

**Bridges Library System Board Meeting Minutes**  
**November 15, 2021**

PRESENT: In person – Linda Ager, Jim Heinrich (arrived during Reports), Larry Nelson, Howard Pringle, Amy Reichert, Nancy Wilhelm. Via Zoom: Art Biermeier, Jean Yeomans, Dick Nawrocki

EXCUSED: Joan Fitzgerald

OTHERS: Karol Kennedy, Bridges Library System Director; Mellanie Mercier, Bridges Library System Automation Coordinator/ Assistant Director; Bruce Gay, Waukesha Public Library Director; Beth North, Bridges Library System Executive Assistant

Call to order: Linda Ager, Board President, called the meeting to order at 4:02 p.m. in person at the Waukesha Public Library with optional attendance via Zoom.

Introductions: Introductions were completed after the call to order.

Comments from the Public: None

Correspondence: None

Meeting Minutes: A Wilhelm/Biermeier motion to approve the minutes of the October 20, 2021 meeting as presented passed unanimously.

**ACTION ON THE BILLS REPORT**

*Bills Reports:* A Pringle/Reichert motion to approve the monthly invoices for funds 210 and 215 for November 2021 as submitted passed unanimously.

*Financial Reports:* A Nelson/Wilhelm motion to accept the financial report as of October 30, 2021 for funds 210 and 215 passed unanimously.

**REPORTS**

*Bridges Director's Report:* Karol shared an example of a spreadsheet created by Laurie Freund and Angela Meyers after attending the virtual Veterans & Libraries National Forum. This is a good example of how system staff share what they are learning with library staff.

*Bridges Staff Reports:* Mellanie Mercier, Bridges Library System Automation Coordinator/ Assistant Director, updated the Board regarding changes being made to the Flipster magazine and OverDrive subscriptions for next year. It was decided to not renew certain duplicate titles that were in both, but keep the highest used duplicate titles in Flipster, as the budget would allow. Bridges staff is working on ways to share these changes with patrons.

*APL:* The directors decided to end the systemwide HelpNow (online homework help) subscription due to the cost and low usage. They also discussed Flipster and Overdrive magazines, as reported by Mellanie.

A nominating committee for the 2022 officers was appointed. Karol also discussed the APL Representative position and some of the concerns regarding the way this position has evolved. The preference would be to nominate 1-3 individuals to act in this role rather than rotating throughout the year.

*Resource Library:* Bruce updated the Board on the on-going construction at the Waukesha Public Library. There is an anticipated completion date of February 2022. Bruce commended his staff for providing consistent, good service despite the construction. Bruce noted that the WPL has embarked on a capital campaign to raise \$1.6 million, and a roof replacement and generator project are earmarked for part of these funds.

### **DISCUSSION/ACTION ITEMS**

*2022 Board Meeting Schedule:* A Yeomans/Wilhelm motion to approve the 2022 Board Meeting dates as presented passed unanimously.

#### *Closed Session – Discussion of Director’s Evaluation*

Linda Ager, Board President, announced the board would convene in closed session pursuant to section 19.85(1)(c) of the Wisconsin Statutes to consider employment, promotion, compensation or performance evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility, specifically to review and consider the status and compensation of the Director of the Bridges Library System. Following the closed session, the Board will reconvene in open session to continue with the balance of the agenda. At 4:38 p.m., a Reichert/Biermeier motion to go into closed session passed unanimously.

A Pringle/Wilhelm motion to return to open session was approved unanimously at 5:38 p.m.

*Director’s Compensation for 2022:* A Nelson/Wilhelm motion was made to approve a 2% base wage increase contingent upon Waukesha County Board approval to Karol Kennedy effective January 1, 2022. A roll call vote was taken with all members voting to unanimously approve.

A Nelson/Pringle motion was made to grant a 1.5% non-base performance award to Karol Kennedy effective January 1, 2022 contingent upon Waukesha County Board approval. A roll call vote was taken with all members voting to unanimously approve.

*Confirmation of Next Meeting:* Wednesday, December 15, 2021 at 4:00 p.m. (Bridges Library System Office) or via ZOOM.

Minutes prepared by:  
Beth North  
Department Executive Assistant

Respectfully Submitted:  
Amy Reichert  
Board Secretary