	22%	28%				30%
DOOR CO	DOOR COUNT PER DAY2020 Door Counter Quit Working. Didn't replace until 2021.													
	Jan	Feb	Mar	Apr	,	Jun	Jul	Aug	Sep	Oct	Nov		Yearly Total	YTD
2019		508	546	526	523	685	694	650	480	520	495	443	6,567	5,629
2020	499	Х	Х	х	Х	Х	Х	х	Х	Х	х	Х		499
2021	х	х	Х	х		368	386	372	305	282	321	281	2,313	1,712
2022	293	297	300			416	444	483	372	360				3,648
2019-22	-41%	-42%	-45%	-36%	-34%	-39%	-36%	-26%	-22%	-31%				-35%
2021-22						13%	15%	30%	22%	28%				243%
PHYSICAL	PHYSICAL CIRC / DOOR COUN 2020 Door Counter Quit Working. Didn't replace until 2021.													
	Jan	Feb	Mar	Apr		Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yearly Total	YTD
2019	1.55	1.62	1.49	1.46	1.41	1.55	1.56	1.57	1.54	1.47	1.40	1.50	1.51	1.52
2020	1.48	х	Х	х	х	х	х	х	х	х	х	х		1.48
2021	х	х	Х	х	х	2.30	2.26	2.34	2.28	2.17	2.09	2.26	2.24	2.27
2022	2.43	2.23	2.20			2.00	1.98	1.73	1.69	1.65			0.00	1.99
2019-22	57%	38%	48%	40%	35%	29%	27%	10%	10%	13%				31%
2021-22						-13%	-12%	-26%	-26%	-24%				-12%