



Library Board Meeting Agenda

Indianapolis-Marion County Public Library

**Notice Of The Regular Meeting
April 24, 2023**

**Library Board Members Are Hereby Notified That The Regular Meeting
Of The Board Will Be Held At The**

**Library Services Center
2450 North Meridian Street, Room 226
At 6:30 P.M.**

**For The Purpose of Considering The Following Agenda Items
Dated This 20th Day Of April, 2023**

**The public is invited to view/listen
to the Regular Meeting via a YouTube live stream link which will be
available on the Library's website prior to the start of the Meeting as follows:**

<https://www.indypl.org/about-the-library/board-meeting-times-committees>

Public comment can be made in-person at the Board Meeting.

**HOPE C. TRIBBLE
President of the Library Board**

-- Regular Meeting Agenda --

1. Call to Order

2. Roll Call

3. Branch Manager's Report

Priscilla Bell, Interim Branch Manager, Michigan Road Branch, will report on their community and services. (enclosed)

4. Public Comment and Communications

a. Public Comment

The Public has been invited to the Board Meeting.

At every Library Board meeting we open with a time for public comment. We welcome feedback from the public about our Indianapolis Libraries, and this is a time when the public may address the Library Board. If there are several of you representing the same group, please select a spokesperson. Please do not repeat the same comments someone else has offered. Please note also that this public comment time is not the appropriate forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Acting CEO or the Human Resources Department where matters can be properly addressed in compliance with established Library policies and procedures. **A FIVE-MINUTE LIMIT WILL BE ALLOWED FOR EACH SPEAKER. EACH SPEAKER SHOULD GIVE THEIR NAME AND THEIR ADDRESS.**

b. Communications received, not requiring action. (at meeting)

5. Approval of Minutes

a. Regular Meeting, March 27, 2023 (enclosed)

COMMITTEE REPORTS

6. Finance Committee (Dr. Patricia A. Payne, Chair; Mr. Raymond J. Biederman, Dr. Eugene G. White)

- a. **Report of the Treasurer – March 2023** (enclosed)
- b. **Resolution 16 – 2023** (Resolution for Transfer Between Classifications and Accounts) (enclosed)

7. Diversity, Policy and Human Resources Committee (Mr. Raymond J. Biederman, Chair; Dr. Khaula Murtadha, Dr. Patricia A. Payne)

- a. **Resolution 17 – 2023** (Paid Employee Medical, Parental and Disability Leave Policy) (enclosed)
- b. **Briefing Report - “Materials Harmful to Minors” – April 2023 Legislative Changes** – Deb Lambert, Director, Collection Management Services Area, will discuss the report. (enclosed)
- c. **Resolution 18 – 2023** (Resolution in Support of Library Staff, Collections, Displays and Programming; and Against Censorship) (at meeting)

8. Facilities Committee (Dr. Eugene G. White, Chair; Mr. Stephen Lane, Dr. Khaula Murtadha)

- a. **Resolution 19 – 2023** (Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project) (enclosed)

9. Library Foundation Update

10. Report of the Acting CEO

a. **Confirming Resolutions:**

- 1) **Resolution Regarding Finances, Personnel and Travel (20 – 2023)**

Enclosed.

- b. **Acting CEO Report – April 2023** (enclosed)

UNFINISHED BUSINESS

- 11. Election of Officers** (at meeting)

NEW BUSINESS

- 12.**

DISCUSSION AND AGENDA BUILDING

- 13. Future Agenda Items** – This time is made available for discussion items not on the Agenda which are of interest to Library Board members and the opportunity to suggest items to be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

May 2023 –

INFORMATION

14. Materials

- a. **Notes of April 11, 2023 Diversity, Policy and Human Resources Committee Meeting** (enclosed)
- b. **Notes of April 11, 2023 Facilities Committee Meeting** (enclosed)
- c. **Notes of April 11, 2023 Finance Committee Meeting** (enclosed)

15. Board Meeting Schedule for 2023 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meeting Schedule** for 2023 will be updated as needed.

- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

16. Notice of Special Meetings

17. Notice of Next Regular Meeting

Monday, May 22, 2023, at the Irvington Branch Library, 5625 East Washington Street, at 6:30 p.m.

18. Other Business

19. Adjournment



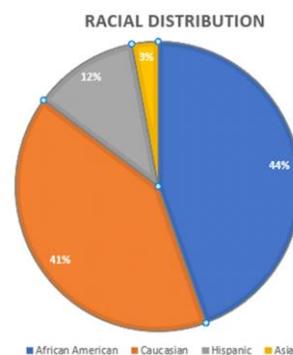
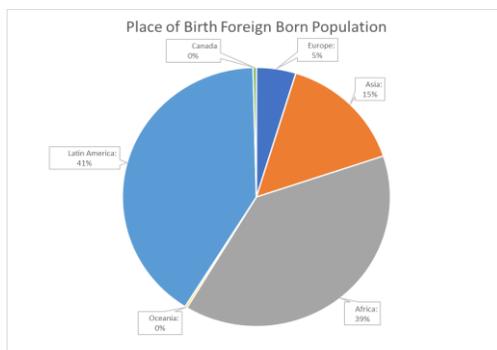
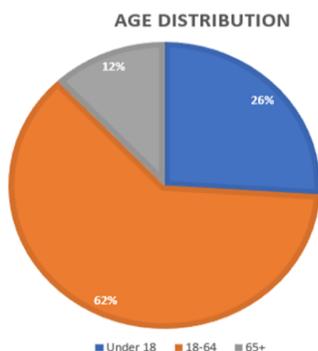
Michigan Road Branch Library
 6201 North Michigan
 Indianapolis, Indiana 46205
 317-275-4370



Who We Are:

- 1 FT Branch Manager
- 1 FT Circulation Supervisor
- 2 FT Librarians
- 2 PT Public Service Associates II
- 1 FT Library Assistant
- 1 FT Computer Assistant
- 2 FT Library Assistants
- 1 PT Library Assistant
- 1 Hourly Library Assistant
- 3 Pages
- 5 Regular Volunteers

Who We Serve:



Total Base Population: 60,511 ¹

Schools: 8 public, 5 private

How We Serve in 2022:

- 896 new registered borrowers
- 83,620 door count
- 203,645 physical items circulated
- 180 programs
- 109 community room us

¹ Data from the SAVI Community Profile

Community Partners/Assets:

Eskenanzi Health Center Pecar, Ascension St Vincent, Fay Biccard Glick Neighborhood Center, Washington Township Schools, Jewish Community Center, and St. Monica Catholic Church

Our Story:

The Indianapolis Public Library added the 20,000-square-foot Michigan Road Branch on December 15, 2018. This state-of-the-art facility provides greater access to Library services and collections; engaging spaces for children, teens, and adults; more computers; and a large community room. One of the project goals was to fill a large library service-area gap in Marion County and this has been accomplished.

With the addition of a new facility on Michigan Road, the Flanner House branch inside of Flanner House Community Center on Martin Luther King Jr. Street was closed on November 21, 2018. Many of the patrons from the Flanner House community use the new facility on Michigan Road.

When the branch opened, the collection size was 56,371. The collection was made up of new items ordered by the collection staff, who considered the demographics of the community when ordering material. On the first day of opening, 2,138 items were checked out from the collection.

Since opening and after the pandemic, in 2022, 896 individuals became new registered borrowers, and 203,643 items circulated.

Twice a week preschool storytimes take place, and on average, twenty preschoolers and their caregivers attend. We will begin offering English Conversation Circles again in the spring of 2023. Digital Literacy drop-in classes are offered weekly. The Adult Book Discussion meets monthly and focuses on material from the DEI collection.

109 community groups used the community room in 2022, groups from the Crooked Creek Neighborhood Association to Girl Scout Troops. The community has been excited to have a meeting space in the neighborhood.

Now that schools and businesses are open again Michigan Road Library staff have been going out to promote the library; and organizations like Eskenazi Health Center Pecar and Ascension St. Vincent have been coming to the library to share with patrons' information about the services they provide. The staff looks forward to serving the Michigan Road Community.

Respectfully submitted,

Denyce Malone, Branch Manager
Michigan Road Branch
6201 North Michigan Road 46268
Indianapolis, (317) 275-4375

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
MARCH 27, 2023**

The Indianapolis-Marion County Public Library Board met in person and virtually at the Southport Branch Library, 2630 East Stop 11 Road, Indianapolis, Indiana on Monday, March 27, 2023 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Tribble called the meeting to order. Mr. Biederman acted as Secretary.

2. Roll Call

Members present: Mr. Biederman (Virtual), Mr. Lane, Dr. Murtadha, Dr. Payne, Ms. Tribble and Dr. White. Note: At this time, there are only six members on the Board. It is anticipated that the seventh member will be appointed by the Marion County Commissioners in April.

Members absent: None.

At this time, Ms. Tribble made the following statement:

Good evening to all my fellow Board Members and to the Library staff and community members in attendance tonight. I look forward to a productive and respectful discussion and am eager to hear from the speakers who are scheduled to present tonight.

Since our February meeting, the Board of Trustees and IndyPL leadership have been working diligently to move several key initiatives forward. Included in these efforts is the development of the IndyPL Climate Improvement Plan. Later tonight, acting CEO Gregory A. Hill will present the first dashboard update on this Plan. Thank you, Mr. Hill, to you and your team for hard work and effort on this, and we are excited to hear your update.

Before I continue, I'd like to give a warm welcome to the newest member of the IndyPL Board of Trustees, Dr. Eugene G. White. Dr. White brings a wealth of experience to the Board pulling from his many years in education administration, and most notably, he served as superintendent of the Indianapolis Public Schools and as President of Martin University. Also, just last week, he was appointed Interim Principal of North Central High School. Dr. White is an author, an avid golfer, and a film connoisseur. All the members of this Board are well aware that the first priority listed in the Library Board Manual is to get to know and establish relationships with other Board Members. Dr. White has already begun this process, and I encourage him to continue to deepen those connections throughout his tenure on the Board. Thank you, Dr. White, for your dedication to

Indianapolis and speaking on behalf of the entire Board, we're looking forward to working with you and to a bright future for our Library.

I would also like to recognize Curtis Bigsbee's resignation from the IndyPL Board due to his recent move of residence outside of Marion County. The Board is grateful for Curtis's years of service and for the perspective that he brought to our work. We wish him all the best. The Marion County Commissioners will soon be appointing a replacement to fill the vacant seat left on the Board. This Board and I are committed to working closely with the individual identified by the Commissioners to continue moving the Library forward.

Throughout March, the entire IndyPL system provided programming and activities to celebrate Women's History Month from highlighting female authors and trailblazers to bringing local history to life through performances, commemorating Madam C.J. Walker. Our branches set aside time to shine a light on contributions and accomplishments, to uncover untold stories and to learn how perseverance, strength, and persistence prevail in the space of discrimination. I encourage everyone in attendance tonight to take advantage of the Women's History Month resources that IndyPL has curated both online and in-person before the end of the month.

We also had an opportunity this month to support the Indianapolis Public Library Foundation through its annual fundraiser "Circulate," which was held at Central Library. Congratulations to the Foundation President, Roberta Jagers, and the Foundation for another successful event. We appreciate all the support that the Foundation provides to IndyPL. So many good things this month. And next month, celebrations will continue as the Library kicks off several months of observing its 150th Anniversary. Happy Birthday IndyPL.

Tonight, I'm excited that we are continuing our post-pandemic practice of rotating our Board Meetings through the branches to showcase the work that's being done at all of our locations. It's encouraging to see how each branch is working to meet the needs of its community and to create safe and engaging spaces for all. Thank you to the Southport Library for hosting us tonight. The pizza was good. We're warm now and everybody's here. We're glad to see you and to be able to see this branch.

3. Branch Manager's Report

Ms. Fiona Duke, Branch Manager, Southport Branch Library, addressed the Board as follows:

President Tribble, members of the Library Board and all of our guests, welcome to Southport Branch Library. Southport is a regional branch with a staff of 22 individuals and eight volunteers. Southport opened in 1974, so if you're doing the math, next year is our 50th anniversary, so we'll have to celebrate. We received an internal renovation in 2016. In fact, the room you are sitting in was formerly known as our main entrance. We are the southernmost branch and the Sunday location serving the South side. Our service area is bordered by 465 to the North, Emerson to the East, Shelby to the West, and County Line to the South.

In addition to system-wide program offerings, we have two weekly story times and once a month, we have tot art, family game day, Paws to Read, a craft program for teens, and an adult book club. We are a seed library location, which you'll find out in our marketplace, and we maintain a Little Library at the Adult and Child Center on Madison. We host Summer Servings in June and July, thanks to the support from the Perry Township School's Food Service Department.

In December 2022, we began lending 50 hotspots through a generous grant from AARP. We were chosen based on the combination of residents over 55 and broadband adoption rates. This year, we partnered with Through The Ages Fitness to offer a 12-week chair aerobics class. This has been very popular. It's funded by the Foundation. And, the weekly attendance in the first four weeks has ranged from 27 to 36. It's great numbers. We had to cut off our registration list.

According to our community profile, 17.1% of the residents in our service area were born outside the U.S. Since 2010, the Asian population, primarily Burmese, has increased by 11% to 16.5%. According to a 2020 Indianapolis Monthly article, approximately 20,000 Burmese have made the south side their home. The Perry Township school system has approximately 16,300 students. 46% of their students speak a language other than English, and that represents 73 different countries. The percentage of English learners at our three nearest elementaries is high. Mary Bryan has 42.8%, Winchester Village, 50.8%, and Southport Elementary at 55%. We recently have welcomed new neighbors from Afghanistan and the Democratic Republic of Congo.

One of our most frequent questions is related to English classes and where to find them. We direct patrons to contact Central Nine Career Center, which is in Johnson County, but a close neighbor. Or the Immigrant Welcome Center. Through a partnership with the Immigrant Welcome Center, we host a twice weekly Pathway to Literacy class. They were in here earlier today, every Monday and Wednesday from 1:00 to 3:00 p.m.. The class serves English language learners with interrupted formal schooling, usually six years or less. There are currently 19 students enrolled representing Afghanistan, Myanmar, and the DRC. We also offer English conversation circles on Monday night. That's happening right now in Study Room 2, and occasionally we partner with the teachers from Central Nine when they bring their students out for tours of the Library and we happily issue library cards. Do you have any questions for me?

Dr. Payne noted that Ms. Duke had shared some wonderful initiatives about how they are meeting the needs of their community and that their partnership with the Immigrant Welcome Center is really laudable. She thanked her for making sure that the Library meets the needs of this growing diverse population. Dr. Payne asked how they differentiate between the Afghani refugee and the one from Congolese?

Ms. Duke responded that for Afghan, she actually had the opportunity to meet several of the families. Most of the new families live over in the Greentree Apartments, where you can just walk through our parking lot and into theirs. She gave a tour for some of the Afghan residents and one of the gentleman was able to translate in Pashto for everyone, and we issued some cards.

For the DRC, she noted that she didn't have an actual contact. She doesn't question everyone who walks in, but often gets to help people at the copier with their documents and sometimes in conversation they find out where they're coming from and then from the school system knowing who is new in the area.

Mr. Lane asked if any of the Southport staff were Burmese.

Ms. Duke responded that they have one individual. We've had several Burmese staff members over the years. They've been in part-time capacities, often they're college students, and then they graduate and they move on to their next adventure, but we do have someone on staff and noted that she was actually working at the Circulation Desk

4. **Public Comment and Communications**

a. **Public Comment**

Ms. Tribble announced that next on our Agenda is this Public Comment section. We welcome feedback from the public about our Indianapolis libraries, and this is a time when the public may address the Board. If several of you are here representing the same group, please select a spokesperson. To respect everyone's time, please do not repeat the same comments someone else has offered. Please note that this Public Comment time is not the appropriate time or a forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library's Acting CEO or the Human Resources Department, where those issues can be properly addressed in compliance with established Library policy and procedures.

A five-minute limit will be allowed for each speaker. And because this meeting is a matter of public record, we ask that as you step forward, before you give your testimony, please provide your name and address at the beginning of your comments.

The full content of all public comments is included in the recording of the meeting posted and available on the Library website at IMCPL.org, and located in the About the Library section of the site. The general substance of each speaker's comments is included here:

Speakers:

Mahasin Ameen:

I would like to say thank you to the members of the Board here because 15 is a very important number for me. \$15 is now the minimum salary that a page can make coming into the Library, but there's another reason why 15 is important because we are spending \$15,000 a month for a CAO. At \$190,000 a year divided by 12, it's almost \$16,000 a month. What are we spending that \$15,000 a month on?

And my question remains from the January Board Meeting, how much are we spending on police presence? What are we doing with taxpayer dollars? What is

another CEO Search going to result in? Who in their right mind would want to come and work here right now? I wouldn't apply for this job. I absolutely would not. And that hurts me because I actually love this Library system.

Eli Morey:

I'm here representing the Indianapolis Liberation Center tonight. I have a few things to say. The first thing I'd like to say is that the public has not really been given a straightforward answer as to why Nichelle Hayes is not being appointed as the CEO.

There is a way to make this right. The members of the Board who have stood in the way of Hayes' appointment should resign immediately.

The last thing I want to say is, once again, why are there police officers standing in the doorway? I would like to come to a Board Meeting and not have to see people with guns standing around.

Jim Wertz:

This is a minor matter. About four or five months ago, I came and I was trying to get them to loosen up the security on just one computer in the whole system, because at Greenwood, Johnson County, IUPUI, Ivy Tech you can't run a computer program on a flash drive. You can't do it anywhere in Marion County. So, the computers are kind of dumbed down a little bit. You can't do any really serious academic stuff and I'm sorry to take those 30 seconds.

Sam James:

I was pleased to hear of Bigsbee's resignation.

There is no silent majority that is standing with the members of the Board blocking Nichelle's appointment to CEO of IndyPL.

The excuses the Board has given us on why you refused to hire Hayes as CEO have been weak, as you mentioned. Our questions have not been answered adequately.

I just have one last thing that I want to say today, which is about the cancellation of the mobile HIV testing clinics. If the Library leadership had wanted to, they would've found a way to keep the service available.

Riley Bove:

I was here last month and I'm here once again to give the support to the library workers and to Nichelle Hayes who undoubtedly should be the next CEO of this library system.

Hayes has shown time after time that she deserves the position, despite certain

Board Members' objections. She has shown her experience and should be recognized as such.

Wildstyle Paschall:

I want to talk about the HIV testing issue. That concerns me a lot. Need to bring back.

I think you know by now that the CEO search was a sham. I don't understand why we can't give Nichelle a shot.

Tony Davis:

A public library is a library that is accessible by the general public and is usually funded from public sources such as taxes. It is operated by librarians and library para-professionals who are also civil servants.

The will of what the people want is Nichelle Hayes to be CEO of our Public Library. Nichelle has proven to be a leader and well-respected member of our community even during her time as Interim CEO. Nichelle understands the institution serves the underclass of all ethnicities, across all the population. Appoint Hayes now.

Michael Torres:

As a member of the CEO Search Committee, I personally feel the Search was rigged. Several times, information was withheld from us.

I feel the Board never intended to offer Ms. Hayes the job. They picked Morley in the beginning, and created this breach by saying someone called the candidate's employer, resulting in them bowing out. This made it easier for them to select Morley, but since that didn't work out, they're spreading that she's not qualified, and there are HR issues, which they can conveniently get around, by stating that information is confidential.

Will Soharfenberger:

I want to talk to you about trauma. A therapist told me once that trauma is about powerlessness, that the intense or repeated experience of powerlessness leaves a lasting mark on us that, when left unresolved, can change our brains in the way that we experience and move through the world. Maybe you can imagine some of the sources of powerlessness that IndyPL workers have faced in the recent past.

Employees need a leader who will take a risk, embrace change, and do something that has never been done before. Employees need a leader who will advocate for them, communicate with them, and see value in connection.

Brooks Behr:

As a resident of Indianapolis and someone who cares about the future of the Library and the community that it serves, I strongly urge you to appoint Hayes as president of this Library.

Benjamin Tracy:

I want to express gratitude to the Board Members who have indicated their understanding of what their role is here which is to actuate the will of the people of Indianapolis, and the workers of the Public Library here. And, also to express my distaste for those who either don't understand that role or actively rejected.

And so, by weaponizing this and by refusing the people's will and the worker's will to appoint Nichelle Hayes as the CEO of the Library, those board members have either shown their gross incompetence or a gross disdain for the people who they supposedly represent.

Jason Jones:

I have a letter from a library employee who can't be here – Joanna Wos.

I would like to urge you to appoint Nichelle Hayes, CEO of IndyPL. We have all seen what Nichelle has been able to accomplish for the Library in eight months. Staff members not only respect her, but I honestly feel some have come to love her. She has made staff feel hopeful for the future. After the years of the bitterness and core morale I have seen, not only did we experience financial benefits, but an approachable leader as well. I feel every confidence that Nichelle can successfully accomplish any duties expected of her as they develop. She has already helped reinstate funding we had lost. She has restored respect for the library and the community. I strongly urge you to appoint Nichelle Hayes as our CEO.

Jared Thompson:

I say that what was most interesting to me at the last meeting that I attended and saw it in print, was that the community was aggressive.

I'm in support of having Nichelle Hayes be the CEO of the Public Library. She started the Center for Black Literature and Culture, which I don't know the last time that you all have been into the Central Library. My face, my brother's face, and four other of my contemporaries and colleagues are the aggressive faces of this Center for Black Literature and Culture. These aggressive community members are in your neighborhoods and surrounding neighborhoods. And so, if that is aggression to you, just let it be known.

Derek Ford:

Indianapolis residents show up repeatedly to come out and fight against the Board's history of undemocratic, and really, anti-people processes as well as decisions. And

this all started late November, and we said it then, and it's clear it's almost April, that we're not going anywhere, we haven't gone anywhere, and we won't go anywhere.

Nichelle is and has been certainly qualified to be the leader of the Public Library.

Elijah Wenger:

I'm here to support the Library workers as well. And as someone who didn't have a computer in their home until 2014, I was a big Library user all through grade school and everything. And it's important to me that not only the Library is maintained, but improved daily.

Claudine Polley:

I have emailed all the members of the Board, and I never got any feedback from my email below.

My name is Claudine Polley, and I've been on staff with the Indianapolis Public Library for 22 years. I currently work as a circulation supervisor for the West Perry branch. I have truly enjoyed the time with the Library and have watched the changes through the years, some good and others not so good. I must say that when Ms. Hayes stepped up to answer the call to be Interim CEO, I was impressed and proud of her. Our Library was in a precarious situation and we needed a very strong leader to pull us out of it. She started her time as Interim CEO with full transparency. One of her goals struck me as absolutely amazing, to make IndyPL a place that people were wanting to work instead of, they just needed a job and so they were going to apply.

I feel you didn't give Ms. Hayes a very fair shake.

Everland Wells:

I'm here to add my support for Nichelle Hayes as a CEO, as she supports the demand to get rid of the hourly system, the occurrence system, and establish a surplus of Board-appointed part-time and full-time positions.

I'm asking the Board and the administration how you could be here for 10 years and get a \$2 pay cut. I understand the rules and their rigidness, but why wasn't the pay reflecting the achievement that workers have demonstrated time and time again over a long period?

I have also come here in faith that Dr. Eugene White will also vote for Nichelle Hayes this evening and pass much needed changes.

Jesse Brown:

I'm currently running for the City-County Council in District 13 because I want accountability in our city government.

You all sit on an unelected Board. You are appointed by a number of different public bodies. Our current City-County Councillors signed a letter encouraging you to appoint Nichelle Hayes as the CEO, to which this Board shrugged and said, "Nope." My constituents are not happy about that.

If somehow there's some secret reason why Nichelle Hayes is not an appropriate CEO, then you all have drastically failed in your mission to explain that to the public.

Jessica Saenz:

I'm here on behalf of Wasting Indianapolis Neighborhood Congress and the people who live in my community. It doesn't sound like people feel heard in this room. I'm just here to ask that you please leave the mobile clinics in place. Some of our most vulnerable neighbors really need that resource. I hope you'll hear me tonight and I hope you'll hear the community.

Patrick Burke:

I'm an Episcopal priest serving at St. Paul's Episcopal Church here in Indianapolis. I represent a group of concerned clergy and community chaplains. The Library moved into a space of community care, for a lot of our vulnerable citizens, and so the lack of HIV testing is concerning. Whatever we can do to overcome those issues and bring back HIV testing would be extremely helpful for the community.

Second is, it's very clear that trust in this community is being breached and broken, in this CEO search. So, I just ask that you would listen deeply, hear their concerns and act appropriately.

And then finally bringing in IMPD is very concerning from our perspective and that's our third concern. I would just implore you for the safety and the wellbeing of the members of this community who care so deeply about the Public Library. There are children in the lobby with armed police officers. I implore you, please not bring IMPD into the mix any longer. It's not worth it. It's a danger to the community.

Jacob Watkins:

I'm here because Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, Local 372A depend on the Public Library and its services. The Public Library is an institution of education for their children. Many of our member adults really require services like HIV testing and that apparently isn't going to be available any longer. There's no trust here. And that's been said by practically every speaker before me. And we want there to be, but I think that starts by hiring Nichelle Hayes.

Bree Flannelly:

I'm a former IndyPL employee. I worked this Summer with some children who lost friends and family members to gun violence.

If you see a bunch of police officers, a bunch of police cars, like the ones outside, racing towards a location like the mall, stop and think. Because there are so many young people out here who are unmoored, who don't have support, who want to do things. I had a young man who was a middle schooler with an ankle bracelet who told me he wanted to make video games. When I was at IndyPL, there were so many resources that I could have handed to that young man and now there's less programming for those resources.

- b. **Communications** received, not requiring action.

There were no communications that required action.

5. Approval Of Minutes: Executive Session, Regular and Special Meetings

- a. **Regular Meeting, February 27, 2023**

The minutes from the Regular Meeting held February 27, 2023 had been distributed to the Board.

The minutes were approved on the motion of Dr. Murtadha, seconded by Dr. Payne, and the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	Dr. White – Aye

At this time, Ms. Tribble pointed out that an Executive Session had been advertised for March 17, 2023 at Central Library. She advised that Executive Session did not take place due to a lack of a quorum.

COMMITTEE REPORTS

6. Finance Committee (Dr. Patricia A. Payne, Chair; Mr. Raymond J, Biederman, Dr. Eugene G. White)

- a. **Ratification of Appointment of Assistant Treasurer**

Ms. Tribble noted that the Board needed to ratify the action of the Finance Committee and fill an unexpected need in the Board Treasurer's position. At the Finance Committee meeting two weeks ago, the Committee was informed that our newly elected Board Treasurer was and would continue to be on extended leave. As such, action of the Committee was necessary to ensure that the daily financial

activities of the Library could and would continue.

The Committee determined that it would be best to have Mary Rankin serve in the absence of the elected Treasurer. It was determined that Ms. Rankin's service in this role should be based on immediate action of the Committee subject to ratification by the full Board. Ms. Rankin has been working as a consultant with the Library for a period of time, and recently was hired as the Director of Accounting. Ms. Rankin has been appropriately bonded as required by statute and the Library's governing documents and has agreed to take on the role. As such, the first matter of the Finance Committee tonight, would be to address a request by that Committee to ratify their determination to elect Mary Rankin to serve as Assistant Treasurer of the Board.

Mr. Lane commented that he had not seen the resume of Ms. Rankin. He noted that he had seen the resume of the other Treasurer. He commented that we had talked about Jennifer Carter not assuming the role of Treasurer for longer than 30 days. Would Ms. Rankin then become the full Treasurer at some point?

Ms. Tribble noted that before Mr. Lane joined the Board, Ms. Rankin had been retained and there was public action including her resume for a renewal of her Consulting Agreement several months ago. She understands that Mr. Lane nor Dr. White have that resume, but that had been previously circulated. Secondly, given that Ms. Carter is on a leave, the Board can't take any action related to her employment. So that's why we're asking the Board to appoint Ms. Rankin as the Assistant Treasurer for that purpose, because the Board can't take any action related to Ms. Carter's employment.

Ms. Tribble then asked if there was a motion of the Board to ratify the Committee action on Ms. Rankin.

After full discussion and careful consideration and on the motion of Ms. Payne, and seconded by Dr. Murtadha, Mary Rankin, Director of Accounting, was elected as the Assistant Treasurer to the Board on following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	Dr. White – Aye

b. Report of the Treasurer – February 2023

Ms. Lolita Campbell, Chief Financial Officer, advised that in the Treasurer's Report the Cash Flow statement was on Page 35. The extra Revenue exceeded our projected budgeted amount by a half-percent this year for this month. And it is 11% more than last year, February 2022. Our local income tax continues to be 3% higher than projected. It's the same amount every month. And our interest income revenue also continues to be higher than projected. We projected \$5,501, however, we received \$82,861. The amount is reflected on our Investment Report in the Operating Fund interest in the U.S. Bank, the Hoosier Fund and Trust Indiana, and Chase. The average Trust Indiana interest account rate for February was 4.54%. This is the highest interest that we received on our investment report and the revenue for the

character was projected at \$99,645. And the actual year-to-date total was \$146,912 for February 2023.

Ms. Rankin then discussed the Expenditures. She advised that the Library spent 30% less than projected and 2% more than February of 2022. We are discussing the Operating Fund and Personal Services is the major part of that. And we spent 33% less than projected, but 8% more than last year. And the part of this is vacant positions and also anticipating later in the year when we open another branch, the Fort Benjamin Harrison Branch there will be an additional staffing requirement that's built into the budget.

The Supplies actuals were much lower this month due to timing on the invoices, but the overall year-to-date total is double than this time last year. There were some system-wide office supplies such as the personal computer refresh and replacement book carts and furniture. For other services and charges, we spent less than projected. Primarily expenses, our materials, contractual and repair and maintenance on equipment. The Capital Outlay is 90% less than projected, primarily on books and materials. And it's probably due to the timing of year-end closing and commencement of the year-end invoices. Or opening of the year-end year processing for the book invoices. February expenditures on books and materials is typically low this time of year. The beginning Operating Cash balance was \$38.5 million revenue this month. Less expenses of \$4.8 million for an ending cash balance in the Operating Fund of \$34.1 million. In the Report, there are also pages of other detailed funds and the grand totals of all the cash balances and the funds. And the last page is the construction projects and the status of those.

Ms. Payne made the motion, which was seconded by Mr. Lane, that the Report of the Treasurer be filed for audit.

The Report of the Treasurer was approved for filing for audit on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	Dr. White – Aye

c. **Resolution 13 – 2023** (Resolution for Transfer Between Classifications and Accounts)

It was explained that the transfer in the Operating Fund is to move funds within the CEO Department's budget to fund the contract for the Chief Administrative Officer. The transfer has no budget impact for the 2023 Budget and the amount that we are asking to transfer from the CEO's salary amount to the Other Services and Charges. This would cover approximately three months of salary expenses for the CAO.

Dr. Murtadha had a question about the amount set out on the resolution - \$60,000.

Ms. Campbell advised this is for both the current and the future.

Ms. Tribble then asked for a motion to approve Resolution 13 – 2023.

Dr. White made the motion, which was seconded by Mr. Biederman,

At this time there was further discussion. Dr. Murtadha asked for further confirmation about the \$60,000.

Ms. Campbell confirmed that the amount is for March and two more months in the future.

Dr. Murtadha commented that the Board had heard concerns from the Library staff with regard to funding. The comment was made about the \$15,000 being paid and then another \$15,000 and then another, and that she was very concerned and she would not support a resolution of this kind. If, in fact, it has not been documented, the great significance that a CAO has been added to the staff. She didn't mean just one staff member, she meant overall for the good of the whole Library. So, she asked the question--What justification has been given for this expenditure?

Ms. Campbell noted that the CAO's contract is \$190,000/year. This is \$15,833 per month. This is for a monthly service and for the month the CAO has already submitted her invoice. So, we have to cover at least this month even if we don't cover the next few months.

Mr. Lane then asked how much the Library was being charged for this month for the CAO services.

Ms. Campbell responded that for this month the amount is \$15,833.

Mr. Lane advised that he would like to amend Resolution 13 – 2013 to just pay the CAO \$15,833.

Dr. Murtadha stated that she understands the contractual agreement but what is the way the CAO's hours are tracked?

Ms. Campbell advised that the CAO submits an invoice with a summary of her services that she conducted that month.

Dr. Murtadha then asked if that is seen by the Finance Committee.

Per Ms. Campbell, yes, the Finance Committee, as well as the Acting CEO, sees it.

Dr. White then commented that the position doesn't work on an hourly basis. It's predicated on the different services that she's charged to complete and therefore that's no hourly type of equation for it. It's more of a convenience and it is because it avoids you coming back again and again and again. But \$15,000 now, if the contract ends before that time, then of course whatever's unspent is reversed back to the budget line. But it was for an act of expediency and convenience on the behalf of, at least for my first Finance Committee meeting. He didn't believe anything had changed.

Mr. Lane noted that he could wait to make his amendment.

Ms. Tribble then confirmed that he was withdrawing it for now.

Mr. Lane confirmed that was the case.

Dr. Murtadha advised that she was not referencing a per hour expenditure. She wants to be clear about that. She understands how contracts work. She was looking for what type of justification for the ongoing accounting of the tasks that are outlined. What justification is there for that and how does that balance with the kinds of needs that our Library has?

Ms. Campbell responded that the CAO submitted a summary with her invoice and she can forward that to the Board for their review.

Mr. Lane advised that this would be something that he would like to see as well, because he knows Ms. Harden came to our last Board Meeting and didn't really give much of a report. He's really not sure what kind of services are being delivered to the library. He's just not seeing the impacts of the work so far, which is why he would like to amend at some point once the discussion is over. And if Ms. Campbell has that exact number, he can amend for just that amount.

Mr. Campbell confirmed that the amount is \$15,833.33.

Dr. Murtadha then asked about the process for termination of the contract.

Ms. Tribble responded that all of this information is in the resolution that the Board passed in January. The entire contract was attached to the resolution that was approved. She does have the January Board Packet with her, but all of these questions have been answered and they've been placed before every member on this Board with the exception of Dr. White because they were included in the resolution. There is a termination clause and all of that information has been shared with you.

Dr. White advised that he did receive the referenced document.

Dr. Murtadha noted that she can go over the contract much more carefully and will make certain she understands the termination process.

Mr. Lane stated that he did want to make a motion to amend Resolution 13 – 2023 to pay for just the amount of services rendered by the CAO for this month, that being \$15,833.33.

Ms. Tribble noted that there's been a motion to amend. Is there a second?

Dr. Murtadha seconded the motion.

Ms. Tribble asked for any discussion on the amendment.

Dr. Payne inquired if that is the exact amount. Does it cover the month because the CAO didn't start at the beginning of the month. So, these invoices are staggered and our Board Meetings don't line up perfectly with when she was hired.

Ms. Campbell responded that this amount will only cover for the month of March.

After full discussion and careful consideration of the proposed amendment to Resolution 13 – 2023, Resolution for Transfer Between Classifications and Accounts, the amendment failed on the lack of a majority on the following roll call vote:

Mr. Biederman – Nay	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Nay
Dr. Murtadha – Aye	Dr. White – Nay

Ms. Tribble then announced that the Board would now vote on the original Resolution 13 – 2023, as presented.

After full discussion and careful consideration of Resolution 13 – 2023, Resolution for Transfer Between Classifications and Accounts, the resolution failed on the lack of a majority on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Nay
Mr. Lane – Nay	Ms. Tribble – Aye
Dr. Murtadha – Nay	Dr. White – Aye

7. Diversity, Policy and Human Resources Committee (Mr. Raymond J. Biederman, Chair; Dr. Khaula Murtadha, Dr. Patricia A. Payne)

a. Paid Employee Medical Parental and Disability Leave “PEMPD” Presentation – New Benefit

Ms. Tisha Galarce, HR Director, presented a PowerPoint presentation and advised that she was here discuss one of our new benefits.

This benefit will take over the short-term disability that we have currently, which is managed by a third party. The new benefit is called the Paid Employee Medical, Parental and Disability Leave. PEMPD leave for short. This is a new benefit for employees to cover the following events, parental leave for birth, adoption, or fostering. And then for personal medical leave under the ADA or FMLA only for employees’ illness, it will pay a 100% of the employee's salaries.

This is an equal benefit for all employees that qualify for benefits and currently we have a low enrollment from the qualified benefits employee for the short term disability. We have six Hispanics, one Asian, 31 black or African American, one or two or more races and 82 white employees. This is a total of 121 employees and we have about 476 employees that qualify for this benefit.

Dr. White commented that it’s definitely a step in the right direction for employees and the amount of money that they have to use for these type of things. He’s glad to see this happen.

Ms. Galarce confirmed that the new plan will cover 790 hours. It will be prorated

based on the hours of work.

This item will be brought before the Board at the April Board Meeting for approval.

b. Change in Resolutions – Diversity Statement

Mr. Biederman noted that this was something that was actually brought up by Dr. Murtadha. A great point, and this is merely a topic for discussion. There's no action coming from today's discussion, but it's for future action. Dr. Murtadha had talked about how the DPHR Committee is the only committee that talks about diversity in its name and that we have a DEI Officer and our resolutions need to be looked at through more of an equity lens across the board rather than in just one committee, which is what it's seeming like with given the name of our Committee. So, one discussion point that was brought up was the potential of running resolutions through our DEI officer in order to determine if they need a DEI impact statement on all of our resolutions. That's just one idea.

Dr. Murtadha commented that we want to consider that the work of diversity and equity inclusion not only be located within one committee dealing with HR but that it's really important that we see it as across all of our committees. We want to make sure that we think in terms of planning next steps for the committees and how we might actually approach this.

Ms. Tribble noted that from the description provided, it would be in our resolutions the same way that we have a Financial Impact, we would also have some statement in the resolution that addresses the diversity lens in terms of the impact of the policy or the impact of the action that's being taken. Is that correct?

Dr. Murtadha explained that the referenced resolution statement speaks to the need to address the DEI component in all of our committees. But it does not say that Diversity, Equity and Inclusion must be a part of each Committee's responsibility unless required.

Ms. Tribble inquired if this is a topic that the DPHR Committee wants to bring for further specific recommendation or do you have a specific change now or are you just giving a sense of your conversation?

Dr. Murtadha confirmed that they will take it up as part of a further discussion about how we might actually do it.

8. Facilities Committee (Dr. Eugene G. White, Chair; Mr. Stephen Lane, Dr. Khaula Murtadha)

a. Facilities Area Informational Update

At this time, Ms. Tribble thanked Dr. White for coming in and going straight to work in several ways, knowing that he brings a good resume with him in terms of facilities. Appreciative of his service.

Mr. Adam Parsons, Facilities Director, provided the following Informational Update as follows:

The first major projects are Fort Ben and Glendale, our new branches under construction.

Fort Ben is moving right along in construction. We have bi-weekly updates and we are scheduled to be substantially complete on June 1, 2023 which is a mere three months away. And we are scheduled for Grand Opening late July, early August. Glendale is about two months after that. They are scheduled to be substantially complete in late July, which means we should have a Grand Opening sometime in late September, possibly early October.

The next two are Nora and Pike. Nora just had their second community engagement session last week. Pike's community engagement session, their second one is tomorrow night. They will both have a third engagement meeting in May. It is free and open to the public, both virtually and in person. We're getting some great feedback from the community.

The last major project is the redesign of the Curve. That was identified as a big need to update the Curve, which is all of the second floor of the new tower at Central. As we discussed in the Facilities Committee, and at last Board Meeting, the scope has expanded a little bit, but out of necessity, this isn't scope creep for the sake of scope creep. This is scope creep because needs were identified. We had another design committee meeting today with Central staff and Facilities staff. Tentative schedule is to have bidding out in the next four to five months. We'll have the architectural designing stuff and then we'll have the engineering stuff in about four months. Then we'll send it out to bid and we should be able to award and it should take about a year. So, sometime late Fall of next year, the Curve will be completely upgraded and updated.

At this time, Mr. Parsons distributed and discussed a spreadsheet listing building information on all the branches as follows:

There are two main sections here. The left side is just information about the branches, their names and everything. The middle is basically a 10-year update from our Assessment Study that we had done 2014. And then the right-hand side is what's the current status and potential future status.

In the middle there are two main columns, which are the 2014 Facilities Assessment Study suggested in 2014 and the work that we've done over the past decade. And as you go through the list you can see that we followed it quite closely within their suggested both scope and timeframes. Eagle was suggested to be replaced sometime between 2014 and 2019. We replaced Eagle in 2019. The existing Brightwood was suggested to be moved or replaced in 2014 to 2018, and we replaced it with the new Martindale-Brightwood in 2020. Southport was suggested to be replaced or moved sometime in 2014 to 2018. We took a different tack. We renovated this in 2018 and then we opened West Perry to expand our footprint in the southern part of the area in 2021.

Lawrence was a similar situation. They suggested expanding that or ultimately replacing that with a larger library. We renovated that recently and now we're opening Fort Ben nearby. We have followed things for the most part pretty closely. And that segues to the next portion or just to a quick comment that I've already asked Executive Committee for their feedback into the 10-year refresh. I'm working on finalizing the RFP now. We should be able to have that out for bid in the next two weeks so we can get an updated 10-year look back at what we did and a 10-20-year look forward given concurrent demographics, demographic trends, and updated information about the city and our operations. This is key considering we're now three years since the pandemic started and things have vastly changed as we all know.

We just had what's called a Facility Condition Assessment completed. This is a head to toe assessment of each building looking at capital assets. Do they need to be replaced? Do they need to be repaired at what cost and what's the time horizon? We have 20+ buildings where year one we have X number of dollars, year two X number of dollars. And a subset of that is a breakdown of every single system that needs to be replaced in those years. The column that says 2022 needs, that is the lump sum that was assessed to address those needs for each building. So, for example, we look at Beach Grove = \$510,000. That is \$510,000 to get every single capital system up in operating to A+s standards.

Now by capital system, I'm talking about HVAC, I'm talking about plumbing, but I'm also talking about carpeting and I'm also talking about window and window treatments as a system. So electrical, main distribution, branches, things like that. The roof, I'm not talking about the collection and I'm not talking about furniture and I'm not talking about a broken hand dryer or anything like that. Those are day-to-day maintenance. These are Capital Assets only. Beech Grove is valued at about \$8.5 million to be replaced via insurance. You divide the first by the second, that gives you what's called a Facility Condition Index Number. And for Beech Grove, that number is six. That is the total capital needs divided by the total value of the building. Now what does that mean? An FCI facility condition index anywhere between zero and 10 means your building is running right along.

It has a few capital things as all buildings do or will have, but overall it's in great shape. An FCI of 11 to 20 means that's evidence of some deferred maintenance. You need to get on top of things. Let's put some money away. Maybe a renovation is due but still operating pretty well. An FCI of 21 or higher, that means that's a red zone. That means there are serious deferred maintenance items that need to be addressed immediately. You don't start looking for a building to be replaced until you get an FCI of 50 or the maintenance you need is worth half of the building itself. That's when you start looking at one for one replacement.

Dr. Murtadha asked about Pike's numbers.

Mr. Parsons explained that you go two columns to the left. That is if we do nothing for five years, how bad will our buildings get? Pike will be a 19 and they're getting into the red territory. But that's if we do nothing for five years, so if we focus on the 2022 for the moment, you can see that we have 1, 2, 3, 4, 5, 6, 7 that are at zero. That means they have zero capital needs. We have one that was at one, East 38th, so that is eight current buildings with a zero or one. That is excellent. That is testament to

work done prior to me coming here in 2022 by the Facilities Team. I put those in green because they're expected to stay at zero for the next five years.

The next round are the oranges. Now these are branches that have double digits between 11 and 20, but we do have a plan to address those. We're talking about Decatur is on our radar. We don't have a set plan yet, but they're in the next two to three years. West Indianapolis is in the next two to three years. Nora, Pike and the Library Services Center, I already addressed Nora, Pike and the Library Services Center has something in the next one to two years. We already have plans for these double digit branches.

The next color is red and that means that that's a double-digit branch that we do not have a current plan for. The only one is Spades Park. They're at a 10. We need to address things. And it's excellent that we had this report done because that tells Facilities, let's go to West, let's do Nora and Pike, let's go to West Indianapolis, let's go to Decatur. Spades Park is next. We just need to put that on our long-term Capital Projects List, probably for 2026.

The only surprise that we actually found was East 38th Street. They are at a one and in five years if we do nothing, they jump up to a 15. And just like Spades Park, over the next five years they'll need quite a bit of funding, about \$600,000. That also tells us we have a little bit more time than Spades Park, because Spades Park's already a 10. We'll put them on the list for 2027. Just an FYI, a good chunk of that is the HVAC unit, the rooftop unit that we've already issued a PO for, but was on an eight month backlog and should be delivered in May or June.

This is just a little overview of what's going on in Facilities, how each branch is doing. And again, this is Capital Assets. And with a 10-year refresh, we will get a little bit narrower on what our facilities need to provide our patrons and the surrounding neighborhoods. It will really zero in on the next five to 10 years of facilities projects.

Dr. Murtadha then pointed out that Haughville had a zero with no color.

Mr. Parsons admitted that was an oversight on his part. He confirmed that it will be renovated between 2029 and 2033. That's the five-year block if we do nothing to that building capital asset wise, it will only need \$170,000 repairs, which gives it an FCI of six. So that means in 2027, it will still be in the green and zero to ten.

Following another inquiry, Mr. Parsons advised that there are two different assessments. There is a 2014 Facilities Assessment Study. That was a massive 20-year plan. What he just had performed in 2022 was called a Facility Condition Assessment. And that was looking only at capital needs. Now again, demographics shifting, circulation patterns, you name it, there's a myriad of ways to measure what a library needs, and this is one of them. The 10-year refresh of the Facilities Assessment Study will take that deeper dive and they will let us know from a demand point of view what our patrons are demanding, what the community is demanding rather than a supply point of view.

Dr. Murtadha mentioned West Indianapolis is another branch in much need.

Mr. Parsons responded that there is a planned renovation in 2026.

Dr. White inquired if the Facilities Committee meetings had ever gone “on the road” because he has heard there are some things there that need to be addressed and he says “we need to put eyeballs on.” The feedback is that evidently different people are seeing it with different eyes. Some say it's run down and shameful compared to other branches. And then he sees there's no plan for immediate anything. It might be good for us to have a meeting there and just talk through it.

Mr. Parsons noted that it is possible for a building to look run down and still be operating well. For example, an HVAC rooftop unit could be quite rusty on the outside and look like a rust bucket. But inside, the refrigerant is fully there and hasn't needed to be replaced. The compressor is working. The engine is working well. The fan coils are all operating top speed. But it just looks bad.

Dr. White advised that we had talked about that. Aesthetics. The rugs, the painting, the furniture. That gives first impressions in a powerful way, and he thinks that's what they're talking about and we need to look at that.

Mr. Parsons agreed.

Dr. White commended Mr. Parsons for the work he had done on this project.

9. Library Foundation Updates

Mr. Raymond Biederman, Library Board Representative to the Foundation, gave the following Update:

News

The Foundation held our second annual fundraiser, Circulate: Night at the Library, on March 14, 2023 at Central Library. Thank you to everyone who attended and helped make the night a success! The Foundation would like to especially thank the Events Department for their help. Mark your calendars for next year: Saturday, March 16, 2024.

Donors

We thank the 202 donors who made gifts last month. The following are our top corporate and Foundation donors: Cardinal Publishers Group; Clark Quinn Moses Scott & Grahn, LLP; College Savings Bank; Indianapolis Airport Authority; Indianapolis Local Public Improvement Bond Bank; Live Nation Worldwide; Luminant; Meridian Investment Advisor, Inc.; Nina Mason Pulliam Charitable Trust; Reis-Nichols Jewelers; Shrewsbury & Associates; The Glick Family Foundation and the Fort Ben Branch Design & Construction Companies; Ratio, Skillman and Davis & Associates, Inc. .

Program Support

This month we are proud to provide more than \$560,000 to the Library. Examples of major

initiatives supported include: Reach Out and Read/Dia Los Ninos, Treasures of the Nina Mason Pulliam Indianapolis Special Collections Room, animal programs, Bunny Bags and young adult/family author visits.

10. Report of the Acting CEO

a. Confirming Resolutions

1) Resolution Regarding Finances, Personnel and Travel (14 - 2023)

Mr. Gregory Hill, Interim Chief Public Services Officer and Acting CEO, made a recommendation that the Board approve Resolution 14 - 2023 Regarding Finances, Personnel and Travel. He reminded everyone that this is a routine, procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Dr. Murtadha made the motion, which was seconded by Dr. White, to approve Resolution 14 – 2023, the Resolution Regarding Finances, Personnel and Travel.

Resolution 14 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	Dr. White – Aye

The resolution is appended to, and made a part of, these minutes.

b. Report of the Acting CEO

Mr. Hill reviewed the following letter with the Board:

Good Evening,

The Staff of the Indianapolis Public Library continue to focus on **“Supporting Lifelong Learning in the City of Indianapolis.”**

System Wide Communication

We continue to hold meetings with staff at branch locations as well as departments. In February, the Executive Committee held meetings at the Wayne Branch and the Martindale-Brightwood Branch

The Area Resource Managers held it’s meeting at The NORA Branch in February.

Adult Program Updates from PDA, Central and Branches.

2023 Marian McFadden Memorial Lecture with Silvia Moreno-Garcia
Postponed until September 28

Due to unforeseen circumstances, the lecture, previously scheduled for March 16,

2023, has been postponed until 7 p.m. on Thursday, September 28 at the Madam Walker Legacy Center. If you already had a ticket for the March 16 date, your ticket remains valid for the September date.

Adult Program Specialist

Seed Library - We held 10 Seed Packing events in February and 105 people participated in packing seeds. 20,320 seed envelopes were packed at an average rate of 92 packets/person per hour! We saved about \$60,000 by packing the seeds rather than buying them pre-packed! Special thank you to all of the Volunteers and staff who have taken time to assist in the seed packing process to help make them ready and available for our patrons!! We would not be able to do this without all their help!

- Adult PDA Programs
- Painting Program – 3 classes (31 participants, 85 on wait lists)
- Recycled Book Art Program – 3 classes (40 attendees, 30 on wait lists)
- Fish Presentations – 2 classes (40 participants)
- Medicare Presentation – 1 class (12 participants)
- Seed Library Workshops – 2 classes (16 attendees)
- Adult PDA Events
- Circulating Sound Concert – 1 jazz concert (92 attendees) - The Cohen-Rutkowski Project, featuring Sandy Lomax
- Tubman Douglass film Screening in partnership with WFYI(35 attendees) (25/30 printed book lists taken)
- Lead Kits
- 5 forms submitted (means 5 kits distributed)
- 9 kits returned.

Immigrant Outreach Specialist

- Immigrant Outreach connected with 11 organizations in the month of Feb. including Fay Biccard Glick Neighborhood Center, Grace Vision Services, Mestre Maria Rosa, Alpha Wellness, and Monarca Academy.
- World Language Computer Classes (Spanish) Had 12 attendees for the month of Feb.
 - The Naturalization Ceremonies at Central, in partnership with US Citizenship & Immigration Services (USCIS), The League of Women Voters, had 605 in attendance.
- English Conversation Circles, in partnership with IUPUI, met 4 times and had 58 in attendance. People logged in from Sao Paulo, Brazil and Tacoma, Washington. Most diverse group we have had: Thailand, China, Ecuador, Mexico, Venezuela, Korea, US. Brazil, Burma, Syria, Guatemala.
- World Language Book Club (Spanish), in partnership with Mujeres Conectadas, met and had 13 in attendance. They read "It Didn't Start with You: How Inherited Family Trauma Shapes Who We Are and How to End the Cycle" by Mark Wolynn.

Digital Inclusion and Technology Team

We launched a photoshop class and an intro to audio editing with Adobe Auditions class for March and April. Registration is full with waitlist. We had the 1st Photoshop class Saturday and received the following feedback comments:

- I appreciate you, very patiently taught me everything. I felt more confident. Thank you so much for the opportunity.
- The instructors were very helpful and understanding of my lack of knowledge. I was able to learn what Photoshop is about.
- Class was seamless and helpful. Learned a few new things like editing photos side by side and making layers. Great experience.
- This was great. I've tried it on my own and been very frustrated. There are so many options. Now I have a start on the vocabulary to understand what to do and what to search to learn more!

We plan to expand to include a drop-in training open lab with Linked In Learning in April and May to help meet the demand from patrons.

System-Wide IndyPL

Branch Staff and Central offered 145 adult/senior programs and had over 2040 in attendance. Below represents a small example of what was offered.

- Haughville Branch held a Job Fair, in partnership with the Hawthorne Community Center, with a total of 60 in attendance.
- West Perry Branch held 6 Citizenship Classes, in partnership with the Burmese American Community Institute (BACI), with a total of 60 in attendance.
- E38 Branch had 11 Career Center Programs with a total of 45 in attendance.
- E38 Branch partnered with VITA Tax, United Way and IRS to assist patrons with taxes. 549 people were helped. Infozone hosted Growing Global Citizens, in partnership with Fathers in Families, with 12 in attendance.
- Central held a Health and Wellness Film series, in partnership with Indiana Lifestyle Medical Network, with 45 in attendance.
- Central presented a Simple and Affordable Plant-Based Cooking Class with Soul Food Project and had 19 in attendance.
- Central ISCR hosted Culture, History & Society featuring Mary Helen Truglia on "Race in the Regency" with 21 in attendance.
- Martindale-Brightwood offered two Senior Pop-Up Libraries in partnership with John Boner Neighborhood Seniors.
- Southport held 8 Pathway to Literacy Classes, in partnership with the Immigrant Welcome Center, and had 80 in attendance.

Recent Highlights at IndyPL were provided to the Board.

Sincerely,
 Gregory A. Hill, Sr., MLS, MSM
 Acting CEO/Chief Public Services Officer (Interim) Indianapolis Public Library

c. **Presentation on Social Services Provided by the Indianapolis Public Library**

Ms. Yanna McGraw, IndyPL Social Worker, gave a PowerPoint presentation entitled “Social Work Breaking Barriers.”

See discussed several items of the Social Work including the following:

2022 Success	Office Hours
Interns	Branch Support
Coffee and Conversations	Resources
Community Connections	Challenges
Future	

Ms. Tribble thanked Ms. McGraw for her extremely comprehensive presentation.

There was a discussion about ordering books for the Board that Ms. McGraw was recommending. She would send a full list for the Board’s review.

Dr. Murtadha made a motion that was seconded by Mr. Biederman that the Board would select two books that they want Ms. McGraw to order.

The motion was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	Dr. White – Aye

Dr. Murtadha the made the following comments: Ms. McGraw had named different sites across the country that are leading this work and we want Indianapolis Public Library to lead the work as well, not be left behind. You named social issues including homelessness. The homeless crisis is confronting this community now. Substance abuse crisis. Domestic violence crisis. And so, how do we begin to build capacity for the work that you're doing, much like other systems are doing? So especially since we have the ability to handle contracts and things of that type? How do we build capacity? I guess that's the real... That's the first Question.

Ms. McGraw responded: I think one of the things I said, what the social worker can do. A colleague today did her dissertation to the IU School of Social Work on libraries and social work. And she has three models that she did her dissertation on. And I am meeting with her in a couple of weeks to kind of see what those models are. I feel like we need to take a model approach and that will give us the direction of where to go and that could help build that capacity and for us to know what our capacity is. Because right now it's just me trying to figure it out and I'm not saying, I know everything, but I'm willing to do the research and do the work to figure out what that model should look like and come with a plan on how to move forward.

Dr. Murtadha then suggested that Ms. McGraw share with the Board the model or some of the models that have been shown by the IUPUI School of Social Work and that the Board see the models sooner than later.

Ms. Tribble suggested that Ms. McGraw regularly check in with one of our Board Committees to get a report there that could come forward to the Board and that could also address those issues. So maybe DPHR--the Diversity, Policy, and HR Committee? And maybe you could get on some kind of regular schedule to report into that meeting and the Committee can decide what kind of cadence you would want to do.

Dr. White commented: And I would hope that when you look at those different models that you would look at one that's collaborative with several different ventures and organizations in the community. Partnerships with universities or programs or other not-for-profits because either way we cut this, we're going to need more than one person doing this. And that's always mining. But there are other ways to deal with that without a budget stress. And I'm looking forward to the dissertation and what you bring, but I know there are ways to collaborate because it's a common problem. It's not our problem. It's a community problem and all segments have a piece of that. And so I would be interested in the collaboration, that kind of thing, so we can build a kind of network that would really help you to serve better and get you more help in the process. So that's what I'll be looking for in that whole thing.

Ms. Tribble reiterated her suggestion that Ms. McGraw reach out to the DPHR Committee.

- d. **Report on Climate Improvement Plan** – Ms. Anita Harden, Chief Administrative Officer, gave a PowerPoint presentation and reported as follows:

What I'm going to present briefly is the progress that we have made on the Climate Improvement recommendations since January. I'm not going to report on all of them, just the ones that we've made some significant progress. I'll let you know where we stand with those.

So, the first one, improve the Board of Trustees governance. And the part that we are responsible for is the part related to onboarding and orientation of new Board Members. The bulk of those recommendations are in your hands as a Board, and I'm pleased to say that we had a pretty successful orientation of Dr. White last week and we developed that orientation process and we're going to implement that with the next new Board Member. And each additional Board Member that would like to join us, we would present that.

And it's based on the State Library's guidelines and recommendations in the board manual, In The Public Trust. So, we based it pretty much on all of their guidelines, and it's pretty extensive. So, we have moved the needle on that improvement from 33% to 50%.

Recommendation number four talks about updating and reinforcing the harassment reporting and investigation processes. And what we've done there is provided and introduced to the leadership and staff of HR formal training on harassment, discrimination, and retaliation in two very, very good sessions. So, we moved that needle from 43% to 67%, and we'll continue to recommend that training as there is turnover in leadership and management.

Recommendation number six, enhanced DEIA learning and managerial leadership training. Lots of work is being looked at in terms of educating various parts of the organization, so the public service managers, the ARMs, Circ Supervisors, have all completed this training, so we have moved the needle there from 40% to 50%.

And recommendation number nine, enhance internal communication practices and processes. That's really been a big issue among the staff and leadership in terms of not feeling that they're getting all of the communication and information down the line. So, we've really taken a look at how we can improve that. So, we're reinstating monthly staff meetings, and we're going to have DEI agenda discussions, part of each one of those. Certainly, twice a year in-person managers meetings will take place, and DEI will be a part of that as well.

Our newsletter, I think it's been dropped for about a year or so, we're restarting that with our first issue coming out in April. And we're also going to restart our Town Hall meetings. And the first one will be this Spring. We're shooting for April. And we talked about having those quarterly for a while and then we'll reduce the frequency depending on how much communication needs to be shared. But we'd like to really get that started again because we got good feedback, the people really liked that, and got good information. So, we've moved the needle on that from 33% to 67%.

And then as far as Facilities, the strategy was to create a location based intranet site, page, or dashboard informing branches of the maintenance work being done, and a list of short to medium term projects is now listed in the Gantt chart format on the intranet under quick links. So, with that going on, and that's going to be an ongoing process that would be updated periodically, and that we've moved the needle from 33% to 67%.

And then finally, recommendation number 10, supplement current and future strategic plans with robust internal employee facing DEIA plan. And with that one, we want to improve annual competencies around race and racism. Kim Ewers, our Diversity, Equity and Inclusion Officer, has added DEI 101: Understanding the Basics. So again, that's an ongoing strategy, and the improvement has moved with that addition from 30% to 50%.

We will present this quarterly to the Board. As we move these things we're using, this will be familiar to you, the dashboard needles. And that will be updated as we move through all of the recommendations with the expectation that those will be completed 100%.

Ms. Tribble noted that she appreciated the update. She commented that it was last year around this time, when we actually received the Report with a total of 12 recommendations, the first couple specifically focused on the Board. And we know our Board's been in transition in a lot of ways over the last several months, and we still are waiting for a seventh member, but we also have been in touch with our Acting CEO and HR Director to start looking at how, once the Board is whole in terms of all members being seated, we can go into training and team building and looking at how to improve our governance. She encouraged the Board Members and staff to check out the referenced gauges on the website.

e. **Legislative Update**

Ms. Deb Lambert, Director, Collection Management Services Area, gave a PowerPoint presentation entitled “March 2023 – Legislative Update.”

She discussed items under “Indirect Impact” – SB340 – Imagination Library; HB1281 – Financial Literacy; and HB1608 – Human Sexuality Instruction.

Direct Impact items she reviewed included SB325 – Homestead Standard Deduction; HB1499 – Property Tax Matter; HB1167 – Live Streaming and Archiving Meetings; and SB12 – Material Harmful to Minors.

UNFINISHED BUSINESS

11.

NEW BUSINESS

12. a. Election of Officers

Ms. Tribble announced that with the resignation of Board Member, Mr. Curtis Bigsbee, the vacancy has been created in the Vice President position on the Board, and according to the By-Laws, we are required to hold an election to fill that vacancy at the next Regular Meeting of the Board, which would be now.

The term for this position would be from March 27, 2023 through December 31, 2023. The election of a Vice President is to be accomplished by nomination and roll call. At this time, Ms. Tribble called for nominations from the floor for Vice President.

Dr. Payne nominated Mr. Lane as Vice President.

Ms. Tribble noted that Mr. Lane had been nominated for Vice President. Are there other nominations?

Dr. White nominated Mr. Biederman.

Ms. Tribble noted that Mr. Biederman has been nominated from the floor for Vice President. Are there other nominations for Vice President?

Dr. Murtadha moved that the nominations be closed. Dr. Payne seconded that motion.

Ms. Tribble announced that the nominations for Vice President were closed. The election of an officer requires four affirmative votes.

Russell Brown, Library Board attorney, advised that the Board would be polled and each member would name their preferred nominee.

At this time, the Board was polled and the results were as follows:

<u>Board Member</u>	<u>Selection for Vice President</u>
Mr. Biederman	Mr. Biederman
Mr. Lane	Mr. Lane
Dr. Murtadha	Mr. Lane
Dr. Payne	Mr. Lane
Ms. Tribble	Mr. Biederman
Dr. White	Mr. Biederman

Ms. Tribble noted that the tally was three to three, so there has been no election of the Vice President and the position will remain vacant until our next election.

b. **Resolution 15 – 2023** (Change of Meeting Date for April 24, 2023 Regular Meeting of the Board)

Ms. Tribble advised that we did receive a request in good time from a Board member to change the meeting date of the April Board Meeting so that member could attend. It is noted in our By-Laws that our meetings are held on the fourth Monday of each month at 6:30, p.m. but that the Board may, by resolution, adopt at any special or regular meeting, change the time, date, or place of any meeting. The April meeting is scheduled for April 24, 2023 at 6:30 p.m. at the Michigan Road Branch. The resolution reads that the Board is desirous of changing the date for such meeting to a different date.

Mr. Brown advised that since the resolution does not have an agreed to date, it might be appropriate to ask if everyone's available on March 26, 2023, if that's the proposed date. Then it could be voted on as it relates to a move to the 26th specifically or some other date.

Dr. Murtadha advised that she knew that two of the Board Members had already advised that they're not available on the April 26, 2023 and April 24, 2023 is when the Board would meet if this resolution does not pass. She also mentioned that it is her understanding that the County Commissioners meet on the third Tuesday of the month and if they select the new Board member by then, the 24th should work.

Mr. Biederman commented that, as we've seen today, there's a three to three stalemate on certain issues and if we have full strength, we'll be able to have a decision on certain things. He thought it important that we find a date that everyone could be there and we can start moving things forward on a lot of these important issues.

Mr. Brown then noted that the Board could also vote to table the resolution. You either need to complete it and take action on it. If it fails, you will stay at the date that's currently on the schedule. If it passes, it would move to the alternative date. Alternatively, someone could make a motion to table the resolution that is before you tonight. If that was taken and passes then the resolution will be tabled and the meeting would stay on the 24th. You have a resolution that needs to either be acted upon or tabled; one or the other.

Dr. Murtadha then made a motion to table Resolution 15 – 2023.

Mr. Lane seconded the motion.

At this time, the resolution was tabled on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	Dr. White – Aye

c. Resolution to Select a New Chief Executive Officer

Mr. Lane then advised that he wished to make a motion to propose a resolution to select a new Chief Executive Officer. The motion was seconded by Ms. Payne.

Mr. Brown noted that this would require a change to the Agenda and that requires the vote of four members to modify the Agenda.

Mr. Lane stated that he would read the resolution and pass out copies to all members of this Board. I'll read it for Ray and I can send it to him through email.

Selection of New Chief Executive Officer

Whereas, the Indianapolis Marion County Public Library has been without a permanent director and chief executive officer since September 1st, 2021.

Whereas, during this period the Library has been well served by two interim CEOs, namely Mr. John Helling and Ms. Nichelle M. Hayes and most recently by an Acting CEO, Mr. Greg A. Hill.

Whereas, the Board of Trustees concluded an extensive search process for the Library's next CEO, utilizing the services of a national search firm and a search committee with participation from a broad constituency of the Indianapolis-Marion County community.

Whereas, the Board has reviewed the qualifications of the proposed candidate for the role of the CEO based on the candidate's training and proficiency in the science of library administration. Based on this review, the Board has selected a candidate to serve as the new CEO of the Library.

Whereas, Nichelle M. Hayes has previously served as the Interim CEO of the Indianapolis Marion County Public Library and has the training and qualifications to be eligible to serve as a Library Director under applicable Indiana Administrative Code.

Whereas, the Board has determined that it desires for Hayes to serve as the new CEO of the Library.

It is therefore resolved, that the full Board of Trustees and the Chair of the Diversity, Policy and Human Resources Committee are authorized and empowered to jointly and separately complete negotiations of an employment agreement by and between the Library and Hayes, which actions shall be ratified by the Board at a subsequent meeting thereof.

It is further resolved, that upon execution of an employment agreement and commencement of employment with the Library, Hayes shall have all authority and responsibility given to the CEO under applicable Indiana statutes and the Library's By-Laws.

Dr. White then noted that so many people had told him tonight that they expected him to address the CEO situation. He said he changed his mind on that when he learned all the facts involved. He stated that we are just going to have another tie and this is going to be lost tonight. When asked, he said that he could not share the facts he learned

Mr. Lane commented: I just wanted to say Dr. White, after seeing your email that you sent last week disparaging Nichelle and her qualifications, I thought it was just very disappointing. I think you should share that email with the public. We have some reporters here who would like to see it.

Dr. White replied that nothing was false in there. It was all truth.

Mr. Lane continued and noted that he was trying to make a point that there were those who were really hopeful when Dr. White joined the Board. They were really excited about him and his leadership.

Dr. White replied that he once he learned all the information, he no longer saw it that way.

It was noted that the motion to add this resolution to the Agenda had been made and seconded. We will take a roll call vote:

Mr. Biederman – Nay	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Nay
Dr. Murtadha – Aye	Dr. White – Nay

Ms. Tribble announced that the motion failed for lack of majority and the resolution will not be added to the Agenda.

Dr. White then made the following statement: They asked to see why I took this position and because I had the other thing in the paper when I first came on, I probably should have shared why I changed my mind. With a reporter that's going to copy what I wrote verbatim, I'm willing to share with the whole public, because I want them to see that. If that does not compromise the adequate protocol of the Board, I can break this being afraid to share why I took that position. I want the people who made those statements to know I came into this to support the Chair, because I thought it was ridiculous.

After learning all the facts, that's not the way I see it anymore. If the Board is not objecting to it, I can give my whole message that I sent to all the Board members. I can send that to a responsible reporter and the whole community. Not only this group, because we always talk about the whole community. I want the whole community to know. Everybody.

A question was raised about whether or not that is appropriate in terms of correspondence that also includes an employee.

Dr. Payne commented that she would like to see the letters.

Dr. White replied that it could be both letters. Your letter and my letter, so the community can look at our rationale. It's not like we're hiding something from you.

Mr. Brown announced: It is not my preference to give a legal opinion sitting here in an open meeting. I don't have the emails in front of me. I don't know if I've reviewed the entirety of the correspondence.

I was not copied on the email. I don't know if I've seen the entirety of the response. Prior to advising whether it would be legally advisable to release that, I'd prefer to have an opportunity to look at it, make sure that there is no information that creates legal exposure to the Library by having that released. That's my obligation, as your counsel and that would be my preference to do that outside of a public meeting. To determine if it could be redacted so that any information that could create exposure, to do that. That would be my preference.

Dr. Murtadha stated: I make a recommendation that we share more of the comments that have come to us as a Board. For example, at 3:58 p.m. today, we received another email from a strong supporter and we don't read these anymore. That was a decision that was made arbitrarily. In the past, we would read all of these comments and it was decided not to. I have read these comments, one after another, after another, after another. I think it's important that our public understand and have heard these many, many comments that have come forward to the Board. Just before coming here, I was reading another one. How do we reckon this reading of and commenting about an individual like Nichelle Hayes for or against? It's hitting the news. It's hitting everything that we're doing and yet we say we're being transparent. We're not being transparent, when we don't read what comments are coming into us.

Mr. Brown responded: If I might, the Open Door Laws and Public Records Act in Indiana give two categories of documents that are not produced. There are documents that a public agency shall not produce. Shall not; not may not, if you want to, you can. Shall not produce. There are a list of documents that are shall not produce or topics that shall not be produced. There are lists that are discretionary that an agency may choose to withhold if they meet certain criteria. I would be doing you a disservice, as a Board, if I gave you advice without reviewing the documents about whether or not those fall in the shall not or may or may not disclose.

To the extent they are a discretionary action, then we can talk about how that discretion is exercised or not exercised. I believe that's an appropriate discussion for, first of all, an informed discussion. Then, secondly, I believe that is a discussion for the Board to have potentially. I haven't looked at this either. Maybe a discussion to have potentially in an Executive Session, to have that discussion.

There was then a discussion among Board members about the Executive Session that was scheduled but not held due to a lack of quorum.

Ms. Tribble announced that we will move forward with the meeting tonight and we will wait to hear advice of counsel. If it's advisable, then we can schedule an Executive Session to have a discussion as a Board and come to a decision about disclosure of the information.

Dr. White commented that it would be a wonderful exercise if we did get permission to be open.

DISCUSSION AND AGENDA BUILDING

13. Future Agenda Items – This time is made available for discussion items not on the Agenda which are of interest to Library Board members and the opportunity to suggest items to be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

April 2023 –

INFORMATION

14. Materials

- a. **Notes of March 14, 2023 Diversity, Policy and Human Resources Committee Meeting** (enclosed)
- b. **Notes of March 14, 2023 Facilities Committee Meeting** (enclosed)
- a. **Notes of March 14, 2023 Finance Committee Meeting** (enclosed)

15. Board Meeting Schedule for 2023 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meeting Schedule** for 2023 will be updated as needed.
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

16. Notice of Special Meetings

17. Notice of Next Regular Meeting

Monday, April 24, 2023, at the Michigan Road Branch Library, 6201 Michigan Road at 6:30 p.m.

18. Other Business

19. Adjournment

The Secretary announced that there was no further business to come before the Board.

The Chairman then declared the meeting adjourned at 10:35 p.m.

Raymond Biederman, Secretary to the Board



Indianapolis-Marion County Public Library
Report of the Treasurer for March 2023
Prepared by Accounting for the April 24, 2023 Board Meeting

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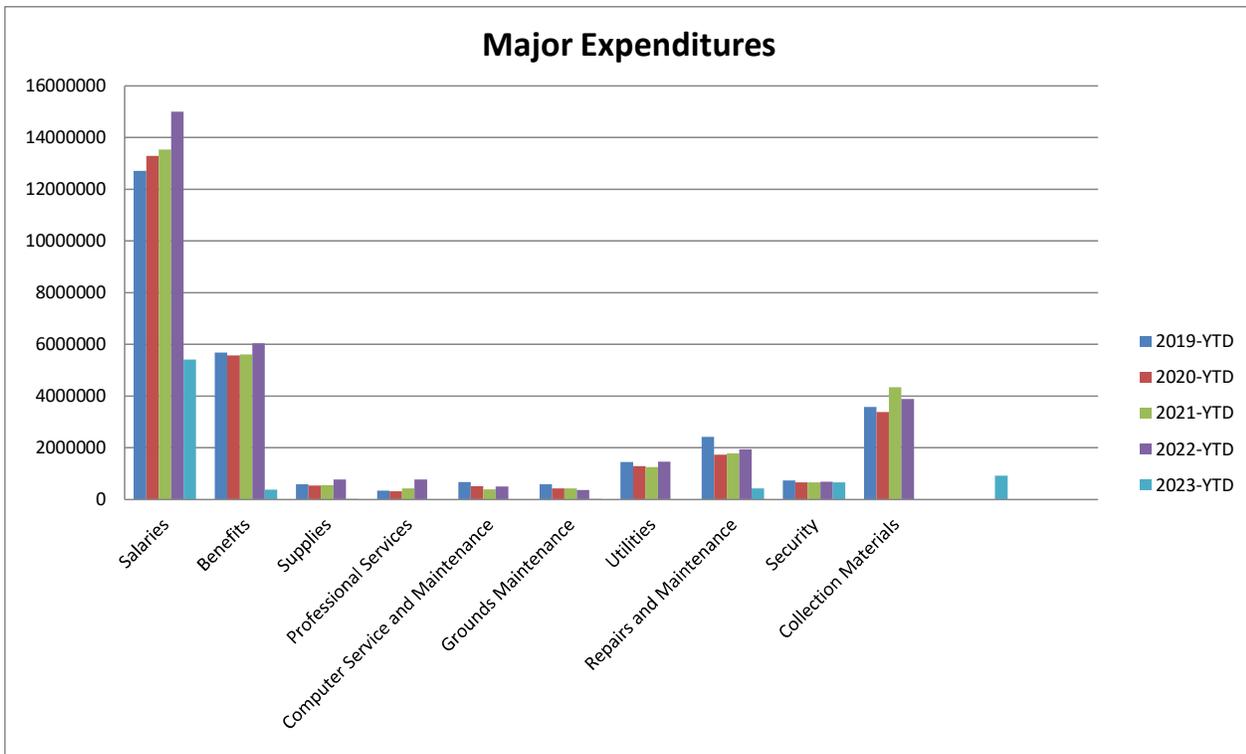
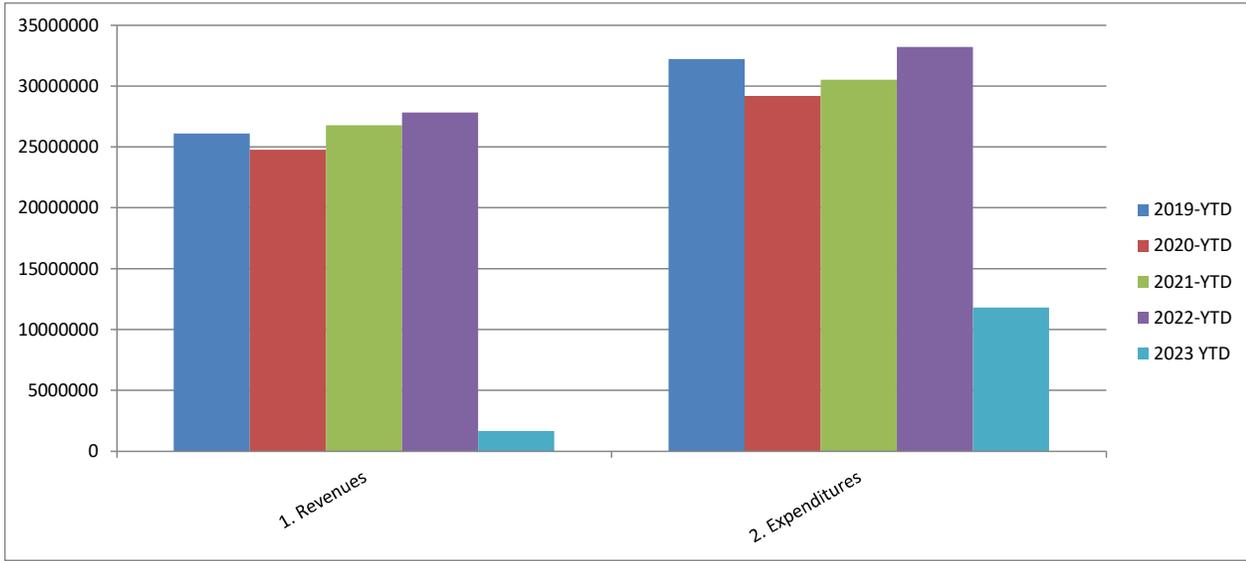
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**Indianapolis-Marion County Public Library
Operating Fund Revenues and Expenditures
Month Ended March 31, 2023**

		Annual 2023 Revised Budget	Actual MTD 3/31/2023	Actual YTD 3/31/2023	% Budget Received
Revenue					
Property Taxes	31	36,871,032	-	-	0%
Intergovernmental	33	8,501,617	366,066	1,129,886	13%
Fines & Fees	35	133,313	11,076	28,827	22%
Charges for Services	34	582,908	48,790	144,186	25%
Miscellaneous	36	704,520	109,536	365,565	52%
Total		46,793,390	535,468	1,668,465	4%

		Annual 2023 Revised Budget	Actual MTD 3/31/2023	Actual YTD 3/31/2023	% Budget Spent
Expenditures					
Personal Services & Benefits	41	36,558,600	3,789,006	7,846,857	21%
Supplies	42	1,464,082	36,217	299,473	20%
Other Services and Charges	43	16,553,875	696,393	3,192,116	19%
Capital Outlay	44	3,085,544	242,512	458,536	15%
Total		57,662,101	4,764,127	11,796,981	20%

**Indianapolis-Marion County Public Library
Chart Overview
Month Ended March 31, 2023**



Indianapolis-Marion County Public Library
Fund 101- Operating Fund - Detailed Income Statement
Month Ended March 31, 2023

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE							
TAXES							
311000	PROPERTY TAX	50,208,312	50,208,312	-	-	-	50,208,312
311300	PROPERTY TAX CAPS	(13,337,280)	(13,337,280)	-	-	-	(13,337,280)
TAXES Total		36,871,032	36,871,032	-	-	-	36,871,032
INTERGOVERNMENTAL							
332200	E-RATE REVENUE	240,000	240,000	-	31,687	-	208,313
335100	FINANCIAL INSTITUTION TAX REV	443,294	443,294	-	-	-	443,294
335200	LICENSE EXCISE TAX REVENUE	3,111,698	3,111,698	-	-	-	3,111,698
335400	LOCAL OPTION INCOME TAX	3,854,584	3,854,584	321,215	963,646	-	2,890,938
335500	COUNTY OPTION INCOME TAX	523,541	523,541	44,851	134,553	-	388,988
335700	COMMERCIAL VEHICLE TAX REVENUE	303,422	303,422	-	-	-	303,422
339000	IN LIEU OF PROP. TAX	25,078	25,078	-	-	-	25,078
INTERGOVERNMENTAL Total		8,501,617	8,501,617	366,066	1,129,886	-	7,371,731
CHARGES FOR SERVICES							
347601	PUBLIC PRINTING REVENUE	280,000	280,000	32,628	81,959	-	198,041
347602	FAX TRANSMISSION REVENUE	74,468	74,468	7,862	22,444	-	52,024
347603	PROCTORING EXAMS	4,130	4,130	169	306	-	3,824
347604	PLAC CARD DISTRIBUTION REVENUE	55,000	55,000	-	-	-	55,000
347605	USAGE FEE REVENUE	2,500	2,500	2,222	6,626	-	(4,126)
347606	SET-UP & SERVICE - TAXABLE	21,295	21,295	1,800	2,300	-	18,995
347607	SET-UP & SERVICE - NON-TAXABLE	17,167	17,167	1,370	2,120	-	15,047
347608	SECURITY SERVICES REVENUE	33,183	33,183	1,900	2,300	-	30,883
347609	EVENT SECURITY	-	-	840	1,080	-	(1,080)
347620	CAFE REVENUE	16,325	16,325	-	-	-	16,325
347621	CATERING REVENUE	78,840	78,840	-	25,051	-	53,789
CHARGES FOR SERVICES Total		582,908	582,908	48,790	144,186	-	438,722
FINES							
351200	FINES	117,934	117,934	10,196	25,935	-	91,999
351201	OTHER CARD REVENUE	1,385	1,385	130	695	-	690
351202	HEADSET REVENUE	6,795	6,795	336	960	-	5,835
351203	USB REVENUE	5,332	5,332	322	954	-	4,378
351204	LIBRARY TOTES	1,867	1,867	92	283	-	1,584
FINES Total		133,313	133,313	11,076	28,827	-	104,486
MISCELLANEOUS							
360000	MISCELLANEOUS REVENUE	5,434	5,434	50	23,143	-	(17,709)
360001	REVENUE ADJUSTMENT	-	-	85	85	-	(85)
361000	INTEREST INCOME	69,610	69,610	92,075	261,521	-	(191,911)
362000	FACILITY RTL REV - TAXABLE	152,884	152,884	10,246	52,222	-	100,662
362001	FACILITY RENTAL REV - NONTAX	43,499	43,499	5,080	5,320	-	38,179
362002	EQUIPMENT RENTAL REV - TAXABLE	21,505	21,505	2,000	2,600	-	18,905
362003	EQUIPMENT RENTAL REV - NONTAX	2,801	2,801	-	100	-	2,701
367004	OTHER GRANTS	225,000	225,000	-	-	-	225,000
MISCELLANEOUS Total		520,733	520,733	109,536	344,990	-	175,743
OTHER FINANCING SRCS							
392100	SALE OF SURPLUS PROPERTY	3,787	3,787	-	11,300	-	(7,513)
396000	REFUNDS	5,000	5,000	-	-	-	5,000
399000	REIMBURSEMENT FOR SERVICES	175,000	175,000	-	9,275	-	165,725
399001	INSURANCE REIMBURSEMENTS	-	-	-	-	-	-
OTHER FINANCING SRCS		183,787	183,787	-	20,575	-	163,212
REVENUE Total		46,793,390	46,793,390	535,468	1,668,465	-	45,124,925
EXPENSE							
PERSONAL SERVICES							
411000	SALARIES APPOINTED STAFF	22,448,882	22,428,882	2,331,655	5,409,343	-	17,019,539
412000	SALARIES HOURLY STAFF	1,935,968	1,935,968	166,760	377,240	-	1,558,728

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
413000	WELLNESS	117,278	117,878	1,915	13,116	9,730	95,031
413001	LONG TERM DISABILITY INSURANCE	55,500	55,500	-	11,736	-	43,764
413002	EMPLOYEE ASSISTANCE PROGRAM	19,500	21,100	-	6,400	12,800	1,900
413003	TUITION ASSISTANCE	30,750	30,750	-	22,744	-	8,006
413004	SALARY ADJUSTMENT	1,158,108	1,158,108	-	-	-	1,158,108
413100	FICA AND MEDICARE	1,877,407	1,877,407	183,036	424,260	-	1,453,148
413300	PERF/INPRS	3,370,765	3,370,765	223,100	660,406	-	2,710,359
413400	UNEMPLOYMENT COMPENSATION	20,500	20,500	-	-	-	20,500
413500	MEDICAL & DENTAL INSURANCE	5,500,000	5,500,000	882,540	913,502	37,500	4,548,998
413600	GROUP LIFE INSURANCE	41,741	41,741	-	8,109	-	33,632
PERSONAL SERVICES Total		36,576,400	36,558,600	3,789,006	7,846,857	60,030	28,651,713
SUPPLIES							
421500	OFFICE SUPPLIES - FAC/PURCH	585,780	714,386	14,774	134,102	75,832	504,453
421600	LIBRARY SUPPLIES	100,000	101,644	660	654	9,811	91,179
421700	DEPARTMENT OFFICE SUPPLIES	325,380	342,307	4,399	96,857	11,022	234,427
422210	GASOLINE	30,000	35,101	1,350	4,579	24,922	5,600
422250	UNIFORMS	16,320	20,214	-	2,083	2,244	15,887
422310	CLEANING & SANITATION	169,950	177,348	15,035	27,972	21,033	128,343
429001	NON CAPITAL FURNITURE & EQUIP	45,000	73,082	-	33,226	4,826	35,030
SUPPLIES Total		1,272,430	1,464,082	36,217	299,473	149,691	1,014,919
OTHER SERVICES AND							
431100	LEGAL SERVICES	251,850	283,053	-	68,739	31,203	183,111
431500	CONSULTING SERVICES	386,777	590,736	36,279	183,835	126,249	280,651
432100	FREIGHT & EXPRESS	9,750	12,857	1,084	4,381	6,226	2,250
432200	POSTAGE	57,638	57,638	-	25,000	-	32,638
432300	TRAVEL	29,300	29,300	300	852	-	28,448
432400	DATA COMMUNICATIONS	305,580	305,580	1,008	52,229	-	253,351
432401	CELLULAR PHONE	15,632	15,632	725	3,185	-	12,447
432500	CONFERENCES	76,800	79,850	5,033	5,033	5,750	69,067
432501	IN HOUSE CONFERENCE	260,000	272,660	-	12,295	16,250	244,115
433100	OUTSIDE PRINTING	106,000	116,044	18,500	31,249	378	84,417
433200	PUBLICATION OF LEGAL NOTICES	1,810	2,560	102	586	-	1,974
434100	WORKER'S COMPENSATION	99,470	99,470	-	22,173	22,181	55,116
434200	PACKAGE	190,051	190,051	-	43,866	43,883	102,302
434201	EXCESS LIABILITY	23,862	23,862	-	5,994	5,964	11,904
434202	AUTOMOBILE	28,000	28,000	-	6,379	6,381	15,240
434500	OFFICIAL BONDS	1,000	1,000	-	-	-	1,000
434501	PUBLIC OFFICIALS & EE LIAB	15,077	15,077	-	-	-	15,077
434502	BROKERAGE FEE	23,000	23,000	-	5,750	5,750	11,500
435100	ELECTRICITY	918,050	1,041,421	-	251,769	786,602	3,050
435200	NATURAL GAS	110,000	130,523	14,123	64,146	66,376	-
435300	HEAT/STEAM	301,000	423,190	-	73,258	298,932	51,000
435400	WATER	67,725	96,394	2,244	14,254	79,416	2,725
435401	COOLING/CHILLED WATER	575,000	647,394	-	42,273	230,120	375,000
435500	STORMWATER	30,100	30,156	-	169	620	29,368
435900	SEWAGE	97,825	125,910	3,391	15,229	109,646	1,035
436100	REP & MAINT-STRUCTURE	778,550	819,909	22,494	132,901	281,235	405,772
436101	ELECTRICAL	260,000	326,095	22,157	83,302	220,436	22,358
436102	PLUMBING	55,000	87,837	4,174	46,864	29,899	11,075
436103	PEST SERVICES	20,000	21,363	250	3,503	19,160	(1,300)
436104	ELEVATOR SERVICES	145,000	288,782	2,168	50,336	122,492	115,954
436110	CLEANING SERVICES	1,235,500	1,807,257	126,404	299,768	1,412,685	94,804
436200	REP & MAINT-EQUIPMENT	140,000	180,619	3,891	113,035	66,483	1,100
436201	REP & MAINT-HEATING & AIR	475,000	390,093	1,540	64,019	240,179	85,896
436202	REP & MAINT -AUTO	47,000	55,018	(4,183)	(1,796)	8,081	48,732
436203	REP & MAINT-COMPUTERS	522,151	659,108	13,670	103,934	90,684	464,491
437200	EQUIPMENT RENTAL	112,276	112,276	8,539	16,495	-	95,781
437300	REAL ESTATE RENTAL	192,825	192,825	33,344	81,719	11,563	99,544
439100	CLAIMS, AWARDS, INDEMNITIES	25,000	25,000	-	-	-	25,000
439600	TRASH REMOVAL	83,200	90,700	-	22,644	64,985	3,071
439601	SNOW REMOVAL	370,000	357,775	500	86,873	255,992	14,910
439602	LAWN & LANDSCAPING	356,805	292,777	30,470	50,253	131,922	110,602
439800	DUES & MEMBERSHIPS	61,815	63,111	4,142	6,982	1,296	54,833
439901	COMPUTER SERVICES	536,098	585,032	4,563	38,370	44,968	501,693
439902	PAYROLL SERVICES	145,000	145,000	9,231	31,940	-	113,060

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
439903	SECURITY SERVICES	482,700	701,793	45,006	196,162	266,841	238,790
439904	BANK FEES/CREDIT CARD FEES	50,000	35,000	4,405	7,200	-	27,800
439905	OTHER CONTRACTUAL SERVICES	723,732	904,936	29,038	133,197	218,301	553,438
439906	RECRUITMENT EXPENSES	30,000	30,000	3,222	5,254	-	24,746
439907	EVENTS & PR	71,750	71,038	642	17,031	2,275	51,732
439910	PROGRAMMING	123,280	126,341	3,261	6,952	8,383	111,006
439911	PROGRAMMING-JUV.	145,650	181,970	3,467	25,647	28,856	127,468
439912	PROGRAMMING ADULT - CENTRAL	5,000	5,361	-	-	361	5,000
439913	PROGRAMMING EXHIBITS - CENTRAL	3,325,502	3,325,502	241,209	636,888	-	2,688,614
439930	MATERIALS CONTRACTUAL	15,000	30,000	-	-	15,000	15,000
451100	AUDIT FEES	-	-	-	-	-	-
452000	TRANSFERS IN/OUT	-	-	-	-	-	-
452002	TRANSFERS IN/OUT	-	-	-	-	-	-
OTHER SERVICES AND		14,515,131	16,553,875	696,393	3,192,116	5,384,002	7,977,757
CAPITAL							
445100	CAPITAL - FURNITURE	20,000	20,000	-	-	-	20,000
445301	COMPUTER EQUIPMENT	-	12,819	-	12,819	-	-
449000	BOOKS & MATERIALS	3,002,000	3,033,225	242,512	444,967	31,225	2,557,033
449200	ART & EXHIBITS	-	19,500	-	750	18,750	-
CAPITAL Total		3,022,000	3,085,544	242,512	458,536	49,975	2,577,033
EXPENSE Total		55,385,961	57,662,101	4,764,127	11,796,981	5,643,697	40,221,423

Indianapolis-Marion County Public Library
Cashflow Projections - Operating Fund
January 1 - December 31, 2023

	Actual January	Actual February	Actual March	Projected April	Projected May	Projected June	Projected July	Projected August	Projected September	Projected October	Projected November	Projected December	Projected Y-T-D	Revised Budget	Variance
Beginning Balance	\$ 40,262,440	\$ 38,504,810	\$ 34,138,342	\$ 29,015,276	\$ 25,487,443	\$ 23,434,451	\$ 37,702,907	\$ 34,031,363	\$ 34,663,149	\$ 30,679,936	\$ 29,615,594	\$ 27,562,601	\$ 40,262,440	\$ 40,262,440	
Receipts:															
PROPERTY TAX	311000	-	-	368,710	1,843,552	16,223,254	-	-	-	368,710	1,843,552	16,223,254	36,871,032	36,871,032	-
PROPERTY TAX CAPS	311300	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E-RATE REVENUE	332200	13,151	18,537	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	211,688	240,000	(28,312)
FINANCIAL INSTITUTION TAX REV	335100	-	-	-	-	221,647	-	-	-	-	221,647	-	443,294	319,007	124,287
LICENSE EXCISE TAX REVENUE	335200	-	-	-	-	1,555,849	-	-	-	-	-	-	3,111,698	2,989,778	121,920
LOCAL OPTION INCOME TAX	335400	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	3,854,584	3,854,584	-
COUNTY OPTION INCOME TAX	335500	44,851	44,851	44,851	43,628	43,628	43,628	43,628	43,628	43,628	43,628	43,628	527,209	498,398	28,811
COMMERCIAL VEHICLE TAX REVENUE	335700	-	-	-	-	151,711	-	-	-	-	-	-	151,711	303,422	8,552
IN LIEU OF PROP. TAX	339000	-	-	-	-	12,539	-	-	-	-	-	-	12,539	25,078	3,840
COPY MACHINE REVENUE	347600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC PRINTING REVENUE	347601	23,445	25,886	32,628	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	291,959	280,000	11,959
FAX TRANSMISSION REVENUE	347602	7,262	7,320	7,862	6,206	6,206	6,206	6,206	6,206	6,206	6,206	6,206	78,295	74,468	3,827
PROCTORING EXAMS	347603	25	112	169	344	344	344	344	344	344	344	344	3,404	4,130	(727)
PLAC CARD DISTRIBUTION REVENUE	347604	-	-	-	4,583	4,583	4,583	4,583	4,583	4,583	4,583	4,583	41,250	55,000	(13,750)
USAGE FEE REVENUE	347605	2,202	2,202	2,222	208	208	208	208	208	208	208	208	8,501	2,500	6,001
SET-UP & SERVICE - TAXABLE	347606	350	150	1,800	1,775	1,775	1,775	1,775	1,775	1,775	1,775	1,775	18,271	21,295	(3,024)
SET-UP & SERVICE - NON-TAXABLE	347607	-	750	1,370	1,431	1,431	1,431	1,431	1,431	1,431	1,431	1,431	14,995	17,167	(2,172)
SECURITY SERVICES REVENUE	347608	100	300	1,900	2,765	2,765	2,765	2,765	2,765	2,765	2,765	2,765	27,187	33,183	(5,996)
EVENT SECURITY	347609	120	120	840	-	-	-	-	-	-	-	-	1,080	-	1,080
PARKING REVENUE	347610	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAFE REVENUE	347620	-	-	-	1,360	1,360	1,360	1,360	1,360	1,360	1,360	1,360	12,244	16,325	(4,081)
CATERING REVENUE	347621	25,051	-	-	6,570	6,570	6,570	6,570	6,570	6,570	6,570	6,570	84,181	78,840	5,341
FINES	351200	7,713	8,025	10,196	9,828	9,828	9,828	9,828	9,828	9,828	9,828	9,828	114,385	115,622	(1,237)
OTHER CARD REVENUE	351201	370	195	130	115	115	115	115	115	115	115	115	1,734	1,385	349
HEADSET REVENUE	351202	264	361	336	566	566	566	566	566	566	566	566	6,056	6,795	(739)
USB REVENUE	351203	268	364	322	444	444	444	444	444	444	444	444	4,953	5,332	(379)
LIBRARY TOTES	351204	95	95	92	156	156	156	156	156	156	156	156	1,683	1,867	(184)
MISCELLANEOUS REVENUE	360000	22,921	172	50	453	453	453	453	453	453	453	453	27,219	5,434	21,785
REVENUE ADJUSTMENT	360001	-	-	85	-	-	-	-	-	-	-	-	85	-	85
INTEREST INCOME	361000	86,585	82,861	92,075	5,801	5,801	5,801	5,801	5,801	5,801	5,801	5,801	313,728	69,610	244,118
FACILITY RTL REV - TAXABLE	362000	37,802	4,174	10,246	12,740	12,740	12,740	12,740	12,740	12,740	12,740	12,740	166,885	152,884	14,001
FACILITY RENTAL REV - NONTAX	362001	-	240	5,080	3,625	3,625	3,625	3,625	3,625	3,625	3,625	3,625	37,944	43,499	(5,555)
EQUIPMENT RENTAL REV - TAXABLE	362002	300	300	2,000	1,792	1,792	1,792	1,792	1,792	1,792	1,792	1,792	18,729	21,505	(2,776)
EQUIPMENT RENTAL REV - NONTAX	362003	-	100	-	233	233	233	233	233	233	233	233	2,201	2,801	(600)
FOUNDATION CONTRIBUTION	367000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER GRANTS	367004	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSFER IN	391000	-	-	-	-	-	225,000	-	-	-	-	-	225,000	225,000	-
SALE OF SURPLUS PROPERTY	392100	4,800	6,500	-	316	316	316	316	316	316	316	316	14,140	3,787	10,353
REFUNDS	396000	-	-	-	417	417	417	417	417	417	417	417	3,750	5,000	(1,250)
REIMBURSEMENT FOR SERVICES	399000	2,590	6,685	-	14,583	14,583	14,583	14,583	14,583	14,583	14,583	14,583	140,525	175,000	(34,475)
INSURANCE REIMBURSEMENTS	399001	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Receipts	601,481	531,516	535,468	853,199	2,328,040	18,649,489	709,489	484,489	687,414	2,364,589	2,328,040	18,649,489	47,008,388	46,507,336	501,052
Expenditures:															
PERSONAL SERVICES & BENEFITS	41	2,026,339	2,031,512	3,789,006	2,813,569	2,813,569	2,813,569	2,813,569	4,220,354	2,813,569	2,813,569	2,813,569	34,575,764	36,576,400	2,000,636
SUPPLIES	42	181,810	81,447	36,217	106,036	106,036	106,036	106,036	106,036	106,036	106,036	106,036	1,253,796	1,272,430	18,634
OTHER SERVICES AND CHARGES	43	959,882	1,535,840	696,393	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	14,078,464	14,515,131	436,667
CAPITAL OUTLAY (Including Books & Collection Materials)	44	51,683	164,342	242,512	251,833	251,833	251,833	251,833	251,833	251,833	251,833	251,833	2,925,187	3,022,000	96,813
Total Expenditures	3,219,714	3,813,141	4,764,127	4,381,033	4,381,033	4,381,033	4,381,033	4,381,033	4,409,500	3,428,180	4,381,033	4,581,183	52,833,210	55,385,961	2,552,750
Change in Payables/Petty Cash/Correction* Transfer Out (Rainy Day Fund/URF)	860,602	(1,084,843)	(894,406)										(1,118,647)		
Ending Balance	\$ 38,504,810	\$ 34,138,342	\$ 29,015,276	\$ 25,487,443	\$ 23,434,451	\$ 37,702,907	\$ 34,031,363	\$ 30,134,819	\$ 30,679,936	\$ 29,615,594	\$ 27,562,601	\$ 41,630,908	\$ 33,318,972	\$ 31,383,815	

**Indianapolis-Marion County Public Library
Receipts & Disbursements
Month Ended March 31, 2023**

FUND	CASH AND	RECEIPTS	DISBURSEMENTS	CASH AND
	INVESTMENTS			INVESTMENTS
	02/28/2023			3/31/2023
101 Total Operating	34,138,342	588,585	5,711,650	29,015,276
104 Total Fines	(122)	55,984	56,333	(470)
226 Total Parking Garage	701,299	13,996	46,868	668,427
230 Total Grant	186,784	508	15,258	172,034
245 Total Rainy Day	7,752,113	7,557	-	7,759,670
270 Total Shared System	129,378	11,993	11,437	129,934
276 Total Cares Grant Fund	-			-
277 Total ARP Grant	(999)			(999)
301 Total BIRF 1	754,984			754,984
321 Total BIRF 2	2,356,760			2,356,760
471 Total Library Improvement Reserve Fund	2,707,310	3,727		2,711,037
472 Total Construction	-			-
479 Total 2018A Bond - AHS/ILS/Fac Improvmts	925,700	751,796	751,796	925,700
480 Total 2018 BBond - West Perry Branch	-			-
481 Total 2019 Bond - LAW WAY Renovation	-			-
482 Total 2020 Bond - Fac Renov Equip Acq	2,959,597	4,233	41,199	2,922,631
483 Total 2021A Bond Glendale BR	8,861,305	150,195	1,464,847	7,546,653
484 Total 2021B Bond FT Harrison BR	6,396,113	33,804	1,417,649	5,012,268
485 Total 2021C Bond Energy Cons	5,015,819		21,835	4,993,984
486 Total 2022 Bond Energy Cons LT MT	5,478,798			5,478,798
701 Total Self-Insurance Fund	1,200,000	999,300	999,300	1,200,000
800 Total Gift	2,325,517	163,442	48,434	2,440,526
806 Total Payroll Liabilities	(122,997)	154,898	195,134	(163,233)
812 Total Foundation Agency Fund	3,192	671		3,863
813 Total Staff Association Agency Fund	31			31
814 Total Sales Tax Agency Fund	3,154	1,241	406	3,990
815 Total PLAC Card Revenue Agency Fund	13,099	3,380		16,479
99 Total CAFR GOVERNMENT - WIDE	-	-		-
Grand Total	81,785,177	2,945,310	10,782,146	73,948,342

**Indianapolis Marion County Public Library
Status of the Treasury
Investment Report
Month Ended March 31, 2023**

Chase Savings Account

	Balance March 31, 2023	Interest Earned March 31, 2023
Operating Fund	\$ 7,111,957	\$ 18,410
Grant Fund	193,395	-
Parking Garage	415,626	1,074
Bond & Interest Redemption Fd	-	-
Bond & Interest Redemption Fd 2	13,386	-
Rainy Day Fund	411,074	1,062
Gift Fund	3,093	508
2021A Bond (Glendale)	7,146,041	18,463
2021B Bond (Fort Harrison)	4,108,977	10,616
Total Chase Savings Account	\$ 19,403,549	\$ 50,132

The average savings account rate for March was 3.05%

Previous Month's Chase Savings Account Activity

	Balance February 28, 2023	Interest Earned February 28, 2023
Operating Fund	\$ 7,093,548	\$ 16,040
Grant Fund	193,395	-
Parking Garage	414,552	936
Bond & Interest Redemption Fd	-	-
Bond & Interest Redemption Fd 2	13,386	-
Rainy Day Fund	410,012	925
Gift Fund	2,586	442
2021A Bond (Glendale)	7,127,578	20,278
2021B Bond (Fort Harrison)	4,098,361	13,441
Total Chase Savings Account	\$ 19,353,416	\$ 52,062

The average savings account rate for February was 2.95%

Fifth Third Bank Investment Account

	Balance March 31, 2023	Interest Earned March 31, 2023
Library Improvement Reserve Fd	\$ 2,259,613	\$ 3,727
Rainy Day Fund	3,506,509	5,784
Total Fifth Third Bank	\$ 5,766,122	\$ 9,511

The average 5/3 investment account rate for March was 1.98%

Previous Month's Fifth Third Bank Investment Account

	Balance February 28, 2023	Interest Earned February 28, 2023
Library Improvement Reserve Fd	\$ 2,255,885	\$ 3,378
Rainy Day Fund	3,500,725	5,243
Total Fifth Third Bank	\$ 5,756,610	\$ 8,621

The average 5/3 investment account rate for February was 1.80%

Hoosier Fund Account Income

	Balance March 31, 2023	Interest Earned March 31, 2023
Operating Fund	\$ 9,034,683	\$ 34,952
Rainy Day Fund	184,654	711
2017A Brightwood Project Fund	-	-
2018B West Perry Project Fund	-	-
2018A Multi-Project Fund	-	-
Bond & Interest Redemption Fd	44,813	-
2019 Lawrence/Wayne Project Fund	-	-
Total Hoosier Fund Account	\$ 9,264,150	\$ 35,662

The average Hoosier Fund account rate for March was 4.55%

Previous Month's Hoosier Fund Account Income

	Balance February 28, 2023	Interest Earned February 28, 2023
Operating Fund	\$ 9,047,935	\$ 30,864
Rainy Day Fund	183,943	625
2017A Brightwood Project Fund	-	-
2018B West Perry Project Fund	-	-
2018A Multi-Project Fund	751,796	-
Bond & Interest Redemption Fd	44,813	2,561
2019 Lawrence/Wayne Project Fund	-	-
Total Hoosier Fund Account	\$ 10,028,488	\$ 34,050

The average Hoosier Fund account rate for February was 4.44%

TrustIndiana

	Balance March 31, 2023	Interest Earned March 31, 2023
Operating Fund	\$ 6,992,452	\$ 29,682
2015 RFID Project Fund	-	-
2017A Brightwood Project Fund	-	-
2017B Eagle Project Fund	-	-
2018B West Perry Project Fund	-	-
Bond & Interest Redemption Fd 2	90,897	-
Bond & Interest Redemption Fd	450,251	-
Total TrustIndiana Account	\$ 7,533,600	\$ 29,682

The average TrustIndiana account rate for March was 4.65%

Previous Month's TrustIndiana

	Balance February 28, 2023	Interest Earned February 28, 2023
Operating Fund	\$ 6,962,770	\$ 26,102
2015 RFID Project Fund	-	-
2017A Brightwood Project Fund	-	-
2017B Eagle Project Fund	-	-
2018B West Perry Project Fund	-	-
Bond & Interest Redemption Fd 2	90,897	-
Bond & Interest Redemption Fd	450,251	-
Total TrustIndiana Account	\$ 7,503,918	\$ 26,102

The average TrustIndiana account rate for February was 4.54%

U. S. Bank

	Balance March 31, 2023	Interest Earned March 31, 2023
Operating Fund	\$ 5,105,379	\$ 9,032
Total U. S. Bank	\$ 5,105,379	\$ 9,032

The average U. S. Bank account rate for March was 2.35%

Previous Month's U.S. Bank

	Balance February 28, 2023	Interest Earned February 28, 2023
Operating Fund	\$ 5,096,347	\$ 9,855
Total U. S. Bank	\$ 5,096,347	\$ 9,855

The average U. S. Bank account rate for February was 2.28%

Indianapolis-Marion County Public Library
Fund 301 and 321 - Bond and Interest Funds - Detailed Income Statement
Month Ended March 31, 2023

	ORIGINAL BUDGET	REVISED BUDG.	MTD	YTD	P.O.
REVENUES					
Property Taxes					
311000 PROPERTY TAX	17,485,888	17,485,888	-	-	-
Property Taxes Total	17,485,888	17,485,888	-	-	-
Intergovernmental					
335100 FINANCIAL INSTITUTION T	132,059	132,059	-	-	-
335200 LICENSE EXCISE TAX REVE	747,497	747,497	-	-	-
335700 COMMERCIAL VEHICLE TAX	94,513	94,513	-	-	-
339000 IN LIEU OF PROP. TAX	4,654	4,654	-	-	-
Intergovernmental Total	978,723	978,723	-	-	-
Miscellaneous					
361000 INTEREST INCOME	-	-	-	5,265	-
Miscellaneous Total	-	-	-	5,265	-
REVENUES Total	18,464,611	18,464,611	2,704	2,704	-
EXPENSES					
Other Services and Charges					
439904 BANK FEES/CREDIT CARD F	10,000	10,000	-	-	-
438100 PRINCIPAL	17,555,000	17,555,000	-	-	-
438200 INTEREST	1,713,281	1,713,281	-	-	-
Other Services and Charges Total	19,278,281	19,278,281	-	-	-
EXPENSES Total	19,278,281	19,278,281	-	-	-

it

**AVAILABLE
BUDG.**

17,485,888
17,485,888

132,059
747,497
94,513
4,654
978,723

(5,265)
(5,265)

18,461,907

10,000
17,555,000
1,713,281
19,278,281

19,278,281

Indianapolis-Marion County Public Library
Fund 245 - Rainy Day Fund - Detailed Income Statement
Month Ended March 31, 2023

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	7,557	19,758	-	(19,758)
MISCELLANEOUS Total	-	-	7,557	19,758	-	(19,758)
OTHER FINANCING SRCS						
399000 REIMBURSEMENT FOR SERVICES	-	-	-	-	-	-
OTHER FINANCING SRCS Total	-	-	-	-	-	-
REVENUE Total	-	-	7,557	19,758	-	(19,758)
EXPENSE						
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	-	-	-	-	-	-
431200 ENGINEERING & ARCHITECTURAL	-	37,528	-	-	34,720	2,808
431500 CONSULTING SERVICES	500,000	500,000	-	-	-	500,000
438400 ISSUANCE COSTS	-	-	-	-	-	-
OTHER SERVICES AND CHARGES TOTAL	500,000	537,528	-	-	34,720	502,808
CAPITAL						
441000 LAND	-	-	-	-	-	-
443500 BUILDING	500,000	500,000	-	-	-	500,000
CAPITAL Total	500,000	500,000	-	-	-	500,000
EXPENSE Total	1,000,000	1,037,528	-	-	34,720	1,002,808

Indianapolis-Marion County Public Library
Fund 471 - Library Improvement Reserve Fund - Detailed Income Statement
Month Ended March 31, 2023

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	3,727	9,539	-	(9,539)
MISCELLANEOUS Total	-	-	3,727	9,539	-	(9,539)
REVENUE Total	-	-	3,727	9,539	-	(9,539)
EXPENSE						
CAPITAL						
444501 COMPUTER SOFTWARE	250,000	250,000	-	-	-	250,000
CAPITAL Total	250,000	250,000	-	-	-	250,000
EXPENSE Total	250,000	250,000	-	-	-	250,000

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended March 31, 2023

	MTD	YTD
	0	0
REVENUE	0	0
MISCELLANEOUS	0	0
332205 EMERGENCY CONNECTIVITY FUND	0	0
334700 GRANTS - LSTA	0	0
334720 GRANTS - STATE	0	0
334752 GRANTS - IMLS FEDERAL FUNDED	0	0
360000 MISCELLANEOUS REVENUE	0	0
360001 REVENUE ADJUSTMENT	0	0
361000 INTEREST INCOME	508	1415.72
367000 FOUNDATION CONTRIBUTION	162,914	358241.68
367002 FOUNDATIONS - DESIGNATED GIFTS	0	0
367004 OTHER GRANTS	0	0
396000 REFUNDS	0	0
399000 REIMBURSEMENT FOR SERVICES	0	-
MISCELLANEOUS Total	163,421	359,657

REVENUE Total	163,421	359,657
----------------------	----------------	----------------

EXPENSE

00005012 - AQUARIUM MAINTENANCE MULTI-BRANCH	-	594
00015001 - CENTRAL UNRESTRICTED GIFT	-	(429)
00015007 - CBLC CENTER FOR BLACK LIT & CULTURE	8,730	60,109
00075001 - EAGLE UNRESTRICTED GIFT	24	24
00145001 - NORA UNRESTRICTED GIFT	545	545
00025001 - COLLEGE UNRESTRICTED GIFT	-	-
00035001 - GLENDALE UNRESTRICTED GIFT	7	36
00095001 - E. WASHINGTON UNRESTRICTED GIFT	-	9
00125001 - HAUGHVILLE UNRESTRICTED GIFT	-	15
00135001 - LAWRENCE UNRESTRICTED GIFTS	-	-
00215001 - FRANKLIN RD UNRESTRICTED GIFTS	-	10
00295001 - W. PERRY UNRESTRICTED GIFTS	-	20
00405001 - CEO UNRESTRICTED GIFTS	-	668
00425002 - LIBRARY MATERIALS MEMORIAL FUND	167	936
00425010 - LILLY CITY DIGITIZATION	-	12,250
18055010 - Grow with Google	-	1,691
20015017 - RAINBOW READS (CEN)	-	210
20425012 - CATALOGING & PROCESSING EITELJORG	-	302
21005038 - MONUMENT CIRCLE BOOK STATION TO CEN	7,250	7,250
21305010 - IPS AND CHARTER SCHOOL LIBRARY CARD	-	1,715
21425012 - MARION COUNTY INTERNET LIBRARY CARD	-	250
21425023 - MINDTRUST HIGH SCHOOL EBOOKS	2,294	17,800
21445011 - EMERGENCY CONNECTIVITY FUNDING -ECF	-	2,701
21455041 - A PLACE TO CALL HOME PODCAST	150	4,950
22005015 - FALL FEST SLAMMIN RHYMES CHALLENGE	475	791
22005029 - INDYPL SEED LIBRARY 2022	-	429

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended March 31, 2023

	MTD	YTD
	0	0
22005036 - PRESCHOOL PACKAGED PROGRAMS R2R	-	-
22005037 - CONCERT SERIES	-	300
22015017 - SOCIAL WORKER SUPPORT	60	120
22015019 - TEEN ADVISORY GROUP AT THE CURVE	-	24
22165013 - DISCOVERY ARTS SERIES GPK	-	250
22225018 - TEEN AFTERNOONS AT WRN	-	10
22425019 - BOOK CLUB IN A BAG	-	182
22445011 - EMERGENCY CONNECTIVITY FUNDING ECF	-	6,511
22455014 - CAREER CENTER	-	4,500
22455036 - WORLD LANGUAGE BOOK GIVEAWAYS	-	2,824
22455042 - CONVERSATION CIRCLES 2022	-	450
22455045 - PATHWAYS TO LITERACY	-	560
22455049 - BUILDING DIGITAL LITERACY SKILLS	-	500
22455051 - HOTSPOT FILTERING SFTWARE	719	2,917
22455058 - ADDRESSING THE DIGITAL DIVIDE CHROM	380	10,808
23005013 - SUMMER READING PROGRAMNDYPL SEED LIBRARY	758	758
23005029 - INDYPL SEED LIBRARY	-	76
23005036 - PRESCHOOL PACKAGED PROGRAMS	1,135	5,255
23015011 - NONPROFIT WORKSHOPS	780	780
22475015 - STAFF DEI TRAINING	-	2,125
23295011 - HEALTH AND WELLNESS PROGRAMS WPR	250	250
23425014 - GENERAL DIGITIZATION 2023	306	306
23455010 - MEET THE ARTIST XXXV #MASTERSEXHIBI	2,500	40,046
23455015 - WORLD LANGUAGE BOOK CLUB	-	200
23455042 - CONVERSATION CIRCLES 2023	750	1,050
23455045 - PATHWAY TO LITERACY	608	1,824
23455048 - READING READY TIME	-	2,248
23455056 - BILINGUAL STORYTIME PDA	700	2,000
23455053 - EARLY CHILDHOOD EDUCATOR WORKSHOP	366	8,066
23455061 - WORLD LANGUAGE COMPUTER CLASSES	300	1,500
EXPENSE Total	29,253	209,314

Indianapolis-Marion County Public Library
Fund 226 - Parking Garage - Detailed Income Statement
Month Ended March 31, 2023

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347610 PARKING REVENUE	120,000	120,000	11,805	31,471	-	88,529
347611 EVENTS PARKING	8,000	8,000	1,100	1,400	-	6,600
CHARGES FOR SERVICES Total	128,000	128,000	12,905	32,871	-	95,129
MISCELLANEOUS						
360000 MISCELLANEOUS REVENUE	500	500	-	-	-	500
360001 REVENUE ADJUSTMENT	-	-	17	27	-	(27)
361000 INTEREST INCOME	-	-	1,074	2,995	-	(2,995)
MISCELLANEOUS Total	500	500	1,091	3,022	-	(2,522)
REVENUE Total	128,500	128,500	13,996	35,893	-	92,607
EXPENSE						
SUPPLIES						
421200 PRINTER SUPPLIES	2,000	2,000	-	-	-	2,000
421500 OFFICE SUPPLIES - FAC/PURCH	2,000	2,000	-	426	-	1,574
422310 CLEANING & SANITATION	200	200	-	-	-	200
SUPPLIES Total	4,200	4,200	-	426	-	3,774
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	2,500	2,500	-	-	-	2,500
431500 CONSULTING SERVICES	5,000	2,915	-	-	2,915	-
431501 PARKING GARAGE CONTRACTUAL	12,000	12,000	-	3,000	-	9,000
432200 POSTAGE	100	100	-	-	-	100
432400 DATA COMMUNICATIONS	1,500	1,500	-	296	-	1,204
434201 EXCESS LIABILITY	6,500	6,500	-	1,202	-	5,298
436100 REP & MAINT-STRUCTURE	10,000	333,435	-	5,034	-	328,401
436110 CLEANING SERVICES	9,000	9,000	-	40,500	-	(31,500)
436200 REP & MAINT-EQUIPMENT	4,000	4,000	-	-	-	4,000
436201 REP & MAINT-HEATING & AIR	12,500	40,500	-	-	15,510	24,990
439904 BANK FEES/CREDIT CARD FEES	6,000	6,000	264	1,190	-	4,810
439905 OTHER CONTRACTUAL SERVICES	60,000	60,000	-	12,847	-	47,153
OTHER SERVICES AND CHARGES TOTAL	129,100	478,450	264	64,069	18,425	395,956
CAPITAL						
445300 CAPITAL - EQUIPMENT	10,000	10,000	-	-	-	10,000
CAPITAL Total	10,000	10,000	-	-	-	10,000
EXPENSE Total	143,300	492,650	264	64,495	18,425	409,730

Indianapolis-Marion County Public Library
Fund 270 - Shared System - Detailed Income Statement
Month Ended March 31, 2023

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347640 SHARED SYSTEM REVENUE	-	-	11,993	14,128	-	(14,128)
CHARGES FOR SERVICES Total	-	-	11,993	14,128	-	(14,128)
REVENUE Total	-	-	11,993	14,128	-	(14,128)
EXPENSE						
PERSONAL SERVICES						
411000 SALARIES APPOINTED STAFF	77,897	77,897	8,988	21,028	-	56,869
413100 FICA AND MEDICARE	5,959	5,959	636	1,479	-	4,480
413300 PERF/INPRS	11,061	11,061	851	2,561	-	8,500
PERSONAL SERVICES Total	94,917	94,917	10,475	25,068	-	69,849
SUPPLIES						
421600 LIBRARY SUPPLIES	5,000	615	962	962	-	(347)
SUPPLIES Total	5,000	615	962	962	-	(347)
OTHER SERVICES AND CHARGES						
431500 CONSULTING SERVICES	5,000	5,000	-	-	-	5,000
432300 TRAVEL	1,500	1,500	-	-	-	1,500
432501 IN HOUSE CONFERENCE	250	250	-	-	-	250
439901 COMPUTER SERVICES	900	900	-	-	-	900
439907 EVENTS & PR	500	500	-	-	-	500
439909 REIMBURSEMENT FOR SERVI	75,000	75,000	-	-	-	75,000
439930 MATERIALS CONTRACTUAL	14,000	14,000	-	-	-	14,000
OTHER SERVICES AND CHARGES TOTAL	97,150	97,150	-	-	-	97,150
EXPENSE Total	197,067	192,682	11,437	26,030	-	166,652

**Indianapolis-Marion County Public Library
Summary of Construction Fund Cash Balances
Month Ended March 31, 2023**

Construction Fund Cash Balances - Does Not Include Retainage Withheld

Fund 479 - Restricted - Multiple Projects	925,699.98
Fund 482 - Restricted - Multiple Projects 2	2,922,631.28
Fund 483 - Restricted - Glendale Project	7,188,413.94
Fund 484 - Restricted - Fort Harrison Project	4,573,421.58
Fund 485 - Restricted - Multiple Projects 3	4,993,983.71
Fund 486 - Restricted - Multiple Projects 4	<u>5,478,798.20</u>
Total Construction Fund Cash Balances	<u><u>26,082,948.69</u></u>

Construction Fund Classification Breakdown

Fund 479 - Restricted - Multiple Projects	925,699.98
Fund 482 - Restricted - Multiple Projects 2	2,922,631.28
Fund 483 - Restricted - Glendale Project	7,188,413.94
Fund 484 - Restricted - Fort Harrison Project	4,573,421.58
Fund 485 - Restricted - Multiple Projects 3	4,993,983.71
Fund 486 - Restricted - Multiple Projects 4	<u>5,478,798.20</u>
Total Construction Fund Breakdown	<u><u>26,082,948.69</u></u>

Summary of Classifications

Total Restricted	26,082,948.69
Total Assigned	0.00
Total of All Classifications	<u><u>26,082,948.69</u></u>

Summary of Project Activity

<u>PROJECT</u>	<u>* ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>OPEN P.O.</u>	<u>UNEXPENDED</u>
* Fund 479 - Restricted - Multiple Projects	5,000,000.00	0.00	3,000.00	4,074,300.02	111,763.00	813,936.98
* Fund 482 - Restricted - Multiple Projects 2	5,349,512.62	36,965.72	60,766.06	2,426,881.34	252,358.39	2,670,272.89
Fund 483 - Restricted - Glendale Project	15,643,582.93	1,160,962.15	2,207,666.84	8,455,168.99	5,489,902.16	1,698,511.78
Fund 484 - Restricted - Fort Harrison Project	14,406,483.79	1,067,296.31	1,661,076.24	9,833,062.21	3,682,665.79	890,755.79
Fund 485 - Restricted - Multiple Projects 3	5,574,116.45	21,835.00	93,049.47	580,132.74	72,947.35	4,921,036.36
Fund 486 - Restricted - Multiple Projects 4	5,573,456.60	0.00	0.00	94,658.40	82,660.00	5,396,138.20
Total Expenditures	<u><u>51,547,152.39</u></u>	<u><u>2,287,059.18</u></u>	<u><u>4,025,558.61</u></u>	<u><u>25,464,203.70</u></u>	<u><u>9,692,296.69</u></u>	<u><u>16,390,652.00</u></u>

	<u>ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>BUDGET BALANCE</u>
** Appropriated Interest Earnings - Fund 483	146,040.90	18,463.00	60,433.44	146,040.90	0.00
*** Appropriated Interest Earnings - Fund 484	108,977.09	10,616.23	38,550.97	108,977.09	0.00

* This is the original maximum budget for the Bond including interest that was appropriated for use.

** Total interest went \$86,040.90 above estimated 60,000.00 so added it to budget

*** Total interest went \$48,977.09 above estimated 60,000 so added it to budget



Board Action Request

6b

To: IMCPL Board

Meeting Date: April 24, 2023

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: April 24, 2023

Subject: Resolution 16-2023 – Transfer between Classifications and Accounts

Recommendation: Authorize the adoption of Resolution 16-2023

Background: The transfer in the Operating Fund is to move funds within the CEO department's budget to fund the contract for the Chief Administrative Officer.

Strategic/Fiscal Impact: This transfer has no impact on the total budget for 2023 as the funds are moving from one account to another.



Board Resolution

5b

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 16-2023
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS
April 24, 2023**

WHEREAS, certain conditions have developed since the Adoption of the 2023 Annual Budget,

WHEREAS, it is necessary to transfer funds between Budget Classifications and Accounts,
therefore

BE IT RESOLVED that the following transfer and re-appropriation be made via:

OPERATING FUND

Decrease

FROM:

1. SALARIES	10126100-411000	APPOINTED SALARIES	<u>\$ (31,666.67)</u>
			<u>(31,666.67)</u>

Increase

TO:

3. OTHER SERVICES & CHARGES	10126100-431500	CONSULTING SERVICES	<u>31,666.67</u>
			<u>\$ 31,666.67</u>

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA**

AYE

NAY

ATTEST:

Secretary of the Board



Board Resolution

7a

INDIANAPOLIS MARION COUNTY PUBLIC LIBRARY RESOLUTION 17-2023

ENACTMENT OF POLICY 290, PAID EMPLOYEE MEDICAL, PARENTAL AND DISABILITY LEAVE

April 24, 2023

WHEREAS, eligible employees are already entitled to a total of 12 work-weeks of unpaid leave under the FMLA when the employee is unable to work because of a serious health condition (see Policy 234);

WHEREAS eligible employees are entitled to a total of 12 work-weeks of unpaid leave under the FMLA to care for the employee’s new child, including by birth, by adoption or by foster-care placement (see Policy 234);

WHEREAS, eligible employees are potentially entitled to unpaid leave under the ADA as a reasonable accommodation if the accommodation does not cause the Library an undue hardship;

WHEREAS, In some of these instances, Guardian provides wage replacement benefits to employees who have qualifying medical conditions or disabilities. However, coverage by Guardian poses significant drawbacks and challenges, including rising premiums, dissatisfaction with services, declining benefits, and low enrollment.

WHEREAS, The purpose of Policy 290, Paid Employee Medical, Parental and Disability Leave is to provide a wage replacement benefit for benefit eligible employees with approved Employee Medical Leave pursuant to the FMLA, with approved Parental Leave pursuant to the FMLA or otherwise approved by the Library for up to 12 weeks, or approved leave as a reasonable accommodation pursuant to the ADA;

WHEREAS, the Diversity, Policy and Human Resource Committee recommends approval of Policy 290; and

WHEREAS, the Board has reviewed the proposed Policy 290, Paid Employee Medical, Parental and Disability Leave, as recommended and deems it appropriate and consistent with the mission and operations of the Library as a taxpayer supported public entity.

THEREFORE, BE IT RESOLVED that the Board does hereby approve and adopt Policy 290, Paid Employee Medical, Parental and Disability Leave, in the form attached to this Resolution.

**LIBRARY BOARD OF TRUSTEES OF THE INDIANAPOLIS-
MARION COUNTY PUBLIC LIBRARY, INDIANA**

AYE

NAY

ATTEST: _____
Secretary of the Board

290 PAID EMPLOYEE MEDICAL, PARENTAL AND DISABILITY LEAVE

The Library's Paid Employee Medical, Parental and Disability Leave ("PEMPD Leave") is intended to provide a wage replacement benefit for benefit eligible employees with approved Employee Medical Leave ("EML") pursuant to the Family Medical Leave Act ("FMLA"), with approved Parental Leave pursuant to the FMLA or otherwise approved by the Library for up to 12 weeks, or approved leaves pursuant to the Americans with Disabilities Act ("ADA"). PEMPD Leave consists of a bank of accrued paid time that benefit eligible employees may use during approved EML, PL or ADA leaves.

290.1 Accrual of PEMPD Leave

Benefit eligible employees will accrue PEMPD Leave based on an earning rate of 0.08 per hour regularly scheduled, including scheduled work hours, PTO hours and CAT hours, but excluding scheduled PEMPD Leave hours. Full-time, benefit eligible employees may accrue PEMPD Leave up to a maximum cap of 720 hours. Part-time, benefit eligible employees may accrue PEMPD Leave up to a maximum cap of 360 hours. Once an employee reaches the cap, no additional PEMPD Leave will be accrued until the balance goes below the cap in which case PEMPD Leave will again begin to accrue. Benefit eligible employees may carry over from year-to-year any accrued but unused PEMPD Leave subject to the applicable maximum cap.

290.2 PEMPD Leave Not Deferred Compensation

PEMPD Leave is not deferred compensation and employees leaving employment with the Library do not receive a payout of accrued, unused PEMPD Leave.

290.3 Eligibility for PEMPD Leave

Employees may be approved to use accrued but unused PEMPD Leave during leaves for the following three reasons:

- Approved continuous, full-day (not intermittent) leave pursuant to the FMLA for a period of at least 2 weeks when the employee is unable to work because of a serious health condition (see Policy 234).
- Approved continuous, full-day (not intermittent) leave pursuant to the FMLA (see Policy 234) or otherwise approved by the Library for up to 12 weeks for a period of at least 2 weeks to care for the employee's new child, including by birth, by adoption or by foster-care placement.
- Approved continuous, full-day (not intermittent) leave pursuant to the ADA for a period of at least 2 weeks as a reasonable accommodation that does not cause the Library an undue hardship.

290.4 Additional Requirements and Limitation on PEMPDP Leave

- Employees may use PEMPDP Leave only after the completion of the first 2 weeks of an approved leave for one of the three reasons described in Section 290.3. During the initial 2 week period of leave, the employee must use any accrued but unused PTO or CAT hours available to the employee.
- PEMPDP Leave may only be used for continuous, full-day (not intermittent) leave. PEMPDP Leave may not be used for non-continuous or than less than full day leave.
- PEMPDP Leave is compensated at 100% of an exempt employee's salary and is prorated for any partial weeks of leave. PEMPDP Leave time is compensated at 100% of a non-exempt employee's hourly wage based on the employee's regularly work schedule for the period during which PEMPDP Leave is paid.



Board Briefing Report

7b

To: IMCPL Board

Meeting Date: April 24, 2023

From: Diversity, Policy and Human
Resources Committee

Subject: Legislative Update

Background:

Indiana proposed legislation regarding “materials harmful to minors” has significant implications for the Indianapolis Public Library.

Report: See the attachment.

April 2023 Legislative Update

“Material Harmful to Minors”





Overview

- Status of New Legislation
- Current Laws
- Digest of Amendment
- Easy Action Items for IndyPL
- Actions requiring more discussion and coordination

Status of new legislation

- Not yet dead
- The amendment has not been called during the vote for other bills yet
- We are waiting to hear if it will reappear in conference committee

Current Laws

All of these laws are found under:

2022 Indiana Code

Title 35. Criminal Law and Procedure

Article 49. Obscenity and Pornography

- IN Code § 35-49-2-1
- IN Code § 35-49-2-2
- IN Code § 35-49-3-4

IN Code § 35-49-2-1

Chapter 2. General Provisions

Section 1. Obscene Matter or Performance

A matter or performance is obscene for purposes of this article if:

- (1) the average person, applying contemporary community standards, finds that the dominant theme of the matter or performance, taken as a whole, appeals to the prurient interest in sex;
- (2) the matter or performance depicts or describes, in a patently offensive way, sexual conduct; and
- (3) the matter or performance, taken as a whole, lacks serious literary, artistic, political, or scientific value.

Ed note: the “and” – this means all elements must be met.

IN Code § 35-49-2-2

Chapter 2. General Provisions

Section 2. Matter or Performance Harmful to Minors

A matter or performance is harmful to minors for purposes of this article if:

- (1) it describes or represents, in any form, nudity, sexual conduct, sexual excitement, or sado-masochistic abuse;
- (2) considered as a whole, it appeals to the prurient interest in sex of minors;
- (3) it is patently offensive to prevailing standards in the adult community as a whole with respect to what is suitable matter for or performance before minors; and
- (4) considered as a whole, it lacks serious literary, artistic, political, or scientific value for minors.

Ed note: the “and” – this means all elements must be met.

IN Code § 35-49-3-4

Chapter 3. Crimes

Sec. 4 Defense to prosecution for dissemination of matter or conducting performance harmful to minors

(a) It is a defense to a prosecution under section 203 of this chapter for the defendant to show:

- (1) that the matter was disseminated or that the performance was performed for legitimate scientific or educational purposes;

- (2) that the matter was disseminated or displayed to or that the performance was performed before the recipient by a bona fide school, college, university, museum, college library, or public library that qualifies for certain property tax exemptions under IC 6-1.1-10, or university library, or by an employee of such a school, college, university, museum, college library, or public library or university library acting within the scope of the employee's employment;

Digest of Amendment regarding public libraries

1. Strikes defense to a prosecution for educational purposes;
2. Strikes defense to a procedure for public libraries and employees of public libraries in the performance of their duties;
3. Requires a response and appeal procedure for certain individuals to submit a request to relocate material that is obscene or harmful to minors and for the library to respond to the relocation request;
4. Requires review of the relocation request at a public board meeting;
5. Must publish each policy on its website and make available hard copies upon request;
6. Requires public libraries adopt policies to ensure material that is obscene or harmful to minors may not be accessed or checked out by a minor.

Easy action items for IndyPL



Update Request for Reconsideration policy to include:

- Relocation request
- Displays and programs
- Limit to Marion County residents and library cardholders



Provide reviews of the relocation requests at public board meetings



Update policies on website



Make available in hard copy for an individual upon request

Changes requiring more discussion & evaluation

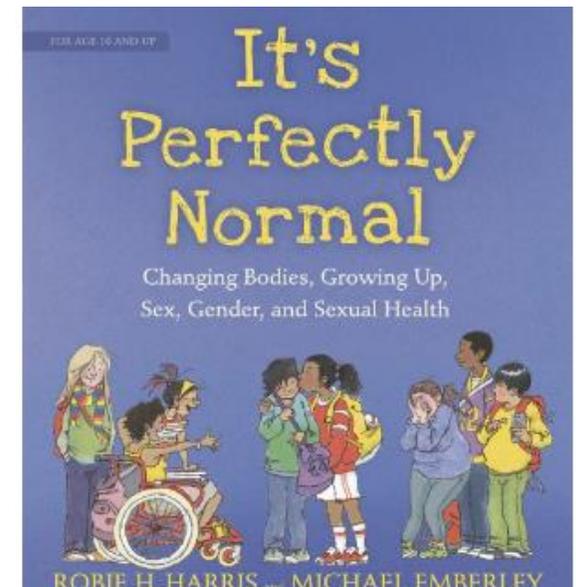
Adopt policies to ensure material that is obscene or harmful to minors may not be accessed or checked out by a minor.

1. Convene meetings with the ARMs, Selection staff, Public Services children and teen staff, other stakeholders
2. Consult legal for correct interpretation:
 - Verify that an item must meet ALL elements to be considered obscene or harmful to minors
 - How does this new law apply to Bibliocommons lists, library website lists and social media?
 - Can we exclude PLAC cardholders from request for reconsideration/relocations?

Changes requiring more discussion & evaluation

3. Discuss the following ideas (and others) to address these legal changes:

- Develop parent-guided children's collection accessible by adults only
- Block minor library cards from checking out adult materials without parental permission (for physical AND electronic items)
- Create a teen library card type that allows parents to give permission to access adult collection (note: teen uses adult collection for classic literature, history books, and other research)
- Review teen items with explicit sexual content, evaluate for move to the adult section
- Develop new display guidelines for staff for children's human sexuality and teen sexual content (for all areas of the library)



Timeframes

2023 Legislation season
ends April 27, 2023

If passed, the law goes into effect
July 1, 2023

Even if the legislation does not pass
this year, we will consider some of
these actions anyways





Board Action Request

8a

To: IndyPL Board

Meeting Date: April 24, 2023

From: Facilities Committee

Approved by
The Library Board:
Effective Date:

Subject: **Resolution 19-2023**
Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project

Recommendation:

The Facilities Committee recommends Board approval for the attached action (Resolution 19-2023) to award a construction services contract for the Warren Branch AHU 1 and 2 Replacement Project to **Ellis Mechanical, Inc., Indianapolis, Indiana**, for the total cost of \$191,500.00.

Strategic/Fiscal Impact:

This work is within the total Project budget of \$225,000. The Project will be funded by the 2020 Facilities Improvements II Bond Fund (Fund 482.)

Background:

The mechanical air-handling units are from the original installation in 1974 and are at the end of their useful service life. The compressors and condensing units had been replaced earlier and are at the end of their useful life. The value-based decision was made to not invest in just these components, but to replace both units with a new rooftop unit. The new unit will use the same supply and return ductwork.

The crane work will be completed when we are not open for services for safety reasons and to not impact staff and patron services.

The Project was bid and will be completed using the requirements of the Public Works Statute IC § 36-1-12. The Project seeks the Minority/Women/Veteran/ Disability Owned Business Enterprise Utilization Goals established as Policy by the Board in Resolution 28-2020.

Board Action Request

RE: Facilities Committee, Item 8a
Resolution 19-2023 Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project

Date: April 24, 2023

IndyPL staff and the engineer, R.E. Dimond, prepared bidding documents to solicit open, competitive, and sealed public bids for the Project. The bidding documents were issued to bidders on March 17, 2023.

Public Notice to prospective bidders was advertised per the Public Notice Statute IC § 5-3 on March 17 and March 24, 2023. Notice of the Project was also posted on the IndyPL website and the ePlanroom at Reprographix.

IndyPL staff used the Indianapolis Office of Minority & Women Business Development website to identify vendors in the construction industry.

A Pre-bid Conference was held on March 23, 2023. Three (3) vendors attended the Conference. The Project requires compliance with Requirements for Contactors on Public Works Projects including liability insurance, qualification, E-Verify, employee training, drug testing and records retention.

The Notice to Bidders for the Project was e-mailed directly to these vendors and business development contacts:

City Certifications	Vendor
	TP Mechanical
	Irish Mechanical
	Edwards Mechanical
	Perfection
MBE	Eagle Mechanical
	Ellis Mechanical and Electrical
	Sexson Mechanical
MBE/WBE	Watt Mechanical
	Equipment Share
	ConstructConnect
	Dodge Data

Board Action Request

RE: Facilities Committee, Item 8a

Resolution 19-2023 Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project

Date: April 24, 2023

The preliminary Project schedule targets substantial completion by December 1, 2023.

Manufacture times are currently at 30 weeks, plus time for shipping and installation.

Three (3) sealed bids were received at the Library Services Center by the deadline of 2:00 PM EDT time on April 6, 2023. The bids were opened and publicly read aloud with the three bidders present and Gwen Simmons attending virtually. A tabulation of the bids is below:

Bidder	Ellis Mechanical, Inc.	Sexson Mechanical Company	Watt Mechanical, LLC
Bid Security	Yes	Yes	Yes
Lump Sum Bid	\$191,500.00	\$237,900.00	\$225,000.00
Completion Time	244	90	200
Receipt of Addenda 1 and 2	Yes	Yes	Yes
Exceptions	No	No	No
XBE Goals Plan Submitted	Yes	Yes	Yes
Vendor XBE Status	-	-	MBE
Proposed MBE Utilization %	0%	0%	100%
Proposed WBE Utilization %	0%	0%	0%
Proposed VBE Utilization %	0%	0%	0%
Proposed DOBE Utilization %	0%	0%	0%
Legal Violations	No	No	No
Staffing Capabilities	Yes	Yes	Yes
Tax Deficiencies	No	No	No
Drug Testing Program	Yes	Yes	No
Non-Collusion Affidavit	Yes	Yes	Yes
E-Verify Affidavit	Yes	Yes	Yes
State Forms 102 and 96	Yes	Yes	Yes
Oath & Attestation	Yes	Yes	Yes

Board Action Request

RE: Facilities Committee, Item 8a

Resolution 19-2023 Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project

Date: April 24, 2023

IndyPL shall award the Project to the lowest, responsible, and responsive bidder pursuant to IC § 36-1-12-14 (b)(8).

The lowest, responsive, and responsible bidder was **Ellis Mechanical, Inc.**

The IndyPL Manager of Purchasing and Supplier Diversity reviewed the required 72-hour post-bid supporting documentation for the Waiver provided by **Ellis Mechanical, Inc.** and approved their good faith effort to achieve the IndyPL participation goals.

The Project requires compliance with Requirements for Contactors on Public Works Projects IC § 5-16-13 including contractor self-performance of work, liability insurance, qualification, E-Verify, employee training, and records retention.

The Project also requires compliance with Requirements for Contactors on Public Works Projects IC § 4-13-18 including contractor's drug testing of employees.

Ellis Mechanical, Inc. is an Indiana company with the knowledge, experience, and resources to satisfactorily complete the work as described in the quoting documents. They are our current HVAC system-wide vendor and are exceeding our expectations for services provided.



Board Resolution

8a

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 19-2023

APPROVAL TO AWARD A CONSTRUCTION SERVICES CONTRACT FOR THE WARREN BRANCH AHU 1 AND 2 REPLACEMENT PROJECT

APRIL 24, 2023

WHEREAS, the Indianapolis-Marion County Public Library (“IndyPL”) Warren Branch Air-handling Units 1 and 2 have reached the end of their useful service life; and

WHEREAS, IndyPL staff and the engineer, R.E. Dimond, prepared bidding documents to solicit open, competitive, and sealed public bids for the Project. The bidding documents were issued to bidders on March 17, 2023; and

WHEREAS, IndyPL received sealed bids from three (3) contractors by the deadline on April 6, 2023; and

WHEREAS, based on the review of the bids, IndyPL and the engineer have determined **Ellis Mechanical, Inc., Indianapolis, Indiana** to be the lowest, responsive, and responsible bidder and recommends award of the contract to **Ellis Mechanical, Inc.**

IT IS THEREFORE RESOLVED the Warren Branch AHU 1 and 2 Replacement Project contract, as bid describing the scope of work and compensation, is approved and authorizes the Chief Executive Officer (“CEO”) to negotiate and execute an agreement with to **Ellis Mechanical, Inc.** The agreement will be based upon such terms described in the Draft Standard Agreement included in the Bidding Documents as Section 00 05 00 dated March 17, 2023, and as the CEO deems necessary or advisable based on the recommendations of IndyPL’s legal counsel. The agreement with to **Ellis Mechanical, Inc.** will be for the total cost of One Hundred Ninety One Thousand Five Hundred Dollars (\$191,500.00), and any such agreement execution and delivery effected be, and hereby is, confirmed and approved.

**LIBRARY BOARD OF THE
INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA**

RESOLUTION 19-2023

**APPROVAL TO AWARD A CONSTRUCTION SERVICES CONTRACT
FOR THE WARREN BRANCH AHU 1 AND 2 REPLACEMENT PROJECT**

APRIL 24, 2023

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Briefing Report

9

To: IndyPL Board **Meeting Date:** 4/24/23
From: The Indianapolis Public Library Foundation
Subject: April 2023 Update

Background: Every month, the Library Foundation provides an update to the Library Board.

News

The Library Foundation was proud to support Día del Niño at Be My Neighbor Day held at Central Library on April 1. Inspired by one of public television's most beloved programs, *Daniel Tiger's Neighborhood*, Be My Neighbor Day welcomed families from Central Indiana to celebrate and learn about the importance of being a caring neighbor and to celebrate community. Musical performances, art stations and community resources filled Central Library. Congratulations to all involved in making the day a success!



Donors

We thank the 193 donors who made gifts last month. The following are our top corporate and foundation donors: American Honda Motor Co., Inc.; Cardinal Publishers Group; Downton Optimist Foundation; Indiana Education Savings Authority; Indianapolis Indians; PNC Foundation; The Skillman Corporation; and Wallington Asset Management, LLC.

Program Support

This month, we are proud to provide more than \$230,000 to the Library. Examples of major initiatives supported include CBLC 6th anniversary, Concert Series, International Festivals and Celebrations, On the Road to Reading, and the youth and adult Summer Reading Programs.



Board Action Request

10a1

To: IMCPL Board **Meeting Date:** April 24, 2023

From: Gregory Hill, Acting CEO **Approved by the Library Board:**

Effective Date: April 24, 2023

Subject: Finances, Personnel and Travel Resolution 20-2023

Recommendation: Approve Finances, Personnel and Travel Resolution 20-2023

Background: The Finances, Personnel and Travel Resolution 20-2023 is a routine procedural action that appoints new salaried hires, approves new hourly hires, compensation changes, resignations, and travel and financial-related claims and warrants.

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2023.

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION REGARDING FINANCES, PERSONNEL AND TRAVEL
RESOLUTION 20 - 2023**

WHEREAS, the Chief Executive Officer of the Library and the Acting Treasurer of the Library do hereby jointly certify to the Board that the following claims have been allowed and said warrants issued during the month of March 2023 pursuant to the Annual Resolution.

THEREFORE, BE IT RESOLVED, that the Board has considered and now confirms these acts lawfully taken by the Chief Executive Officer and the Acting Treasurer as lawful acts on behalf of the Library.

<u>Bank Account for:</u>	<u>Payment Type</u>	<u>Beginning #</u>	<u>Ending #</u>	<u>Count</u>	<u>Total Amount</u>
Operating	Warrant	77211	77399	188	\$ 2,123,379.98
Operating	EFT	1754	1754	1	\$ 2,734.32
	EFT	1757	1771	15	\$ 282,912.63
Operating	EFT	306688	306711	24	\$ 166,653.69
	EFT	306715	306753	39	\$ 1,190,619.52
	EFT	306757	306783	27	\$ 2,046,075.91
	EFT	306785	306826	42	\$ 367,621.92
Fines	Warrant	1007	1018	12	\$ 581.14
Gift	Warrant	8868	8927	59	\$ 44,215.96
Gift	EFT	306712	306714	3	\$ 900.44
	EFT	306754	306756	3	\$ 2,663.74
	EFT	306784	306784	1	\$ 73.39
	EFT	306827	306828	2	\$ 80.02
Employee Payroll	Warrant	269701	269752	52	\$ 21,026.55
	Direct Deposit	90001	90554	554	\$ 619,536.13
	Direct Deposit	110001	110559	559	\$ 615,102.89
	Direct Deposit	130001	130562	562	\$ 613,715.76
Payroll Taxes, Garnishments	Electronic Transfer	-	-	-	\$ 682,730.88

AND WHEREAS, the Chief Executive Officer of the Library and the Acting Treasurer of the Library do hereby jointly certify to the Board that the following personnel actions have been taken pursuant to the 2023 Annual Resolution.

THEREFORE, BE IT FURTHER RESOLVED, that the Board has considered and now confirms these acts lawfully taken by the Chief Executive Officer of the Library and the Acting Treasurer of the Library as lawful acts on behalf of the Library.

AND WHEREAS, the Chief Executive Officer of the Library does hereby certify that the attached schedule of travel and training has been authorized and is within the appropriations previously approved by the Board.

THEREFORE, BE IT FURTHER RESOLVED, that the Board has considered and now confirms these acts lawfully taken by the Chief Executive Officer of the Library and the Treasurer of the Library as lawful acts on behalf of the Library.

Raymond J. Biederman

Dr. Patricia A. Payne

Stephen Lane

Hope C. Tribble

Dr. Khaula Murtadha

Dr. Eugene White

I have examined the within claims and certify they are accurate:

Luis Palacio

Mary Rankin
Acting Treasurer of the Library Board

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
OPERATING ACCOUNTS

No	Type	Date	Reference	Amount
1754	EFT	03/22/2023	INDIANA DEPARTMENT OF REVENUE	2,734.32
1757	EFT	03/01/2023	FIDELITY INVESTMENTS	4,626.56
1758	EFT	03/02/2023	AMERICAN UNITED LIFE INSURANCE CO	2,208.00
1759	EFT	03/06/2023	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	125,195.62
1760	EFT	03/13/2023	JAMIE LEE	85.60
1761	EFT	03/16/2023	FIDELITY INVESTMENTS	4,626.56
1762	EFT	03/16/2023	AMERICAN UNITED LIFE INSURANCE CO	2,208.00
1763	EFT	03/16/2023	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	904.92
1764	EFT	03/17/2023	ADP, INC.	6,170.04
1765	EFT	03/17/2023	ADP, INC.	2,158.86
1766	EFT	03/17/2023	ADP, INC.	902.44
1767	EFT	03/20/2023	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	124,111.62
1768	EFT	03/21/2023	INDIANA DEPARTMENT OF REVENUE	397.09
1769	EFT	03/30/2023	FIDELITY INVESTMENTS	4,726.56
1770	EFT	03/31/2023	AMERICAN UNITED LIFE INSURANCE CO	2,208.00
1771	EFT	03/16/2023	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	2,382.76
77211	CHECK	03/02/2023	AFSCME COUNCIL IKOC 962	3,015.68
77212	CHECK	03/02/2023	ANTHEM INSURANCE COMPANIES, INC	666,200.00
77213	CHECK	03/02/2023	ATC GROUP SERVICES, LLC DEPOSITORY	2,828.60
77214	CHECK	03/02/2023	AV DESIGNERS INC	21,406.97
77215	CHECK	03/02/2023	BACKSTAGE LIBRARY WORKS	2,200.02
77216	CHECK	03/02/2023	BERNADE FLOURNOY	150.00
77217	CHECK	03/02/2023	BRIGHT IDEAS IN BROAD RIPPLE	647.10
77218	CHECK	03/02/2023	C & J PROMOTIONS	2,208.84
77219	CHECK	03/02/2023	CENTRAL INDIANA HARDWARE	3,633.00
77220	CHECK	03/02/2023	CENTRAL TECHNOLOGY INC	40,366.94
77221	CHECK	03/02/2023	CITIZENS ENERGY GROUP	875.67
77222	CHECK	03/02/2023	COMPLETE WELLNESS SOLUTIONS LLC	984.75
77223	CHECK	03/02/2023	COMPSULTING LLC	1,283.18
77224	CHECK	03/02/2023	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	22,176.30
77225	CHECK	03/02/2023	DYNAMARK GRAPHICS GROUP	3,470.69
77226	CHECK	03/02/2023	FLASHBAY, INC.	4,919.00
77227	CHECK	03/02/2023	FRANKLIN TOWNSHIP CHAMBER OF COMMERCE	150.00
77228	CHECK	03/02/2023	GARFIELD PARK (PETTY CASH)	14.87
77229	CHECK	03/02/2023	GO FISHIN WITH CLINT LLC	100.00
77230	CHECK	03/02/2023	IMMAGINATION PLAYGROUND LLC	4,087.50
77231	CHECK	03/02/2023	INDIANA ALCOHOL AND TOBACCO COMMISSION	150.00
77232	CHECK	03/02/2023	INDIANAPOLIS FLEET SERVICES	1,665.00
77233	CHECK	03/02/2023	INDY CURB APPEAL ASPHALT, INC	3,500.00
77234	CHECK	03/02/2023	LEGALSHIELD	210.45
77235	CHECK	03/02/2023	LUNA LANGUAGE SERVICES	255.92
77236	CHECK	03/02/2023	MICHAEL A. REUTER CONSULTING SERVICES, INC.	710.00
77237	CHECK	03/02/2023	MONICA SANCHEZ	150.00
77238	CHECK	03/02/2023	OFFICEWORKS	2,058.16
77239	CHECK	03/02/2023	PHOENIX PRESS	2,936.00
77240	CHECK	03/02/2023	REBECCA STALEY	40.00
77241	CHECK	03/02/2023	RED OXYGEN INC	28.88
77242	CHECK	03/02/2023	RFS GROUP LLC	770.00
77243	CHECK	03/02/2023	SHAY WILLIS	100.00
				\$ 285,646.95

77244	CHECK	03/02/2023	THE HARMON HOUSE L.L.C.	1,580.00
77245	CHECK	03/02/2023	UNITED PARCEL SERVICE	1,057.61
77246	CHECK	03/10/2023	ADAM PARSONS	128.00
77247	CHECK	03/10/2023	APEX BENEFITS GROUP	12,500.00
77248	CHECK	03/10/2023	ARAB TERMITE AND PEST CONTROL INC	1,363.00
77249	CHECK	03/10/2023	AT&T	1,810.48
77250	CHECK	03/10/2023	AT&T	38.32
77251	CHECK	03/10/2023	AT&T	404.25
77252	CHECK	03/10/2023	AT&T	59.07
77253	CHECK	03/10/2023	AT&T	1,029.84
77254	CHECK	03/10/2023	AT&T MOBILITY	3,275.90
77255	CHECK	03/10/2023	BEECH GROVE SEWAGE WORKS	262.29
77256	CHECK	03/10/2023	BIG ASS HOLDING LLC	4,800.00
77257	CHECK	03/10/2023	CITIZENS ENERGY GROUP	9,479.20
77258	CHECK	03/10/2023	CLARK, QUINN, MOSES, SCOTT & GRAHN, LLP	46,132.50
77259	CHECK	03/10/2023	COMPENDIUM LIBRARY SERVICE, L L C.	2,500.00
77260	CHECK	03/10/2023	DRIESSEN WATER INC	19.50
77261	CHECK	03/10/2023	DACO GLASS & GLAZING INC	5,944.52
77262	CHECK	03/10/2023	DELL MARKETING L.P.	5,940.00
77263	CHECK	03/10/2023	DOWNTOWN INDY, INC.	250.00
77264	CHECK	03/10/2023	DYNAMARK GRAPHICS GROUP	905.21
77265	CHECK	03/10/2023	ELLIS MECHANICAL & ELECTRICAL	13,907.15
77266	CHECK	03/10/2023	EMBARCADERO TECHNOLOGIES	2,634.00
77267	CHECK	03/10/2023	ERGO EXPERTS LLC	5,445.00
77268	CHECK	03/10/2023	ESSENTIAL ARCHITECTURAL SIGNS, INC	99.00
77269	CHECK	03/10/2023	GALE GROUP THE	9,984.75
77270	CHECK	03/10/2023	GEYER FIRE PROTECTION, LLC	5,066.35
77271	CHECK	03/10/2023	GO FISHIN WITH CLINT LLC	100.00
77272	CHECK	03/10/2023	GORDON PLUMBING, INC.	552.50
77273	CHECK	03/10/2023	GUARDIAN	17,808.62
77274	CHECK	03/10/2023	IDERA, INC.	989.00
77275	CHECK	03/10/2023	IMPACT SPECIALTIES AND PROMOTIONS LLC	6,549.53
77276	CHECK	03/10/2023	INDIANA BUREAU OF MOTOR VEHICLES	9.50
77277	CHECK	03/10/2023	INDIANA CHAMBER OF COMMERCE	406.95
77278	CHECK	03/10/2023	AES INDIANA	84,369.50
77279	CHECK	03/10/2023	INDY PRIDE, INC.	350.00
77280	CHECK	03/10/2023	JACKSON OIL & SOLVENTS, INC	538.91
77281	CHECK	03/10/2023	LEGALSHIELD	210.45
77282	CHECK	03/10/2023	LYNGSOE SYSTEMS INC.	96,190.00
77283	CHECK	03/10/2023	MADER DESIGN LLC	5,103.17
77284	CHECK	03/10/2023	MULTI CULTURAL BOOKS AND VIDEO	4,455.00
77285	CHECK	03/10/2023	NORA (PETTY CASH)	7.38
77286	CHECK	03/10/2023	PAYPAL	54.10
77287	CHECK	03/10/2023	PLAYAWAY PRODUCTS LLC	3,962.84
77288	CHECK	03/10/2023	PROFESSIONAL GARAGE DOOR SYSTEMS	556.62
77289	CHECK	03/10/2023	PROVIDENCE OUTDOOR	44,937.50
77290	CHECK	03/10/2023	REPROGRAPHIX, INC	116.08
77291	CHECK	03/10/2023	RESULTANT, LLC	6,678.00
77292	CHECK	03/10/2023	RFS GROUP LLC	947.20
77293	CHECK	03/10/2023	RJE BUSINESS INTERIORS	27,481.98
77294	CHECK	03/10/2023	SARA WHITMER	75.00
77295	CHECK	03/10/2023	SECURITAS ELECTRONIC SECURITY, INC.	370.00
77296	CHECK	03/10/2023	SHAY WILLIS	200.00
77298	CHECK	03/10/2023	THE DAVEY TREE EXPERT COMPANY	974.00
77299	CHECK	03/10/2023	THE HARMON HOUSE L.L.C.	625.00

77300	CHECK	03/10/2023	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	1,161.42
77301	CHECK	03/10/2023	TOURISM TOMORROW, INC	1,000.00
77302	CHECK	03/10/2023	UNITED NATIONS PUBLICATIONS	174.25
77303	CHECK	03/10/2023	YMCA - ARTHUR JORDAN BRANCH	100.00
77304	CHECK	03/16/2023	ADTEC	7,495.00
77305	CHECK	03/16/2023	AFSCME COUNCIL IKOC 962	2,987.61
77306	CHECK	03/16/2023	AMERICAN UNITED LIFE INSURANCE CO	1,023.52
77307	CHECK	03/16/2023	AMERICAN UNITED LIFE INSURANCE CO	2,881.40
77308	CHECK	03/16/2023	AT&T MOBILITY	658.89
77309	CHECK	03/16/2023	BERNADE FLOURNOY	150.00
77310	CHECK	03/16/2023	BETSY DIAMANT COHEN	1,500.00
77311	CHECK	03/16/2023	CITIZENS ENERGY GROUP	22,093.36
77312	CHECK	03/16/2023	COMPLETE WELLNESS SOLUTIONS LLC	988.00
77313	CHECK	03/16/2023	DACO GLASS & GLAZING INC	245.00
77314	CHECK	03/16/2023	EDDIE HURM (PAINTING & SNOW REMOVAL)	1,265.00
77315	CHECK	03/16/2023	ELLIS MECHANICAL & ELECTRICAL	41,050.50
77316	CHECK	03/16/2023	FULLER ENGINEERING CO., LLC	1,384.00
77317	CHECK	03/16/2023	GEYER FIRE PROTECTION, LLC	5,750.10
77318	CHECK	03/16/2023	GLOBAL EQUIPMENT CO., INC.	82.94
77319	CHECK	03/16/2023	GORDON PLUMBING, INC.	920.00
77320	CHECK	03/16/2023	IGNITION ARTS, LLC	750.00
77321	CHECK	03/16/2023	INDIANAPOLIS STAR	102.69
77322	CHECK	03/16/2023	INDIANAPOLIS OPERA SOCIETY	300.00
77323	CHECK	03/16/2023	INNOVATIVE USERS GROUP	110.00
77324	CHECK	03/16/2023	ANITA J HARDEN	15,833.33
77325	CHECK	03/16/2023	JENNIFER K HASH	450.00
77326	CHECK	03/16/2023	LISTEN TO OUR FUTURE, INC	2,500.00
77327	CHECK	03/16/2023	LOGICALIS, INC	14,417.41
77328	CHECK	03/16/2023	MARGARET WARD	240.00
77329	CHECK	03/16/2023	OCCUPATIONAL HEALTH CENTERS OF THE SOUTHWEST, P.A.	104.00
77330	CHECK	03/16/2023	PAYPAL	54.10
77331	CHECK	03/16/2023	IMCPL - POWERS & SONS - RETAINAGE - GLD	131,732.15
77332	CHECK	03/16/2023	PROFESSIONAL GARAGE DOOR SYSTEMS	232.50
77333	CHECK	03/16/2023	PROVIDENCE OUTDOOR	2,350.00
77334	CHECK	03/16/2023	LIST PARTNERS, LLC	3,710.25
77335	CHECK	03/16/2023	REPROGRAPHIX, INC	17.01
77336	CHECK	03/16/2023	REPUBLIC WASTE SERVICES	7,729.02
77337	CHECK	03/16/2023	RJE BUSINESS INTERIORS	2,005.96
77338	CHECK	03/16/2023	SECURITAS ELECTRONIC SECURITY, INC.	370.00
77339	CHECK	03/16/2023	SHAY WILLIS	100.00
77340	CHECK	03/16/2023	TANDEM SOLUTIONS LLC	990.00
77341	CHECK	03/16/2023	THE DAVEY TREE EXPERT COMPANY	2,068.00
77342	CHECK	03/16/2023	IMCPL - THE SKILLMAN CORPORATION - RETAINAGE- FBH	23,187.85
77343	CHECK	03/16/2023	TIMOTHY P. BOWLING	90.00
77344	CHECK	03/16/2023	TRANSACTION NETWORK SERVICES INC.	221.52
77345	CHECK	03/16/2023	YOUR AUTOMATIC DOOR COMPANY	340.00
77346	CHECK	03/23/2023	ARAB TERMITE AND PEST CONTROL INC	1,640.00
77347	CHECK	03/23/2023	BLACKMORE & BUCKNER ROOFING	538.30
77348	CHECK	03/23/2023	DACO GLASS & GLAZING INC	905.00
77349	CHECK	03/23/2023	EDDIE HURM (PAINTING & SNOW REMOVAL)	500.00
77350	CHECK	03/23/2023	ELLIS MECHANICAL & ELECTRICAL	252.50
77351	CHECK	03/23/2023	GALE GROUP THE	5,372.75
77352	CHECK	03/23/2023	GEYER FIRE PROTECTION, LLC	440.00
77353	CHECK	03/23/2023	KIRSTEN WEAVER	68.21
77354	CHECK	03/23/2023	MULTI CULTURAL BOOKS AND VIDEO	3,862.00

77355	CHECK	03/23/2023	PROFESSIONAL GARAGE DOOR SYSTEMS	885.00	
77356	CHECK	03/23/2023	RFS GROUP LLC	1,533.20	
77357	CHECK	03/23/2023	SHAEL WEIDENBACH	69.00	
77358	CHECK	03/30/2023	ACTION PEST CONTROL, INC	250.00	
77359	CHECK	03/30/2023	ANTHEM INSURANCE COMPANIES, INC	333,100.00	
77360	CHECK	03/30/2023	ARTE MEXICANO EN INDIANA, INC.	800.00	
77361	CHECK	03/30/2023	BLACKMORE & BUCKNER ROOFING	1,105.56	
77362	CHECK	03/30/2023	CAMACHO JANITORIAL SUPPLY & SERVICES, INC.	126,404.02	
77363	CHECK	03/30/2023	CITIZENS ENERGY GROUP	5,634.52	
77364	CHECK	03/30/2023	CLEVERBRIDGE AG	3,740.00	
77365	CHECK	03/30/2023	COMPSULTING LLC	641.59	
77366	CHECK	03/30/2023	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	14,123.47	
77367	CHECK	03/30/2023	CREATIVE AQUATIC SOLUTIONS, LLC	233.94	
77368	CHECK	03/30/2023	DACO GLASS & GLAZING INC	770.00	
77369	CHECK	03/30/2023	DIGITAL SYNAPSES LLC	500.00	
77370	CHECK	03/30/2023	DISCOUNT SCHOOL SUPPLY	160.52	
77371	CHECK	03/30/2023	DYNAMARK GRAPHICS GROUP	952.16	
77372	CHECK	03/30/2023	ELLIS MECHANICAL & ELECTRICAL	920.00	
77373	CHECK	03/30/2023	ESSENTIAL ARCHITECTURAL SIGNS, INC	152.00	
77374	CHECK	03/30/2023	GEYER FIRE PROTECTION, LLC	1,025.00	
77375	CHECK	03/30/2023	GREATER LAWRENCE CHAMBER OF COMMERCE	164.00	
77376	CHECK	03/30/2023	GRM INFORMATION MANAGEMENT SERVICES OF INDIANA	872.88	
77377	CHECK	03/30/2023	HEALTH & HOSPITALS CORP. OF MARION CNTY.	600.00	
77378	CHECK	03/30/2023	INDIANA CHAMBER OF COMMERCE	2,000.00	
77379	CHECK	03/30/2023	INDIANAPOLIS FLEET SERVICES	1,350.43	
77380	CHECK	03/30/2023	INDIANAPOLIS OPERA SOCIETY	300.00	
77381	CHECK	03/30/2023	JENNIFER K HASH	150.00	
77382	CHECK	03/30/2023	JACKSON MANUFACTURERS CO., INC.	1,099.00	
77383	CHECK	03/30/2023	MICHAEL A. REUTER CONSULTING SERVICES, INC.	710.00	
77384	CHECK	03/30/2023	NETX INFORMATION SYSTEMS, INC.	12,270.27	
77385	CHECK	03/30/2023	PITNEY BOWES, INC.	598.92	
77386	CHECK	03/30/2023	PLAYAWAY PRODUCTS LLC	269.95	
77387	CHECK	03/30/2023	PROVIDENCE OUTDOOR	26,885.00	
77388	CHECK	03/30/2023	SHAY WILLIS	200.00	
77389	CHECK	03/30/2023	SHOEMAKER MOTION PICTURE COMPANY, LLC	355.96	
77390	CHECK	03/30/2023	SONDHI SOLUTIONS	676.59	
77391	CHECK	03/30/2023	SQUARE GROVE, LLC	13,100.00	
77392	CHECK	03/30/2023	BHE DESIGN LLC	195.00	
77393	CHECK	03/30/2023	TECHNOLOGY INTEGRATION GROUP	1,400.00	
77394	CHECK	03/30/2023	THE CHILDREN'S MUSEUM OF INDIANAPOLIS	8,750.00	
77395	CHECK	03/30/2023	THE HARMON HOUSE L.L.C.	355.00	
77396	CHECK	03/30/2023	TOTAL SHRED SOLUTIONS LLC	1,100.00	
77397	CHECK	03/30/2023	UNITED PARCEL SERVICE	1,084.17	
77398	CHECK	03/30/2023	YOUR AUTOMATIC DOOR COMPANY	1,869.00	
77399	CHECK	03/30/2023	YOURMEMBERSHIP.COM, INC.	3,000.00	\$ 2,123,379.98
306688	EFT	03/02/2023	BAKER & TAYLOR	26,361.69	
306689	EFT	03/02/2023	BAKER & TAYLOR	3,047.24	
306690	EFT	03/02/2023	BRODART CO	138.45	
306691	EFT	03/02/2023	CDW GOVERNMENT, INC.	113.56	
306692	EFT	03/02/2023	COMMUNITY HEALTH NETWORK	1,600.00	
306693	EFT	03/02/2023	DELTA DENTAL	25.13	
306694	EFT	03/02/2023	DELTA DENTAL	235.01	
306695	EFT	03/02/2023	DELTA DENTAL	11,879.08	
306696	EFT	03/02/2023	ETI PERFORMANCE IMPROVEMENT	941.46	
306697	EFT	03/02/2023	MEGAN HOVIOUS	8,000.00	

306698	EFT	03/02/2023	INDIANA PLUMBING AND DRAIN LLC	5,550.00
306699	EFT	03/02/2023	INGRAM LIBRARY SERVICES	2,859.66
306700	EFT	03/02/2023	INSIGHT PUBLIC SECTOR, INC	12,726.09
306701	EFT	03/02/2023	IRVINGTON PRESBYTERIAN CHURCH	266.79
306702	EFT	03/02/2023	KRM ARCHITECTURE+ INC	4,300.00
306703	EFT	03/02/2023	LEVEL (3) COMMUNICATIONS, LLC	3,087.69
306704	EFT	03/02/2023	LOGICALIS, INC	27,439.19
306705	EFT	03/02/2023	MARY RANKIN	2,520.00
306706	EFT	03/02/2023	RICHARD LOPEZ ELECTRICAL, LLC	50,405.95
306707	EFT	03/02/2023	RICOH USA, INC. - 12882	257.76
306708	EFT	03/02/2023	TITAN ASSOCIATES	476.00
306709	EFT	03/02/2023	TOY INVESTMENTS, INC	1,551.61
306710	EFT	03/02/2023	ULINE	1,071.33
306711	EFT	03/02/2023	UNIVERSAL PROTECTION SERVICE, LP	1,800.00
306715	EFT	03/10/2023	ALSCO	802.53
306716	EFT	03/10/2023	BAKER & TAYLOR	1,393.80
306717	EFT	03/10/2023	BAKER & TAYLOR	57.04
306718	EFT	03/10/2023	BAKER & TAYLOR	1.04
306719	EFT	03/10/2023	BAKER & TAYLOR	30,909.80
306720	EFT	03/10/2023	BAKER & TAYLOR	20,793.50
306721	EFT	03/10/2023	BRODART COMPANY	327.60
306722	EFT	03/10/2023	BRODART COMPANY CONTINUATIONS	1,089.48
306723	EFT	03/10/2023	CDW GOVERNMENT, INC.	33.91
306724	EFT	03/10/2023	DENISON PARKING	5,862.25
306725	EFT	03/10/2023	EBSCO INFORMATION SERVICES	9.06
306726	EFT	03/10/2023	ETI PERFORMANCE IMPROVEMENT	771.32
306727	EFT	03/10/2023	FLEET CARE, INC.	719.77
306728	EFT	03/10/2023	GLENDALE MALL	23,585.42
306729	EFT	03/10/2023	INDIANA PLUMBING AND DRAIN LLC	13,452.00
306730	EFT	03/10/2023	INGRAM LIBRARY SERVICES	5,379.86
306731	EFT	03/10/2023	J&G CARPET PLUS	200.00
306732	EFT	03/10/2023	KLINES QUALITY WATER, INC	96.30
306733	EFT	03/10/2023	KRM ARCHITECTURE+ INC	8,008.12
306734	EFT	03/10/2023	LOCKERBIE SQUARE CABINET CO	2,740.00
306735	EFT	03/10/2023	LOGICALIS, INC	29,555.38
306736	EFT	03/10/2023	MARK'S VACUUM & JANITORIAL SUPPLIES	893.20
306737	EFT	03/10/2023	MARKET STREET GROUP, INC	4,000.00
306738	EFT	03/10/2023	MIDWEST TAPE - PROCESSED DVDS	534.52
306739	EFT	03/10/2023	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	6,727.10
306740	EFT	03/10/2023	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	12,214.96
306741	EFT	03/10/2023	MIDWEST TAPE, LLC	64.18
306742	EFT	03/10/2023	ORACLE ELEVATOR HOLDCO, INC.	11,570.86
306743	EFT	03/10/2023	OVERDRIVE INC	92,847.95
306744	EFT	03/10/2023	RECORD DOORS	546.05
306745	EFT	03/10/2023	REGIONS BANK PURCHASING CARD	8,608.55
306746	EFT	03/10/2023	RICOH USA, INC. - 12882	11,071.44
306747	EFT	03/10/2023	ROBERT HALF INTERNATIONAL, INC	774.00
306748	EFT	03/10/2023	STAPLES	14,717.37
306749	EFT	03/10/2023	STUART'S HOUSEHOLD FURNITURE MOVING & STORAGE	2,287.00
306750	EFT	03/10/2023	THE SKILLMAN CORPORATION	864,976.43
306751	EFT	03/10/2023	THOMSON REUTERS-WEST PUBLISHING CORPORATION	6,423.02
306752	EFT	03/10/2023	ULINE	676.94
306753	EFT	03/10/2023	UNIVERSAL PROTECTION SERVICE, LP	5,897.77
306757	EFT	03/16/2023	BAKER & TAYLOR	298.04
306758	EFT	03/16/2023	BAKER & TAYLOR	426.92

306759	EFT	03/16/2023	BAKER & TAYLOR	2.09
306760	EFT	03/16/2023	BAKER & TAYLOR	16,518.90
306761	EFT	03/16/2023	BAKER & TAYLOR	29,112.29
306762	EFT	03/16/2023	BLACKSTONE AUDIO INC	504.98
306763	EFT	03/16/2023	CDW GOVERNMENT, INC.	2,301.00
306764	EFT	03/16/2023	CENTRAL SECURITY & COMMUNICATIONS	211.00
306765	EFT	03/16/2023	CHRISTOPHER B. BURKE ENGINEERING, LLC	375.00
306766	EFT	03/16/2023	COMMUNITY HEALTH NETWORK	1,600.00
306767	EFT	03/16/2023	DANCORP INC. DBA DANCO	6,318.00
306768	EFT	03/16/2023	ETI PERFORMANCE IMPROVEMENT	500.00
306769	EFT	03/16/2023	FLEET CARE, INC.	559.16
306770	EFT	03/16/2023	INDIANA PLUMBING AND DRAIN LLC	759.00
306771	EFT	03/16/2023	INGRAM LIBRARY SERVICES	6,734.06
306772	EFT	03/16/2023	MARY RANKIN	8,977.50
306773	EFT	03/16/2023	MOORE INFORMATION SERVICES, INC	2,212.23
306774	EFT	03/16/2023	ORACLE ELEVATOR HOLDCO, INC.	34,432.76
306775	EFT	03/16/2023	OVERDRIVE INC	55,200.86
306776	EFT	03/16/2023	POWERS & SONS CONSTRUCTION	1,185,589.42
306777	EFT	03/16/2023	RICHARD LOPEZ ELECTRICAL, LLC	557.50
306778	EFT	03/16/2023	STENZ MANAGEMENT COMPANY, INC	2,116.36
306779	EFT	03/16/2023	STUART'S HOUSEHOLD FURNITURE MOVING & STORAGE	801.65
306780	EFT	03/16/2023	TELAMON ENTERPRISE VENTURES, LLC.	221,537.10
306781	EFT	03/16/2023	THE SKILLMAN CORPORATION	419,687.37
306782	EFT	03/16/2023	TITAN ASSOCIATES	23,708.00
306783	EFT	03/16/2023	UNIVERSAL PROTECTION SERVICE, LP	25,034.72
306785	EFT	03/23/2023	BAKER & TAYLOR	401.09
306786	EFT	03/23/2023	BAKER & TAYLOR	9,392.31
306787	EFT	03/23/2023	BAKER & TAYLOR	16,008.80
306788	EFT	03/23/2023	BRODART COMPANY	754.46
306789	EFT	03/23/2023	CENTRAL SECURITY & COMMUNICATIONS	403.00
306790	EFT	03/23/2023	DANCORP INC. DBA DANCO	620.00
306791	EFT	03/23/2023	INDIANA PLUMBING AND DRAIN LLC	1,780.00
306792	EFT	03/23/2023	INGRAM LIBRARY SERVICES	767.79
306793	EFT	03/23/2023	MIDWEST TAPE - PROCESSED DVDS	1,561.77
306794	EFT	03/23/2023	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	9,685.70
306795	EFT	03/23/2023	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	5,218.08
306796	EFT	03/23/2023	OVERDRIVE INC	78,150.21
306797	EFT	03/23/2023	RICHARD LOPEZ ELECTRICAL, LLC	12,522.92
306798	EFT	03/23/2023	STENZ MANAGEMENT COMPANY, INC	366.85
306799	EFT	03/30/2023	ACORN DISTRIBUTORS, INC	8,928.94
306800	EFT	03/30/2023	BAKER & TAYLOR	0.35
306801	EFT	03/30/2023	BAKER & TAYLOR	13,164.42
306802	EFT	03/30/2023	BAKER & TAYLOR	17,454.09
306803	EFT	03/30/2023	BAKER & TAYLOR AXIS 360 E-BOOKS	14.99
306804	EFT	03/30/2023	CDW GOVERNMENT, INC.	53.47
306805	EFT	03/30/2023	CENTRAL SECURITY & COMMUNICATIONS	3,891.00
306806	EFT	03/30/2023	DELTA DENTAL	25.13
306807	EFT	03/30/2023	DELTA DENTAL	11,324.35
306808	EFT	03/30/2023	DEMCO, INC.	2,955.55
306809	EFT	03/30/2023	FINELINE PRINTING GROUP	218.00
306810	EFT	03/30/2023	GLENDALE MALL	23,585.42
306811	EFT	03/30/2023	INDIANA PLUMBING AND DRAIN LLC	2,548.50
306812	EFT	03/30/2023	INGRAM LIBRARY SERVICES	24.85
306813	EFT	03/30/2023	INSIGHT PUBLIC SECTOR, INC	3,435.90
306814	EFT	03/30/2023	IRVINGTON PRESBYTERIAN CHURCH	1,008.33

306815	EFT	03/30/2023	J&G CARPET PLUS	470.00	
306816	EFT	03/30/2023	KLINES QUALITY WATER, INC	145.75	
306817	EFT	03/30/2023	KRM ARCHITECTURE+ INC	6,600.00	
306818	EFT	03/30/2023	MIDWEST TAPE - PROCESSED DVDS	2,038.48	
306819	EFT	03/30/2023	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	13,572.72	
306820	EFT	03/30/2023	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	11,665.45	
306821	EFT	03/30/2023	ORACLE ELEVATOR HOLDCO, INC.	2,168.00	
306822	EFT	03/30/2023	RICHARD LOPEZ ELECTRICAL, LLC	9,633.91	
306823	EFT	03/30/2023	RICOH USA, INC. - 12882	19,011.44	
306824	EFT	03/30/2023	STENZ MANAGEMENT COMPANY, INC	14,768.63	
306825	EFT	03/30/2023	THE CATALYST EFFECT LLC	16,275.00	
306826	EFT	03/30/2023	UNIVERSAL PROTECTION SERVICE, LP	45,006.27	\$ 3,770,971.04
Total				<u>\$ 5,894,351.02</u>	

Summary by Transaction Type:

Computer Check	\$ 2,123,379.98
EFT Check	\$ 4,056,617.99
Total Payments	\$ 6,179,997.97
Total Voided Items	\$ -

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
FINES ACCOUNT

No.	Type	Date	Reference	Amount
1007	CHECK	03/02/2023	C JANE TOWNSEND	15.11
1008	CHECK	03/02/2023	SUSAN APPEL	66.75
1009	CHECK	03/02/2023	ZOE JANE WARREN	48.23
1010	CHECK	03/10/2023	AILANA IMAN WOODWARD	29.95
1011	CHECK	03/10/2023	AMY M COWLES	39.65
1012	CHECK	03/10/2023	MARY FRANCES CANADA	57.61
1013	CHECK	03/10/2023	NICOLE SCHUSTER	25.00
1014	CHECK	03/10/2023	SARAH MARIA ONEALL	40.21
1015	CHECK	03/10/2023	TAZRHEA MISAALEFUA	25.95
1016	CHECK	03/30/2023	BALL STATE UNIVERSITY	36.75
1017	CHECK	03/30/2023	INDIANA UNIVERSITY	169.95
1018	CHECK	03/30/2023	MEGAN ELIZABETH SMITH	25.98
			Total	<u>\$ 581.14</u>

Summary by Transaction Type:

Computer Check	\$	581.14
EFT Check	\$	-
Total Payments	\$	581.14
Total Voided Items	\$	-

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY**BANK REGISTER****GIFT ACCOUNT**

No.	Type	Date	Reference	Amount
8868	CHECK	03/02/2023	BETH MENG	75.00
8869	CHECK	03/02/2023	CHARMAINE ANDERSON	250.00
8870	CHECK	03/02/2023	DAMITA JO HARVEY	340.00
8872	CHECK	03/02/2023	JENA MATTIX	218.91
8873	CHECK	03/02/2023	JILL EDWARDS	76.46
8874	CHECK	03/02/2023	LORALYNN E EADES	912.00
8875	CHECK	03/02/2023	MARIANNE KRUPPA	173.01
8876	CHECK	03/02/2023	ROBIN YOUNGWORTH	13.90
8877	CHECK	03/10/2023	ARTS FOR LEARNING INDIANA	427.00
8878	CHECK	03/10/2023	BETH MENG	150.00
8879	CHECK	03/10/2023	DYNAMARK GRAPHICS GROUP	499.80
8880	CHECK	03/10/2023	GLENDALE (PETTY CASH)	28.59
8881	CHECK	03/10/2023	HILARI VARGO	200.00
8882	CHECK	03/10/2023	YOUNG ACTOR'S THEATRE	400.00
8883	CHECK	03/10/2023	INDIANAPOLIS OPERA SOCIETY	125.00
8884	CHECK	03/10/2023	JEREMY SOUTH	875.00
8885	CHECK	03/10/2023	LISA PATTERSON	500.00
8886	CHECK	03/10/2023	M LAMAR CAMPBELL	1,000.00
8887	CHECK	03/10/2023	MARY JO WYSS TREADWELL	240.00
8888	CHECK	03/10/2023	OOEY GOOEY, INC.	7,700.00
8889	CHECK	03/10/2023	SVITLANA RAMER	150.00
8890	CHECK	03/10/2023	THE HARMON HOUSE L.L.C.	475.00
8891	CHECK	03/10/2023	TIFFANY KEYES FACEPAINTING	150.00
8892	CHECK	03/16/2023	A CLASSIC PARTY RENTAL CO	4,393.76
8893	CHECK	03/16/2023	AT&T MOBILITY	1,098.90
8894	CHECK	03/16/2023	AT&T MOBILITY	1,098.90
8895	CHECK	03/16/2023	BETH MENG	75.00
8896	CHECK	03/16/2023	HIBA ALALAMI	150.00
8897	CHECK	03/16/2023	YOUNG ACTOR'S THEATRE	300.00
8898	CHECK	03/16/2023	IGNITION ARTS, LLC	7,250.00
8899	CHECK	03/16/2023	LORALYNN E EADES	304.00
8900	CHECK	03/16/2023	MADE IN INDY LLC	1,250.00
8901	CHECK	03/16/2023	MIKE YAYRA LLC	400.00
8902	CHECK	03/16/2023	NORA (PETTY CASH)	44.96
8903	CHECK	03/16/2023	SOLEDAD DOMINIC ZEPEDA ARECHEGA	200.00
8904	CHECK	03/23/2023	GLENDALE (PETTY CASH)	6.94
8905	CHECK	03/23/2023	LAURA ESTALA LOZA MARTINEZ	1,100.00
8906	CHECK	03/23/2023	MARY JO WYSS TREADWELL	80.00
8907	CHECK	03/30/2023	ARTS FOR LEARNING INDIANA	1,501.00
8908	CHECK	03/30/2023	BETH MENG	225.00
8909	CHECK	03/30/2023	CROSSROADS DOCUMENT SERVICES	306.16
8910	CHECK	03/30/2023	CYNTHIA REINHARD	150.00

8911	CHECK	03/30/2023	DEBORAH KANE	75.00	
8912	CHECK	03/30/2023	DIGITAL SYNAPSES LLC	1,200.00	
8913	CHECK	03/30/2023	ELIZABETH ROSALEEN CROWLEY	400.00	
8914	CHECK	03/30/2023	FONSEC THEATRE COMPANY	200.00	
8915	CHECK	03/30/2023	YOUNG ACTOR'S THEATRE	100.00	
8916	CHECK	03/30/2023	IMMIGRANT WELCOME CENTER	2,500.00	
8917	CHECK	03/30/2023	JEREMY SOUTH	525.00	
8918	CHECK	03/30/2023	JESSICA NEEB-SMITH	64.55	
8919	CHECK	03/30/2023	JULIA LOHLA	150.00	
8920	CHECK	03/30/2023	LAURA ESTALA LOZA MARTINEZ	200.00	
8921	CHECK	03/30/2023	LORALYNN E EADES	379.00	
8922	CHECK	03/30/2023	MADE IN INDY LLC	1,750.00	
8923	CHECK	03/30/2023	ENRIQUE CORREA-BLANCO	900.00	
8924	CHECK	03/30/2023	SHAEL WEIDENBACH	301.24	
8925	CHECK	03/30/2023	TAMARA BUCHANAN	24.03	
8926	CHECK	03/30/2023	THE MAGIC IN YOU LLC	300.00	
8927	CHECK	03/30/2023	UNITED ART & EDUCATION	232.85	\$ 44,215.96
306712	EFT	03/02/2023	INDPLS-MARION COUNTY PUBLIC LIBRARY	202.31	
306713	EFT	03/02/2023	INGRAM LIBRARY SERVICES	665.84	
306714	EFT	03/02/2023	STAPLES	32.29	
306754	EFT	03/10/2023	BAKER & TAYLOR	58.56	
306755	EFT	03/10/2023	BAKER & TAYLOR AXIS 360 E-BOOKS	2,293.90	
306756	EFT	03/10/2023	UNIVERSAL PROTECTION SERVICE, LP	311.28	
306784	EFT	03/16/2023	BAKER & TAYLOR	73.39	
306827	EFT	03/30/2023	BAKER & TAYLOR	34.55	
306828	EFT	03/30/2023	INGRAM LIBRARY SERVICES	45.47	\$ 3,717.59
			Total	<u><u>\$ 47,933.55</u></u>	

Summary by Transaction Type:

Computer Check	\$ 44,215.96
EFT Check	\$ 3,717.59
Total Payments	\$ 47,933.55
Total Voided Items	\$ -

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
APRIL 24, 2023
PERSONNEL ACTIONS
RESOLUTION 20-2023

NEW HIRES:

- Alice Selm, Public Services Associate II, Haughville Branch, \$17.70 per hour, Effective: April 12, 2023
- Kimberly Newborn, Library Assistant II, Eagle Branch, \$15.32 per hour, Effective: April 12, 2023
- Sydney Coffman, Page, West Perry Branch, \$15.00 per hour, Effective: Effective: April 12, 2023
- Randy Moore, Page, West Perry Branch, \$15.00 per hour, Effective: April 12, 2023
- Caress Graham, Hourly Library Assistant II, Lawrence Branch, \$15.32 per hour, Effective: April 12, 2023
- Constantine King, Computer Assistant II, Decatur Branch, \$15.92 per hour, Effective: April 12, 2023

INTERNAL CHANGES:

- April Petrie from Public Services Librarian, Franklin Road Branch, \$22.00 per hour to Supervisor Librarian, Franklin Road Branch, \$23.65 per hour, Effective: March 26, 2023
- Dawn Hawkins from Hourly Computer Assistant II, East 38th Street Branch, \$15.93 per hour to Hourly Administrative Assistant I, Program Development Area, \$18.00 per hour, Effective: April 23, 2023
- Carri Genovese from Interim Manager, Regional Branch, Nora Branch, \$29.96 per hour to Manager, Neighborhood Branch, Spades Park Branch, \$27.50 per hour, Effective: April 9, 2023
- Gwendolyn St. John from Page, Central Library, \$15.00 per hour to Library Assistant II, Lawrence Branch, \$15.32 per hour, Effective: April 9, 2023
- Reginald Laratte from Interim Human Resources Generalist, Human Resources Services Area, \$25.92 per hour to Human Resources Generalist, Human Resources Services Area \$27.00 per hour, Effective: March 26, 2023
- Priscilla Bell from Circulation Supervisor I, Michigan Road Branch, \$26.09 per hour to Interim Manager, Community Branch, Michigan Road Branch, \$30.10 per hour, Effective: March 26, 2023
- Erin Murphy from Supervisor Librarian, Irvington Branch, \$26.53 per hour to Interim Manager, Regional Branch, Nora Branch, \$29.67 per hour, Effective: April 9, 2023
- Katelyn Raber from Page, West Perry Branch, \$15.00 per hour to Computer Assistant II, West Perry Branch, \$15.92 per hour, Effective: April 23, 2023
- Theresa Coleman from Supervisor Librarian, Nora Branch, \$24.90 per hour to Manager, Community Branch, Martindale-Brightwood Branch, \$27.60 per hour, Effective: April 23, 2023
- Brittany McFadden from Library Assistant II, Central Library, \$17.19 per hour to Library Assistant III, Fort Benjamin Harrison Branch, \$18.04 per hour, Effective: May 7, 2023

RE-HIRES:

- Edith Sicken, Page, Garfield Park Branch, \$15.00 per hour, Effective: April 27, 2023

SEPARATION:

- Sara Wire, Cataloging and Metadata Librarian, Collection Management Services Area, 42 years and 1 month, Effective: April 1, 2023
- Vanbawi Thawng, Computer Assistant II, West Perry Branch, 4 months, Effective: March 21, 2023
- Cheryl Maddox, Public Services Librarian, Lawrence Branch, 4 months, Effective: March 29, 2023
- Carol Segal, Public Services Associate II, Nora Branch, 26 years and 9 months, Effective: April 29, 2023
- Komal Khawaja, Human Resources Assistant, Human Resources Services Area, 7 months, Effective: April 1, 2023
- Selena Perez, Page, Franklin Road Branch, 4 years and 8 months, Effective: April 15, 2023

INACTIVE: (None Reported)**RE-ACTIVATE:**

- Kimberly Willis, Page, Southport Branch, \$15.00 per hour, Effective: May 21, 2023

PAY ADJUSTMENT: (None Reported)**RECLASSIFICATION:****CORRECTION:**

- On the February 27, 2023 Personal Actions under Reclassification, Employee Olutimilehin Olaniyi was not adjusted to the proper pay therefore we are including it on this report as follows, Olutimilehin Olaniyi, Purchasing Order Specialist, Accounting and Chief Financial Office from \$20.50 per hour to \$21.00 per hour, Effective: December 18, 2022

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY**TRAVEL AND TRAINING ACTION**

RESOLUTION 20-2023 - April 2023

WHEREAS it is the opinion of the Board that it is necessary for the following individuals:**BE IT RESOLVED that they be allowed the necessary credited time and registration fees to be paid out of the Operating Fund:**

Name	Dept	C/C	City/State	Conference Name	Fund	Registration	Travel/Mileage	Lodging	Per Diem	Total
Kimberly Anderson	PSA	2001	Phoenix, AZ	Innovative User Group Conference	101	\$ 550.00	\$ 600.00	\$ 1,204.00	\$ 120.00	\$ 2,474.50
Reid Delehanty	MAR	2027	Indianapolis, IN	REI Training	101	\$ 350.00				\$ 350.00
Kathryn Bacone	CMSA	1200	Virtual	OVGTSL 2023 Conference	101	\$ 55.00				\$ 55.00
April Petrie	FRA	2021	Indianapolis, IN	REI Training	101	\$ 350.00				\$ 350.00
Karen Moore	PDA	1500	Virtual	REI Training	101	\$ 350.00				\$ 350.00
Kate Choplin	CEN	1401	Virtual	REI Training	101	\$ 350.00				\$ 350.00
April Pretrie	FRA	2021	Virtual	REI Training	101	\$ 350.00				\$ 350.00
Genira Newell	HR	1700	Indianapolis, IN	HR Conference and Expo	101	\$ 499.00	\$ 90.00			\$ 589.00
Reginald Laratte	HR	1700	Indianapolis, IN	HR Conference and Expo	101	\$ 499.00	\$ 90.00			\$ 589.00
Tisha Galarce	HR	1700	Indianapolis, IN	HR Conference and Expo	101	\$ 599.00	\$ 45.00			\$ 644.00
Kathryn Millikan	CMSA	1200	Virtual	OVGTSL 2023 Conference	101	\$ 65.00				\$ 65.00
Sarah Walker	WRN	2022	Indianapolis, IN	REI Training	101	\$ 350.00				\$ 350.00
Pam Swaidner	CMSA	1200	Phoenix, AZ	Innovative User Group Conference	101	\$ 575.00	\$ 650.00	\$ 860.00	\$ 120.00	\$ 2,205.00
Mary Alice Durchholz	CMSA	1200	Virtual	Jumpstart Inclusive Cataloging	101	\$ 189.99				\$ 189.99
Jeffrey Edminster	IT	1100	Phoenix, AZ	Innovative User Group Conference	101	\$ 475.00	\$ 787.95	\$ 750.00	\$ 90.00	\$ 2,102.95
Amy Spurrier	IT	1100	Phoenix, AZ	Innovative User Group Conference	101	\$ 475.00	\$ 787.95	\$ 750.00	\$ 90.00	\$ 2,102.95
Michael I. Perkins	CEN	1401	Indianapolis, IN	REI Training	101	\$ 350.00				\$ 350.00
Alexander Hampton	PDA	1500	Virtual	REI Training	101	\$ 350.00				\$ 350.00
Deb Lambert	CMSA	1200	Phoenix, AZ	Innovative User Group Conference	101	\$ 575.00	\$ 650.00	\$ 860.00	\$ 120.00	\$ 2,205.00
Kathy Helmond	CEN	1401	Virtual	Break Out of Burnout and Rebalance	101	\$ 70.00				\$ 70.00
Alexander Loewen	CEN	1401	Indianapolis, IN	Preventing Harassment of Library Sta	101	\$ 99.00				\$ 99.00
Shanika Heyward	IT	1100	Carmel, IN	Midwest Broadband Conference	101	\$ 10.00				\$ 10.00
Alexander Loewen	CEN	1401	Indianapolis, IN	ChatGPT Bootcamp for Libraries and I	101	\$ 149.00				\$ 149.00
Catrina Barnett	CMSA	1200	Phoenix, AZ	Innovative User Group Conference	101	\$ 700.00	\$ 500.00	\$ 1,000.00		\$ 2,200.00
Amira Malcom	CEN	1401	Helsinki, Finland	Haaga-Helia Cultural Exchange	101					

Rebecca Staley	CMSA	1200	Phoenix, AZ	Innovative User Group Conference	101	\$ 500.00	\$ 415.42	\$ 1,038.60	\$ 150.00	\$ 2,104.02
Jessica Neeb-Smith	PDA	1500	Indianapolis, IN	Indiana Association for the Education	101	\$ 250.00				\$ 250.00
Montoya Barker	CEN	1401	Virtual	Rare Books and Manuscripts Conferen	101					

\$ 20,904.41

Good evening,

The Staff of the Indianapolis Public Library continue to focus on “**Supporting Lifelong Learning in the City of Indianapolis.**”

System Wide Communication

We continue to hold meetings with staff at branch locations as well as departments. In March, the Executive Committee held meetings at East Thirty Eighth Street Branch and Hosted the closed departments at LSC.

The Area Resource Managers held it's meeting at The NORA Branch in March.

Adult Program Updates from PDA, Central and Branches.

Adult Program Specialist

Civil Rights Commission, 10:00 – 6:00 each day and will be listed on IndyPL events calendar.

- April 3-6: West Indianapolis
- May 8-11: College Ave.
- June 5-8: Decatur
- August 7-10: Central
- September 11-14: Wayne
- October 2-5: Fort Ben
- GPK & MIC are "first up" for the next round.

@ Central

- Data and Drafts in partnership with The Polis Center at IUPUI and WFYI, had 29 in attendance.
- Tai Chi Wellness Program, offered virtually to both staff and patrons as a part of our health and wellness-1 strategic priority had 45 in attendance.
- Circulating Sounds concert with Mariachi Sol Jalisciense with 117 in attendance.

@ Systemwide

- BGR and FRA hosted Medicare Bingo in partnership with SHIP (State Health Insurance Program) and had a total of 12 in attendance.
- Art programs were held at GLD, LAW, MAR, WPR, HVL and WRN with 61 in attendance.
- HVL and LAW hosted Fishing with Clint presentations “As the Ice Melts/Catching Spring Fever” with a total of 45 in attendance.
- Eagle hosted Healthy Communities/Cultivando Comunidades with 45 in attendance.

Immigrant Outreach Specialist

- Central hosted two Naturalization Ceremonies with 350 in attendance, in partnership with US Citizenship & Immigration Services (USCIS), The League of Women Voters, IWC.
- Southport hosted Pathway to Literacy in partnership with the Immigrant Welcome Center with 67 in attendance. Graduation for this class will be in May.
- CEN, MIC, LAW and SOU hosted English Conversation Circle in partnership with IUPUI and had 133 in attendance.
- EAG hosted World Language Spanish Computer Classes, taught by Digital Synapses, and had 11 in attendance.
- The Spanish Book Club had 8 in attendance and the book read was Things You Think About When you Bite Your Nails written by Amalia Andrade
- Indianapolis Mariachi Festival had 780 attend. We also did IndyPL promo on Fox 59: <https://fox59.com/morning-news/indianapolis-mariachi-folklore-festival-happening-this-saturday/>

System-wide IndyPL

- Beech Grove hosted ABC of Diabetes in partnership with the Marion County Public Health Department to 47 patrons.
- Central offered their popular Nonprofit workshop series and had a total of 85 in attendance for three workshops covering topics such as “Starting a 501(c)(3) Nonprofit Organization”, “Successful Grant Proposals”, and “Planning Effective Programs”.
- The Central Computer Lab offered a variety of classes, including classes on how to get inspired with Adobe Capture, Adobe Photoshop Basics, Adobe Audition Basics, and Microsoft Powerpoint Online. Open Labs offered focused on Northstar Digital Literacy, including building tech and computer skills.
- CEN, EWA, GLD, IRV, MIC, NOR, WRN, WIN, FRA and MAR all hosted book discussions with a total of 72 in attendance.
- Glendale hosted Yarnslingers with 10 in attendance.
- InfoZone hosted Growing Global Citizens with 215 in attendance.
- Michigan Road kicked off the 2023 Community Shred and E-Recycle events with 110 in attendance. Special thanks to Recycle Force for providing E-Recycling services.

Recent Highlights at IndyPL

Will be provided at a later date.

Gregory A. Hill, Sr.

Sincerely,

Gregory A. Hill, Sr., MLS, MSM

Acting CEO / Chief Public Services Officer Indianapolis Public Library

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
DIVERSITY, POLICY AND HUMAN RESOURCES COMMITTEE MEETING
APRIL 11, 2023

The Indianapolis-Marion County Public Library Board Diversity, Policy and Human Resources Committee met in-person at LSC Room 226 and electronically via TEAMS on Tuesday, April 11, 2023, at 11:30 a.m. pursuant to notice given.

Committee Members Present: Chairman Raymond Biederman, Dr. Khuala Murtadha, Dr. Patricia Payne

Other Attendees Present: Gregory Hill, Tisha Galarce, Kimberly Ewers, Michelle Sharp, Reginald Laratte, Michael Torres, Anita J. Harden

Attended Virtually: Debra Lambert

Chairman Biederman called the meeting to order at 11:38 a.m.

1. PEMPLD Leave-Resolution and Bar

- Chairman Biederman presented Policy 290 Paid Employee Medical Parental and Disability. The policy has remained the same in what it covers and how much time each employee would be entitled to under the benefit.
- Following a discussion, Chairman Biederman made the motion, seconded by Dr. Payne that the Resolution be sent to the full Board for approval with a Do Pass Recommendation. The motion passed unanimously.

2. SB12-Debra Lambert

- Debra Lambert proposed a resolution asking the library board to make a stance against censorship and to support library staff. She reviewed the details of the resolution and that it incorporates our strategic plan, American Library Association Bill of Rights, freedom to read statement, freedom to view statement, climate improvement plan, racial equity, and diversity equity and inclusion work.
- There was a discussion about the impact of censorship on displays, programing, and the responsibility of parents and legal guardians.
- Following the discussion, Chairman Biederman made the motion, seconded by Dr. Payne that the Resolution be sent to the full Board for approval with a Do Pass Recommendation with the addition of displays being in the language. The motion passed unanimously.
- Debra proceeded to add the language about displays into the resolution.

3. HR Update

- Tisha Galarce stated that HR is still visiting branches and the next location is Beech Groove on April 21st from 10 a.m.-12 p.m. Members of the committee are welcome to attend. There is no update on DEI at this time.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE DIVERSITY, POLICY AND HUMAN RESOURCES COMMITTEE
MEETING
APRIL 11, 2023

- Chairman Biederman explained that he would like for the committee to review the current tuition reimbursement/assistance policy and explore ways that it can be changed to a deferral and then pay system. That will be a priority for the committee on the May 9th meeting.
- Tisha Galarce shared how the budget was managed last year and that we were over budget to pay for tuition reimbursement. Funds had to be moved from another bucket to cover the cost. The library would need a bigger budget to accommodate a change in payment approach for tuition reimbursement/assistance.
- Dr. Murtadha asked about the trend information. Tisha noted that it has increased every year. Nine thousand was moved last year and a couple thousand was moved a year before. The language was change recently to expand tuition reimbursement/assistance to allow employees to pursue degrees or certificates if it relates to library business.

4. Proposed Next Meeting

Tuesday, May 9, 2023, at 11:30 a.m. EDT at the Library Services Center.

5. Adjournment

Chairman Biederman adjourned the meeting at 12:03 p.m.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
FACILITIES COMMITTEE MEETING
April 12, 2023

The Indianapolis-Marion County Public Library Board Facilities Committee met in-person at LSC Room 226 and electronically via TEAMS on Tuesday, April 12, 2023, at 1:00 p.m. pursuant to notice given.

Committee Members Present: Chairman Dr. Eugene White, Dr. Khuala Murtadha, Stephen Lane

Other Attendees Present: Gregory Hill, Adam Parsons, Anita Harden, Robert Scott, Lolita Campbell, Kim Ewers, Michael Torres

Attended Virtually: Robert Morrison

1. Resolution xx-2023 – Approval to Renew a Services Contract with Republic Services for Waste Removal

Adam Parsons recommended that the Facilities Committee to approve the award of a services contract for system-wide trash removal to Republic Services, Inc. for a first-year cost of \$7,086.00.

- The annual cost is \$7,086.00 for the first year, starting April 1, 2023, with an 8% cost increase every year. This service is within the operating funds budget for Facilities.
Republic Services is current service provider to IndyPL for waste removal. All branches have a standard dumpster, ranging in size from 2 yards to 8 yards, with service at least once per week.
Other services and their prices include:
o Overage: \$35
o Exchange: \$175
o Extra Lift: \$125
o Relocate: \$145
o Removal: \$175
Management recommends approval of this contract to continue the standard waste removal service provided by Republic Services, Inc.
Robert Scott recommended adding 3-year term specification to last paragraph of the resolution.
After a brief discussion, the Committee made a motion to approve the resolution which was seconded that the Resolution be sent to the full Board for approval with a Do Pass Recommendation. The motion passed unanimously.

2. Resolution xx-2023 – Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project

Adam Parsons recommended that the Facilities Committee approve the award of a construction services contract for the Warren Branch AHU 1 and 2 Replacement Project to Ellis Mechanical, Inc., Indianapolis, Indiana, for the total cost of \$191,500.00.

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- The work is within the total Project budget of \$225,000. The Project will be funded by the 2020 Facilities Improvement II Bond Fund (Fund 482).
- The mechanical air-handling units are from the original installation in 1974 and are at the end of their useful service life. The compressors and condensing units had been replaced earlier and are at the end of their useful life. The value-based decision was made to not invest in just these components, but to replace both units with a new rooftop unit. The new unit will use the same supply and return network.
- The crane work will be completed when the Warren Branch is not open for services for safety reasons and to not impact staff and patron services.
- IndyPL staff and the engineer, R.E. Dimond, prepared bidding documents to solicit open competitive and sealed public bids for the Project. The bidding documents were issued to bidders on March 17, 2023.
- Public Notice to prospective bidders was advertised on March 17 and March 24, 2023. Notice of the Project was also posted on the IndyPL website and the ePlanroom at Reprographix.
- IndyPL staff used the Indianapolis Office of Minority & Women Business Development website to identify vendors in the construction industry.
- A Pre-bid Conference was held on March 23, 2023. Three (3) vendors attended the Conference.
- The preliminary Project schedule targets substantial completion by December 1, 2023. Manufacture times are currently at 30 weeks, plus time for shipping and installation.
- Three (3) sealed bids were received at the Library Services Center by the deadline of 2:00 PM on April 6, 2023.
- The lowest, responsive, and responsible bidder was **Ellis Mechanical, Inc.**
- **Ellis Mechanical, Inc.** is an Indiana company with the knowledge, experience, and resources to satisfactorily complete the work as described in the quoting documents. They are our current HVAC system-wide vendor and are exceeding our expectations for services provided.
- After a brief discussion, the Committee made a motion to approve the resolution which was seconded that the Resolution be sent to the full Board for approval with a Do Pass Recommendation. The motion passed unanimously.

3. Updates on Facilities projects and Upcoming Board items

- Current Projects
 - GLD and FBH construction: Both projects are proceeding according to schedule with FBH substantial completion date of 6/1/23. The FBH branch will open to the public in mid-to-late July. The GLD project substantial completion date will be in July 2023 with opening date in October. There were delays in construction due to HVAC equipment and glass panel production/delivery date delays.
 - NOR and PIK renovation: There have been two (2) community engagement meetings with a third scheduled for May before moving into the hard design phase.
 - CEN Curve: The project is currently in its design phase with one (1) more design meeting scheduled before moving into next phase of the process. There have been some funding challenges resulting in budget increase.
 - 2014 Assessment Refresh RFQ advertised: Facilities is seeking feedback from Executive Committee and IndyPL counsel. An RFP will be prepared and issued within 2 weeks.
- Upcoming Board Items

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- Agreement with The Children’s Museum: Facilities will be negotiating a standard contract extension with The Children’s Museum for the InfoZone Branch Library.
- CEN Landscaping project: Facilities is developing scope of work to remove invasive plant species from the East Garden. Facilities had solicited a couple of quotes but were inconsistent so plan is to reject these quotes and re-release an RFQ.

4. Proposed Next Meeting

Tuesday, May 9, 2023, at 1:00 pm EDT at the Library Services Center.

5. Adjournment

The meeting adjourned at 1:37 PM.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
FINANCE COMMITTEE MEETING
April 11, 2023

The Indianapolis-Marion County Public Library Board Finance Committee on Tuesday April 11, 2023, at 10:00am pursuant to notice given.

Committee Members Present: Raymond Biederman and Dr. Pat Payne

Other Attendees: Lolita Campbell, Dr. Khaula Murtadha and Robert Scott

Briefing – Resolution XX-2023 – Transfer between Classifications and Accounts. The transfer in the Operating Fund is to move funds within the CEO department's budget to fund the contract for the Chief Administrative Officer, Anita Harden. This transfer has no impact on the total budget for 2023 as the funds are moving from on account to another per Lolita Campbell. Lolita would like to transfer \$15,833.33 for one month's payment for outstanding invoice but prefers to transfer two months for the current outstanding two invoices for the months of February and March 2023; this total is \$31,666.67 of salary expense from Salaries fund and increase the Other Services & Charges fund (consulting services). The total amount for the contract is \$190,000.00 for the CAO, Anita Harden. In today's Finance Committee meeting, the committee members approved of transferring funds to cover the outstanding February and March 2023 invoices in the amount of \$31,666.66. The finance committee chair prefers not to transfer more funds because of the possibility of further discussion of the termination of the contract for the CAO position at the next board meeting. The finance committee members understand that for any reason, the total funds that are not depleted for the expense of Ms. Harden, then it's reallocated back to the original account. Ray Biederman motion to move to transferring funds to cover the (2) outstanding invoices and Pat Payne second motion.

Briefing – Audit Update. The library has started the audit for fiscal year 2022 with Baker Tilly. Lolita Campbell has stated that it is going very well. We should be able to send the audit to Crowe for the final audit review by May to meet the required deadline of June 2023.

Briefing – Old Business - Assistant Treasurer. During the February 2023 special board meeting, Jennifer Carter was appointed Treasurer until a new Director of Accounting was hired. As of Monday, March 13, 2023, Jennifer Carter went on FMLA. Mary Rankin accepted the position of Director of Accounting, her start date is March 15, 2023. Mary will be the Assistant Treasurer until Jennifer Carter returns from FMLA. Jennifer returns, April 17, 2023, from FMLA. Jennifer Carter will resign as Treasurer and Mary Rankin will be appointed by the board to be Treasurer at the next board meeting.

Adjournment

Dr. Pat Payne declared the meeting adjourned at 10:40 a.m.

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