

**RESOLUTION
of the Board of Trustees of the
Watertown Public Library**

The following resolution is made by the Board of Trustees (the "Library Board") of the Watertown Public Library (the "Library"):

WHEREAS, the Library opened to the public in 1903, has operated in its current location since 1906, and has undergone a number of significant expansions and renovations through the generous support of private donations and appropriations of the City of Watertown ("City").

WHEREAS, in 2016 a City advisory referendum was held in which 62% of City residents voted in favor of a major Library expansion and renovation.

WHEREAS, through substantial funding from the City and private sources, and as part of a larger comprehensive downtown redevelopment, the Library's most recent renovation and expansion was completed in 2022.

WHEREAS, pursuant to its statutory charge under Wis. Stat. § 43.001, the Library plays a critical role in providing to residents access to knowledge, information, and a diversity of ideas by offering programs and materials, both physical and electronic.

WHEREAS, when compared to the year 2018, the Library, based upon figures available for 2023, has seen increased use of materials and services by residents, including a 98% increase in total program attendance.

WHEREAS, an annual appropriation of the City provides approximately 70% of the funds required for the ongoing operation and maintenance of the Library each year.

WHEREAS, Wis. Stat. §43.58 provides, in pertinent part, that the Library Board "...shall have exclusive control of the expenditure of all moneys collected, donated or appropriated for the library fund, and...shall have exclusive charge, control and custody of all lands, buildings, money or other property devised, bequeathed, given or granted to, or otherwise acquired or leased by, the municipality for library purposes."

WHEREAS, a decrease in the City's historical level of funding to the Library may result in a decrease in Library services and may affect certain third party agreements to which the Library is a party, including with respect to the Library's participation in the Bridges Library System and the shared resources offered by it.

WHEREAS, the Library Board recognizes the positive effect that uniform and consistently applied policies of employment have with regard to the efficient administration of government, establishing expectations relating to employee performance and behavior, and mitigating legal risk.

WHEREAS, the Library Board recognizes that a uniform City budgeting process assists the City in strategic planning and meeting operational goals.

WHEREAS, the Library Board recognizes that the building in which the Library operates is a public building for which the City appropriated substantial funds for construction, the operation and maintenance of which the City continues to support through its annual Library appropriation.

THEREFORE, BE IT RESOLVED, that the Library Board hereby re-affirms and/or adopts, as the case may be, the following policies and procedures:

1. **Employment Policies.** The Library shall apply and follow the employment policies of the City, including but not limited to policies as may be set forth from time-to-time in any employee handbook, Ch. 2 of City's Policy Manual or other personnel policies of the City. The foregoing notwithstanding, the Library Board may, in its reasonable discretion, determine it is necessary for certain employment policies of the Library to differ from the those of the City in particular respects, in which case the Library shall provide notice to the City of the existence, passage, or contemplated passage of such differing provisions of employment policy and the nature thereof.

Notwithstanding the above, the Library Board hereby provides notice to the City and re-affirms its prior decision that Library employment policy shall deviate from the City of Watertown's Employee Handbook now in effect, and as may be amended from time-to-time, as set forth in the superseding amendments listed in the Library's Board's Resolution of June 9, 2022, attached hereto and incorporated herein by reference, provided however, that the foregoing amendments shall apply only to the extent necessary to reserve to the Library Board those powers prescribed by applicable law, including the right to prescribe the duties, responsibilities, conditions, and collateral aspects of Library employment and the manner in which Library employees discharge their professionally assigned tasks.

2. **Budget Submittal.** The Library shall follow substantially the same budget submittal process that the City requires of its department heads, which such process may include the obligation to use budget sheets, provide estimates and budget requests within timelines established by the City, and/or respond to reasonable questions or requests for information from the City's Finance Director or Committee.
3. **Main Street Bathrooms.** In addition to being accessible to the public during the Library's normal hours of operation hours, the Main Street Bathrooms shall be accessible to the public outside of the Library's normal hours of operation: i) on those days and times specified by the City, from time-to-time, in accordance with the City's ordinances relating to the hours for public parks; and ii) at such other times as the needs require, from time-to-time, by the City, City affiliated entities, and City-approved special events; provided however that the City shall provide reasonable advanced notice to the Library of any changes or additions relating to bathroom access. The Library Board acknowledges that the Building is covered against property loss and damage by the City's insurance and that Fund 11 shall, in the event of an occurrence of loss of damage to the Building, be responsible therefore, to the extent not covered by the City's insurance.
4. **Meeting Rooms.** The City shall be entitled to use of the Community Events Room, the Meeting Rooms (Rooms 133 & 134), and other such rooms within the Library available for

rental, at no charge. The City and its governing bodies shall have reasonable priority use of such spaces and shall, to the extent practicable, provide reasonable advanced notice of any room reservation and/or requests to the Library.

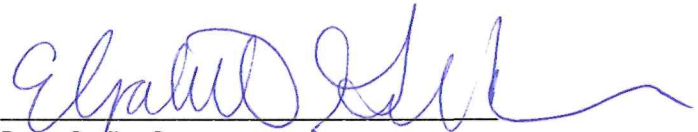
ADOPTED this 14th day of November, 2024 at a regularly scheduled meeting of the Board of Trustees of the Watertown Public Library.



Christopher J. Koppes, President
Watertown Library Board of Trustees

CERTIFICATE OF SECRETARY

The undersigned hereby certifies that she is the duly elected and qualified Secretary of the Board of Trustees and the foregoing is a true and correct record of a resolution duly adopted by the Board on the 14th day November, 2024.



Betsy Gejike, Secretary
Watertown Library Board of Trustees