

Library Director Report

February 2022

PUBLIC HEALTH

Public Health has announced that they will not extend the mandatory face covering order after it expires on March 1, 2022. At the most recent Mayor COVID Taskforce, it was decided that the City will make it optional for the public to mask inside City buildings. Signage will still encourage masking but not require face coverings. This will take away a huge pressure placed on library staff to police and enforce the current order. The decision to require City staff to maintain masking has not been completely decided. It appears that it will become optional for outdoor work, and it may become optional for indoor work as well due to the high percentage of fully vaccinated staff. There will always be the option for any employee to maintain a mask if they want to do so.

BUDGET 2022

The referred amendment resolution allowing the Imagination Center to move into schematic design will come in front of the Common Council on March 1st. A memo from the partner agencies attached to the Operating Cost Plan will be added to the resolution with some options to the budget impact.

BUDGET 2023

Unfortunately, that is not a typo. The upcoming schedule for the 2023 Budget has just been released.

	Capital	Operating
Kick-Off Meeting	Tuesday, March 22 10:30am	Tuesday, June 21 2:00pm
Agency Requests Due	Friday, April 22	Friday, July 22
Agency Briefings with Mayor's Office	May 6 –20	August 10-17
Executive Budget introduced to Common Council (CC)	Tuesday, September 6	Tuesday, October 11
Finance Committee (FC) Briefings	September 12-13	October 17-18
FC Amendment Meeting	September 28	October 31
CC Amendment Week	November 7-11	
CC Budget Adoption Meetings	November 15 – 17	

A major consideration for the Board is the due date for Capital has been moved to an earlier date than last year. This would mean that staff will have to prepare and present the CIP proposal to the Library Board at the April 7th meeting. Since we will be receiving instructions on March 22, this gives us less than 2 weeks to prepare the proposal for the April meeting, unless the Library Board would decide to reschedule later in April, or plan for a special session.

IMAGINATION CENTER

The pre-design process has been completed, and the final draft by JLA is being reviewed before it is released. We will continue to proceed with our community conversations and design as determined by the Common Council on March 1st.

WESTSIDE COMMUNITY ANALYSIS

This analysis may take on even more importance as it may have potential to examine organizational change that could be driven by current and future budget demands.

AREAS OF FOCUS FOR DIRECTOR

In conjunction with my recent evaluation, the Library Board has asked for my consideration for area of focus in 2022. The areas that I have selected I feel have the most potential to impact MPL in 2022 and require close monitoring.

1. **Building Projects** The main component of this focus area will be the Imagination Center at Reindahl Park, but it will also potentially include planning for the relocation of the Lakeview Library. The Lakeview Library lease expires in 2023, and no extension options remain. City Real Estate will begin negotiations for a new lease in 2022 that will require close monitoring. In a recent discussion with that agency's leadership, MPL will pursue a renewal of the lease if the landlord is allowing for renewal, but it will also allow for exploration of other options that could have budget implications.
2. **West Side Community Analysis** Although the scope of this analysis is focused primarily on our west side operations, it may have a far more global impact on our entire organization with identified changes that could be system wide. This area of focus could have significant budget implications on our cost to continue and future budget allocations tied to MPL operations.
3. **Organizational Development** This area of focus will be a continuation of the work initiated with the organizational development work of the consultant. It will include how to continue to improve on our matrix organization model. This will be extremely important in creating a better collaborative organization as we improve our operations with a system wide approach. It will also include tracking of development and training needs of staff at all levels in the organization as we continue to adjust in our organizational development growth.

SPECIAL "BOOSTERS" FOR MPL STAFF

Thanks to the Madison Public Library Foundation for funding "boosters" in recognition of the dedicated work and the resilience these past two years of MPL staff.

Covid Morale "Boosters"

Pandemic fatigue is real, and many of us are experiencing it. Thanks to the Madison Public Library Foundation, we have a chance to give everyone a fun treat to help "boost" their moods during this tough time.

Staff will have their choice from 15 different items including food, drink, fun activities, and more. We are also surveying staff for other ways where we add a "boost" to their workplaces.

MEETINGS, COMMITTEES, TEAMS & MORE

City

Mayor's Management Team
Mayor Check-in
Racial Equity & Social Justice Strategic Planning
Deputy Mayor Check-in
Mayor's COVID-19 Taskforce
TeamCity Change Leadership
ICRP Discussions with Mayor
Finance Committee Meeting
Meeting with Alder Abbas
Meeting with Alder Halverson

MPL

Library Management Team
All Staff Town Hall
MPL Foundation Grant discussions
Check-in with Foundation Director
Meeting with Ho-Chunk Gaming
Imagination Center Design Team
Imagination Center Stakeholders Team
MPLF Board Meeting
Meeting with Kevin Englebert

External

Wisconsin Resource Library Directors
Urban Libraries Council Director/CEO Calls
Digital Equity Leaders Network
Meeting with HoChunk Gaming
Who's In Your Village? Kickoff event