



## Regular Library Board Meeting Agenda

Dec 16th 2024 6:30pm - 8:30pm

East 38th Street Branch Library, 5420 East 38th Street, Indianapolis, Indiana 46218

The public is invited to view/listen to the Regular Meeting via a You Tube live stream link which will be accessible 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.

1. **Call to Order**

6:30pm

2. **Roll Call**

3. **Branch Manager's Report and Department Overview**

- a. **East 38th Street Branch Report - Ms. Bambi Pea, Manager, will report on their community and services. (enclosed)**

 [3a East Thirty-Eighth Street Library - Dec. 2024.1.pdf](#)

- b. **Report on Center for Black Literature and Culture ("CBLC") - Ms. Alexis Hunt, Manager, CBLC, will give the Report. (enclosed)**

 [3b Report on CBLC - December 2024.1.pdf](#)

4. **Public Comment - The Public has been invited to the Board Meeting. 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 individuals 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 employee charges, employee complaints, or alleged employee misconduct. Any such matters should be brought promptly to the attention of the 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 IF THEY ARE SPEAKING ON BEHALF OF A GROUP.

**5. Approval of Minutes**

**a. Executive Session, November 25, 2024 (enclosed)**

 [5a MinutesExecSession - November 25, 2024 .1.pdf](#)

**b. Regular Meeting, November 25, 2024 (enclosed)**

 [5b Minutes-RegularMtgNovember,2024 - NEW .1.1.pdf](#)

**c. Annual Meeting, November 25, 2024 (enclosed)**

 [5c MINUTES Annual Mtg-November 2024.1.pdf](#)

**6. Finance Committee (Dr. Patricia A. Payne, Chair; Dr. Luis A. Palacio, Dr. Eugene G. White)**

**a. Report of the Treasurer - November (enclosed)**

 [November 2024 Treasurer's Report.pdf](#)

- b. **Resolution 86 - 2024 (Approval of Baker & Taylor Book Leasing/High Demand Services Renewal) (enclosed)**

 [6b resolution 86-2024 Baker Taylor.pdf](#)

- c. **Resolution 87 - 2024 (Approval to Close Bond Fund #1 - BIRF 1) (enclosed)**

 [6c resolution 87-2024 Approval to Close Bond 1.pdf](#)


- d. **Resolution 88 - 2024 (Approval of Transfer Between Classifications and Accounts) (enclosed)**

 [6d Transfer Btwn Accts Classifications.pdf](#)

- e. **Resolution 89 - 2024 (Approval of Basic Maintenance of Existing Network Infrastructure) (enclosed)**

 [6e resolution 89-2024 Approval for Basic Maintenance of Existing Network Infrastructure.pdf](#)

- f. **Resolution 90 - 2024 (Approval to Award Contract for Purchase of Access Points) (enclosed)**


 [6f resolution 90-2024 Approval to Award Contract for Purchas of Access Points 2024.pdf](#)

- g. **Resolution 91 - 2024 (Approval to Renew a Contract for Technology Integration Group) (enclosed)**

 [6g resolution 91-2024 VMware Broadcom.pdf](#)

- 7. **Diversity, Policy and Human Resources Committee (Mr. Raymond J. Biederman, Chair; Dr. Luis A. Palacio, Dr. Patricia A. Payne)**

- a. **Resolution 92 - 2024 (Approval for Annual Review of IMCPL Acceptable Use Policy) (enclosed)**

 [7a Board Action Report and Board Resolution 92-2024 FINAL.pdf](#)

**8. Facilities Committee (Dr. Eugene G. White, Chair; Dr. Khaula Murtadha, Dr. Lisa Riolo)**

**9. Library Foundation Update**

 [9 Foundation Update - December.pdf](#)

**10. Report of the CEO**

**a. Confirming Resolution - Resolution Regarding Finances, Personnel and Travel (93 - 2024) (enclosed)**

 [10a Finances Personnel and Travel 93-2024.pdf](#)

**b. CEO Report - December 2024 (enclosed)**

 [10b CEO December Report - 2024.pdf](#)

**c. Resolution 94 - 2024 (Resolution to Adopt a Long-Range Plan for the Period 2025 - 2027) (enclosed)**

 [10c Adopt Long-Range Plan 2025-2027 - Dec. 2024.pdf](#)

 [10c 2025-2027 Strategic Plan Draft - Draft 4.0.pdf](#)

**11. Unfinished Business**

**12. New Business**

**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 January 2025 are:**


14. **Notice of Special Meetings**

15. **Notice of Next Regular Meeting - Monday, January 27, 2025, at the Warren Branch Library, 9701 East 21st Street, at 6:30 p.m.**


16. **Adjournment**

17. **Materials**

a. **Notes of December 3, 2024 Diversity, Policy and Human Resources Committee Meeting (enclosed)**

 [Notes - Diversity Policy and Human Resources Committee Meeting - December 3 2024.pdf](#)

b. **Notes of November 12, 2024 Strategic Planning Committee Meeting (enclosed)**

 [17b Strategic Planning Committee Meeting Notes - 11.12.2024.pdf](#)

18. **Board Meeting Schedule for 2025 (Notice of Date and Place of Meetings) and Upcoming Events**

a. **Library Programs/Free Upcoming Events may be found at [attend.indypl.org](https://attend.indypl.org).**

b. **Board Meeting Schedule for 2025 will be updated as needed.**

END  
8:30pm

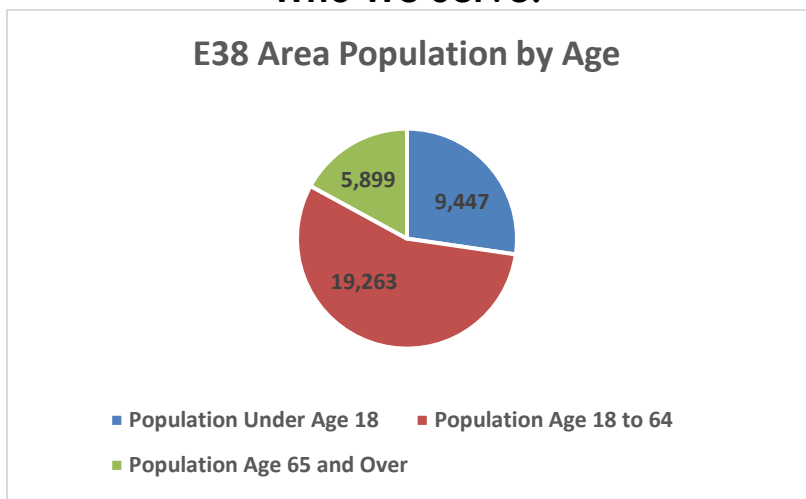


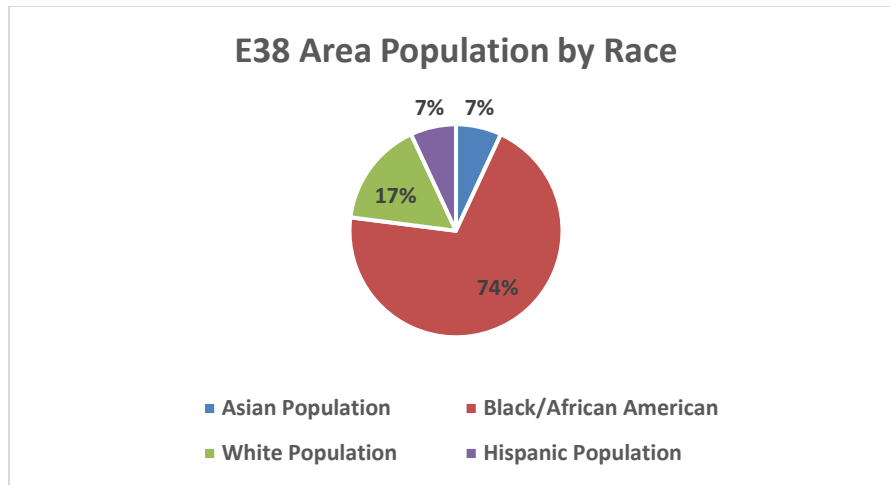
**East Thirty-Eighth Street Library**  
 5420 East 38<sup>th</sup> Street  
 Indianapolis, Indiana 46218  
 (317) 275-4350

### Who We Are:

- 1 Manager
- 1 FT Adult Librarian
- 1 FT Children's Librarian
- 1 FT Teen Public Services Associate II
- 1 FT Circulation Supervisor I
- 2 PT Library Security Assistants
- 2 FT Library Assistants
- 1 FT Computer Lab Assistant II
- 1 PT Computer Lab Assistant II
- 3 Pages

### Who We Serve:





- **Total base population is 34,609**
- **Age** of population: 28% of population under age 18 and 56% of population is 18-64 years of age; median age is 39
- **Language** of proficiency within households---primarily English (92.7%) followed by Spanish (6.4%) and other languages (.8%)
- **Educational Attainment:** 19% of population without High School diploma. 36% of population has earned a High School diploma, 28% population with some college, no degree, and 16% with bachelor's or Higher
- **Employment:** 10.9% Unemployment rate. By Race: Asian: 0%; Black: 12.8%; Hispanic: 7.3%; White: 6.9%.
- **Per Capita Income: \$23,784.** By Race: Asian: (No data listed); Black: \$32,542; Hispanic: \$72,262; White: \$52,236. Median household income is 35,269
- **Population in Poverty:** 27% population living in poverty
- **Public Assistance:** 25.2% of total households

**Other facts:**

- 68 churches of varies denominations
- 13 schools and 63 daycares

### How We Serve

- 59,510 door count in 2024 (December stats currently not available)
- 83,456 Total physical checkouts for 2024
- 24,449 patrons served in 2024
- 2,881 reference assists in 2024
- 108,859 public computer uses in 2024

## Our Story

The first library to serve the neighborhood opened in 1957 as the Emerson Branch. This frame house near East 38th Street and North Emerson Avenue soon became too small to meet the neighborhood's needs, leading to construction of a 7,500-square-foot branch at the same location in 1962. The Emerson Branch closed its doors in 2003 when the current 16,000-square-foot library opened as the East 38th Street Branch.

The East Thirty-Eighth Street Library located at 5420 E. 38<sup>th</sup> Street opened July 7, 2003. We held our grand opening on July 26, 2003 and followed with a week-long celebration of special programs. It was exciting to move from the Emerson Library which was located at 3642 North Emerson. Last year we celebrated 20 years in our current location, and prior to that, the renaming of our auditorium to the "Steve and Donna Talley Community Room" on July 15, 2022.

Covid-19 has shown how much our community depends on us. 30.3% of households in our area have no internet or computer. E38 started a community pantry due to the ongoing food crisis in this community. This service is kept alive by community members making donations of food and/or money which is used to purchase food to place in the food pantry. The branch also received donations from Porch Indy, Kidz Coalition, and other local nonprofits. These donations include food and small amount of clothing to be distributed to the community. Also, for the first time in 2024 Arlington Woods and Devington Community Associations along with a donation from the East 38<sup>th</sup> street branch staff, distributed 54 hot Thanksgiving meals to the community.

Through the IndyGo grant 170 bus passes were given out to patrons in need over the last few years. Comcast provided 10 laptops to Career Center participants. Last year we incorporated several new services, including a language line, 2 parent/child workstations, a digital creativity station, a scanner/fax station, and an accessibility station. All of which have enriched services to our patrons, staff, and community.

## Current Branch Initiatives & Highlights

- ❖ Job Center

Mon & Wed 11-2pm; Tues 4-8pm; and First & Last Saturday of the month 11-2pm

- ❖ Vita Tax Service (February 2<sup>nd</sup> thru April 15<sup>th</sup>)

Thurs 11-5pm; and Sat 11am-4:00pm

- ❖ YMCA Adult Education

Diabetes Prevention Education classes Second Monday 2-3p

- ❖ Tech Learning Team Visits

Monthly last Wednesday of the month

- ❖ Damien Center

Biweekly visits on Thursdays 1-3:30p The second visit of the month includes their mobile vehicle where the community can receive free HIV and Hep-C testing and wrap around services.



❖ Seed Library

Prepared by:

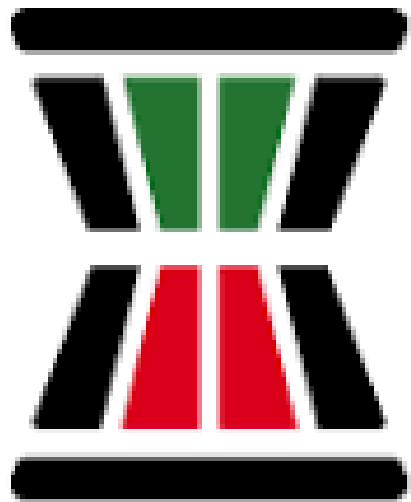


**Bambi Pea** (she/her)  
*Branch Manager*  
Office: 317-275-4355  
[indypl.org](http://indypl.org)

**The Indianapolis Public Library**  
East 38<sup>th</sup> Street Branch  
5420 East 38<sup>th</sup> Street  
Indianapolis, IN 46218

# Indianapolis Public Library

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## **CENTER FOR BLACK LITERATURE & CULTURE**

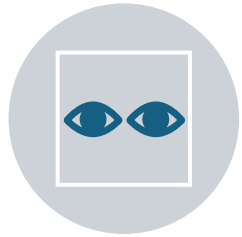
Indianapolis Public Library

# Who Are We?

- Alexis Hunt, Manager
- Bryanna Barnes, Public Services Associate



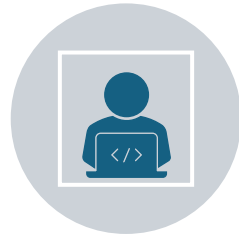
# Objectives



VISION & GOALS



COLLECTION  
UPDATE



PROGRAMMING



OUTREACH &  
PARTNERSHIP



TEAMWORK &  
COLLABORATION

# Vision

Langston Hughes: "Hold fast to dreams, for if dreams die, life is a broken-winged bird that cannot fly"

- Center of Knowledge concerning Black lived experiences & culture
- Celebrate, Preserve, and Promote
- Be a space where learning, creativity, and dialogue thrive
- Promote wellness, accessibility, learning, and diversity

# Goals 2025 - 2026



## Increase Programming by 50%

Program every second Tuesday of the month, Book talk event third Monday of the Month



## Increase collection usage by 10%



## Increase CBLC Staff Morale

Encourage Collaboration, Utilize of Strength, Provide Training, and Support Learning and Development



## Increase Partnerships (Internal & External) by 50%

Engage with community partners such as IUI



## CBLC Desk hours M-F

Currently Bryanna is on desk in the CBLC Desk M-F.

# Collection Update

Collection has been weeded and duplicates taken off the shelf

- Special thanks to Brandi, Robin, Liz, and Bryanna
- Desk in the CBLC

Overton & Associates measured and provided quote for the CBLC and World Language shift

- Shift project is scheduled for early January





# CBLCDesk



# Programming



Explore the Arts with Wavy Blayne



Melanated Movie Monday



Media Arts and Science



National Poetry Month



Book Talks



Juneteenth Bookfest

## Outreach & Partnerships

Indiana University Indianapolis

Learning Curve

Indiana Humanities

WFYI

Wavy Blayne

Indy Juneteenth

Black Film Center Archive

Thank You

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
MINUTES OF THE EXECUTIVE SESSION  
NOVEMBER 25, 2024

\*\*\*\*\*

The Indianapolis-Marion County Public Library Board met in Executive Session at the InfoZone Branch Library, 3000 North Meridian Street, Indianapolis, IN on Monday, November 25, 2024 at 5:30 p.m., pursuant to notice given in accordance with the rules of the Board.

**1. Call To Order**

Ms. Tribble presided as Chairman. Secretary Payne was present.

**2. Roll Call**

Members present: Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Ms. Tribble and Dr. White.

Ms. Tribble announced that a quorum was present and that the meeting was duly constituted.

**3. Discussion**

Pursuant to IC 5-14-1.5-6.1(6)(B), to discuss, before a determination, the individual’s status as an employee.

**4. Other Business**

No subject matter was discussed in the Executive Session other than the subject matter specified in the public notice.

**5. Adjournment**

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

The Chairman declared the Executive Session adjourned at 6:25 p.m.

\_\_\_\_\_  
Dr. Patricia A. Payne, Secretary of the Board

**CERTIFICATION**

I, Dr. Patricia A. Payne, Secretary of the Board, of the Indianapolis-Marion County Public Library, hereby certify that the foregoing minutes are true and correct.

\_\_\_\_\_  
Dr. Patricia A. Payne, Secretary of the Board



**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
MINUTES OF THE REGULAR MEETING  
NOVEMBER 25, 2024**

\*\*\*\*\*

The Indianapolis-Marion County Public Library Board met in person at the InfoZone Branch Library, 3000 North Meridian Street, Indianapolis, Indiana, on Monday, November 25, 2024, 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. Dr. Payne acted as Secretary.

**2. Roll Call**

Members present: Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Dr. White and Ms. Tribble.

Members absent: Dr. Palacio.

The Chair recognized a quorum.

Ms. Tribble welcomed everyone and thanked the staff of the InfoZone Branch and The Children’s Museum of Indianapolis for hosting tonight’s meeting. Ms. Tribble pointed out that the Children’s Museum is the largest museum of its kind in the world. She also commented that this is Thanksgiving Week and she thanked the Library’s Board members, staff and volunteers for their hard work.

**3. Branch Manager’s Report and Department Overview**

**a. InfoZone Branch Report**

Ms. Staci Terrell, Branch Manager, provided the following information about the branch:

- The InfoZone is a partnership between the Indianapolis Public Library and the Children’s Museum which brings together the best of libraries and the best of museums in one facility. Open since December 2000, the full service branch serves as a neighborhood library for several different areas including Crown Hill, Historic Meridian Park and others.
- The collection at the branch is mainly for children with a browsing collection of adult fiction and adult non-fiction.
- InfoZone staff are involved in the community and make visits to daycares and

preschools. Additionally, they present digital and traditional activities supporting Museum exhibits.

b. **IndyPL Social Work Overview**

Ms. Danielle Cave, Social Work Manager, and Ms. Jayme Murphy, Social Worker, are the members of IndyPL's Social Work Department. They gave credit to former IndyPL employee, Yanna McGraw, for the structures she put in place that support their work. Their goal is to maintain consistent office hours, to maintain consistent referral follow-up, to track interactions and to measure growth. They advised that their service to the community to date has been rewarding.

**4. Public Comment**

a. **Public Comment** (Name and summary of comments follows)

Young patron, Ms. Teresa Scisney, addressed the Board. She spoke about the field trip she attended and commented that the InfoZone has things to read.

Ms. Danita Hoskin, representing the Crown Hill Neighborhood Association, noted that she was excited that the InfoZone is in the neighborhood. She loves the Association's partnership with the InfoZone and Ms. Terrell, the Manager. Ms. Hoskin mentioned that Ms. Terrell is always engaged, accessible and ready to work together. She also expressed her concern that the area is in a digital divide and she is looking for ideas to increase the bandwidth available.

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

a. **Regular Meeting, October 28, 2024**

The minutes from the Regular Meeting held October 28, 2024 were approved on the motion of Dr. Payne, seconded by Mr. Biederman, and the following roll call vote:

Mr. Biederman – Aye  
Dr. Murtadha – Aye  
Dr. Payne – Aye

Dr. Riolo – Aye  
Ms. Tribble – Aye  
Dr. White – Aye

b. **Executive Session, October 31, 2024**

The minutes from the Executive Session held October 31, 2024 were approved on the motion of Mr. Biederman, seconded by Dr. Payne, and the following roll call vote:

Mr. Biederman – Aye  
Dr. Murtadha – Aye  
Dr. Payne – Aye

Dr. Riolo – Aye  
Ms. Tribble – Aye  
Dr. White – Aye

## COMMITTEE REPORTS

### 6. Finance Committee (Dr. Patricia A. Payne, Chair; Dr. Luis A. Palacio, Dr. Eugene G. White)

#### a. Report of the Treasurer

Ms. Lolita Campbell, Chief Financial Officer, and Ms. Mary Rankin, Treasurer, presented the Report of the Treasurer which noted that the year-to-date revenue was \$34,625,756 and the year-to-date expenditures were \$44,101,577.

The Report of the Treasurer was approved for filing for audit on the motion of Dr. White, seconded by Dr. Riolo, and the following roll call vote:

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

#### b. Resolution 75 – 2024 (Approval of OverDrive/Libby E-Magazine Subscription Renewals)

Ms. Deb Lambert, Chief Collection Management Officer, explained that this subscription is used heavily by IndyPL patrons. Usage for 2024 is on track to show a 40% increase compared to 2023. It is recommended that the Library renew the subscription for 2025 in the amount of \$80,000.

After full discussion and careful consideration of Resolution 75 – 2024, it was noted this resolution received a favorable recommendation from the Finance Committee. Mr. Biederman seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

#### c. Resolution 76 – 2024 (Approval of Transfer Between Classifications and Accounts)

Ms. Campbell advised that it is necessary to move \$8,750 from Appointed Salaries in the Operating Fund to the Other Contractual Services budget line in 2024 for the Shared System. The funds are to cover the Indianapolis Public Schools replacement with an outsourced contractual person without benefits through December 31, 2024.

After full discussion and careful consideration of Resolution 76 – 2024, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. Payne seconded the recommendation. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye  
 Dr. Murtadha – Aye  
 Dr. Payne – Aye

Dr. Riolo – Aye  
 Ms. Tribble – Aye  
 Dr. White – Aye

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

d. **Resolution 77 – 2024** (Investment Policy Renewal)

Ms. Campbell noted that the Library is required to have an approved Investment Policy that outlines the investment practices of the Library. The Policy was due for review and reauthorization at this time. Some amendments were made to the Policy and Library staff recommended approval of same.

After full discussion and careful consideration of Resolution 77 – 2024, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. Payne seconded the recommendation. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye  
 Dr. Murtadha – Aye  
 Dr. Payne – Aye

Dr. Riolo – Aye  
 Ms. Tribble – Aye  
 Dr. White – Aye

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

e. **Resolution 84 – 2024** (2025 Fee Schedule Resolution)

Ms. Campbell advised that the IndyPL Events Department wanted to update the Fee Schedule to remain competitive with other venues in the City of Indianapolis. Some of the revisions made included:

- Discounts are not provided for multiple room bookings;
- Non-profit discounts are only offered before or during Library public hours;
- Central Library meeting rooms fee increased;
- Central Library wedding fee increased;
- Set-Up/Tear Down fees decreased;
- Security fees increased and are included in the meeting room rental; and
- The Library Services Center fee was eliminated.

After full discussion and careful consideration of Resolution 84 – 2024, Dr. Payne made a motion, which was seconded by Dr. Riolo, to approve the resolution. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye  
 Dr. Murtadha – Aye  
 Dr. Payne – Aye

Dr. Riolo – Aye  
 Ms. Tribble – Aye  
 Dr. White – Aye

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



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

**a. Resolution 78 – 2024 (Approval of Appointment List)**

Ms. Tisha Galarce, Chief Talent and Development Officer, noted that this is a routine annual resolution that lists the full-time and part-time benefit eligible staff and the non-benefit eligible staff of the Library per individual job title. It authorizes the adjustment of individual bi-weekly salaries and hourly rates.

After full discussion and careful consideration of Resolution 78 – 2024, it was noted that the resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

**b. Resolution 79 – 2024 (Approval of Resolution Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees)**

Ms. Galarce shared that Library leadership recommended that the Library Board approve this routine resolution for the pay grades, staff positions and benefits for Library employees for 2025.

After full discussion and careful consideration of Resolution 79 – 2024, it was noted that the resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

**8. Facilities Committee (Dr. Eugene G. White, Chair; Dr. Khaula Murtadha, Dr. Lisa Riolo)**

**a. Resolution 70 – 2024 (Approval to Award a Construction Services Contract for the Library Service Center Conference Room 221 Renovation Project) (NOTE: This item was previously tabled at the October Board Meeting.)**

Mr. Adam Parsons, Chief Operational Services Officer, reviewed the information contained in Resolution 70 – 2024 with the Board. He pointed out that this item had been tabled at the October Board Meeting.

Mr. Parsons advised that the Facilities Committee recommended that the Board approve awarding a general construction services contract for the Library Service Center Conference Room 221 Renovation Project to Meyer Najem of Fishers, Indiana, for a total cost of \$132,000.

After full discussion and careful consideration of Resolution 70 – 2024, it was noted this resolution received a favorable recommendation from the Facilities Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

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

- b. **Resolution 72 – 2024** (Approval to Execute the First Amendment to Agreement to the Construction Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch Library) (NOTE: This item was previously tabled at the October Board Meeting.)

Mr. Parsons reviewed the information contained in Resolution 72 – 2024 with the Board. He pointed out that this item had been tabled at the October Board Meeting.

There was additional discussion among the Board members and Mr. Biederman suggested review of the process. Mr. Russell Brown, the Library’s legal counsel, suggested bringing the item back in January or February 2025.

Dr. White then made a motion to withdraw Resolution 72 – 2024 from consideration at this time. Dr. Riolo seconded the motion and it was approved on the following roll call vote:

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

- c. **Resolution 80 – 2024** (Approval of Fixtures, Furniture, and Equipment Contract for the Furniture at Central Library Curve Renovation 2 East Project)

Mr. Parsons noted that the Facilities Committee recommended that the Library award a Contract for the furniture for the Central Library Curve Renovation 2 East Project to OfficeWorks Services in the amount of \$46,144.

After full discussion and careful consideration of Resolution 80 – 2024, it was noted this resolution received a favorable recommendation from the Facilities Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Riolo – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Aye	Dr. White – Aye

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

d. **Resolution 81 – 2024** (Approval of Agreement for the InfoZone Branch)

Mr. Parsons noted that the Facilities Committee recommended that the Library execute an Amended Agreement with The Children’s Museum of Indianapolis for the use of the space occupied by the InfoZone Branch. The Agreement will set out that the InfoZone would have a holiday schedule that more closely follows the schedule of other IndyPL branch locations, with the exception of Juneteenth.

After full discussion and careful consideration of Resolution 81 – 2024, it was noted this resolution received a favorable recommendation from the Facilities Committee. Mr. Biederman seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

## 9. **Library Foundation Update**

Mr. Biederman reviewed the Foundation’s Update as follows:

### **News**

The Library Foundation announces that Bethany Watson is the new Vice President of Development.

The Foundation announces new directors Michaela Graham, Robin Reagan, Kathryn Strader and Zach Wills.

The Foundation’s 2025 Budget includes \$2.1 million for the Library.

We congratulate the four recipients of the Lillian Childress Hall scholarship: Khaila King, Cori Miner, Catrina Barnett and Emily Galak.

At Staff Day, West Region ARM Naomi Konja was announced as recipient of the 2024 Beth Tindal Award. In addition, we congratulate Stephen Bridge on receiving the 2024 Helen Norris Award.

### **Donors and Program Support**

Major Donors last month: Blue & Co., Eli Lilly and Company Foundation, Inc. and Sapient Capital.

**10. Report of the CEO**

**a. Report of the CEO – November 2024**

Mr. Gregory Hill, the Library’s CEO, discussed information contained in his Report which included the following:

- Close to 300 people attended the Fall Nonprofit Series at Central Library, which offered close to a dozen workshops that teach how to start and run a successful nonprofit.
- The Glendale Branch won the Monumental Award for best new construction project in conjunction with Powers and Sons.
- In October, the IndyPL Programming Department hosted 574 programs for youth with 12,250 attendees and 253 programs for adults with 1,970 attendees.
- An estimated 424 people visited the local author book fair and another 271 visitors engaged with the workshops and Readings Café at Meet an Author, Be an Author.
- October 26, 2024 marked the Center for Black Literature and Culture’s 7<sup>th</sup> Anniversary.

Mr. Hill also shared a video highlighting the Library’s Career Development Program. This Program prepares staff for career development and leadership positions.

**b. Confirming Resolutions**

**1) Resolution Regarding Finances, Personnel and Travel (82 – 2024)**

After full discussion and careful consideration of Resolution 82 – 2024, the resolution was approved on the motion of Dr. White, which was seconded Dr. Riolo, and the following roll call vote:

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

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

**UNFINISHED BUSINESS**

**11.** None.

**NEW BUSINESS**

**12. Resolution 85 – 2024** (Acceptance of the Recommendation from the Diversity, Policy and Human Resources Committee – Grievance Decision)

Ms. Tribble requested the Board's consent to add Resolution 85 – 2024 to tonight's Agenda.

The Board unanimously consented to the addition of the referenced resolution.

Mr. Biederman explained that this matter had been discussed at a recent Diversity, Policy and Human Resources Committee Executive Session on October 31, 2024 and again at an Executive Session of the Board held earlier this evening.

At this time, Dr. White made the motion, which was seconded by Dr. Riolo, to approve the recommendation of the Diversity, Policy and Human Resources Committee on this Grievance matter. The recommendation was approved on the following roll call vote:

Mr. Biederman – Aye  
Dr. Murtadha – Aye  
Dr. Payne – Nay

Dr. Riolo – Aye  
Ms. Tribble – Aye  
Dr. White – Aye

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

## **DISCUSSION AND AGENDA BUILDING**

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

- There were no items suggested.

**14. Notice of Special Meetings**

None.

**15. Notice of Next Regular Meeting**

Monday, December 16, 2024, at the East 38<sup>th</sup> Street Branch Library, 5420 East 38<sup>th</sup> Street, at 6:30 p.m.

**16. Adjournment**

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

The Chairman then declared the meeting adjourned at 8:25 p.m.

## **INFORMATION**

**17. Materials**

- a. **Notes of November 12, 2024 Finance Committee Meeting.**
- b. **Notes of November 12, 2024 Facilities Committee Meeting.**
- c. **Notes of November 12, 2024 Diversity, Policy and Human Resources Committee Meeting.**
- d. **Notes of August 13, 2024 Strategic Planning Committee Meeting.**
- e. **Notes of September 10, 2024 Strategic Planning Committee Meeting.**

**18. Board Meeting Schedule for 2025 (Notice of Date and Place of Meeting) and Upcoming Events**

- a. **Board Meeting Schedule** for 2025 was distributed to the Board.
- b. **Library Programs/Free Upcoming Events** may be found at [attend.indypl.org](https://attend.indypl.org).

The November 25, 2024 Indianapolis Public Library Board Meeting is available to view at:

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

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Dr. Patrica A. Payne, Secretary to the Board

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
ANNUAL BOARD MEETING  
NOVEMBER 25, 2024

\*\*\*\*\*

The Indianapolis-Marion County Public Library Board met in person at the InfoZone Branch Library, 3000 North Meridian Street, Indianapolis, Indiana on Monday, November 25, 2024 at 8:40 p.m., pursuant to notice given in accordance with the rules of the Board.

1. **Call To Order**

President Tribble presided as Chairman. Dr. Payne acted as Secretary.

2. **Roll Call**

Board Members present: Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Ms. Tribble and Dr. White.

Members absent: Dr. Palacio.

The Chairman announced that a quorum was present and that the meeting was duly constituted.

3. **Election Of Officers**

President Tribble noted that the first matter on the Agenda for the Annual Meeting is the election of Officers. Pursuant to the By-Laws, our Officers are elected for one (1) year terms and the term of office for each of our current Officers ends December 31, 2024. The term for these Officer elections is from January 1, 2025 to December 31, 2025. Election of Officers is accomplished by nomination and roll call. She then commenced that process.

a. **President**

Dr. White nominated Mr. Biederman for President.

There were no other nominations from the floor and the nominations were closed.

At this time, a roll call vote was taken on the nomination of Mr. Biederman for President. On the “yes” votes of Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Ms. Tribble and Dr. White, Mr. Biederman was unanimously elected as President for the coming year.

b. **Vice President**

Mr. Biederman nominated Dr. Murtadha for Vice President.

There were no other nominations from the floor and the nominations were closed.

At this time, a roll call vote was taken on the nomination of Dr. Murtadha for Vice President. On the “yes” votes of Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Ms. Tribble and Dr. White, Dr. Murtadha was unanimously elected as Vice President for the coming year.

**c. Secretary**

Mr. Biederman nominated Dr. Payne for Secretary.

There were no other nominations from the floor and the nominations were closed.

At this time, a roll call vote was taken on the nomination of Dr. Payne for Secretary. On the “yes” votes of Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Ms. Tribble and Dr. White, Dr. Payne was unanimously elected as Secretary for the coming year.

**d. Treasurer**

Dr. Payne nominated Ms. Mary Rankin, the Library’s Accounting Director, for Treasurer.

There were no other nominations from the floor and the nominations were closed.

At this time, a roll call vote was taken on the nomination of Ms. Mary Rankin for Treasurer. On the “yes” votes of Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Ms. Tribble and Dr. White, Ms. Rankin was unanimously elected as Treasurer for the coming year.

**4. Annual Resolution 83 – 2024**

President Tribble commented that annually the Board approves its Annual Resolution to approve, confirm or reauthorize those matters that are addressed annually. The Resolution was circulated in advance of the meeting and it is in its standard form with two small modifications. First, there is a small increase in the hourly rate for the Library’s legal counsel. Second, the meeting room rates which were approved at the Regular Meeting have been incorporated into this Annual Resolution.

After full discussion and careful consideration, Annual Resolution 83 – 2024, was adopted on the motion of Dr. Murtadha, seconded by Dr. White, and the “yes” votes of Mr. Biederman, Dr. Murtadha, Dr. Payne, Dr. Riolo, Ms. Tribble and Dr. White.

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

**5. Adjournment**

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

The Chairman declared the Annual Meeting adjourned at 9:00 p.m.

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Dr. Patricia A. Payne, Secretary to the Board



**Indianapolis-Marion County Public Library  
Report of the Treasurer for November 2024  
Prepared by Accounting for the December 16, 2024 Board Meeting**

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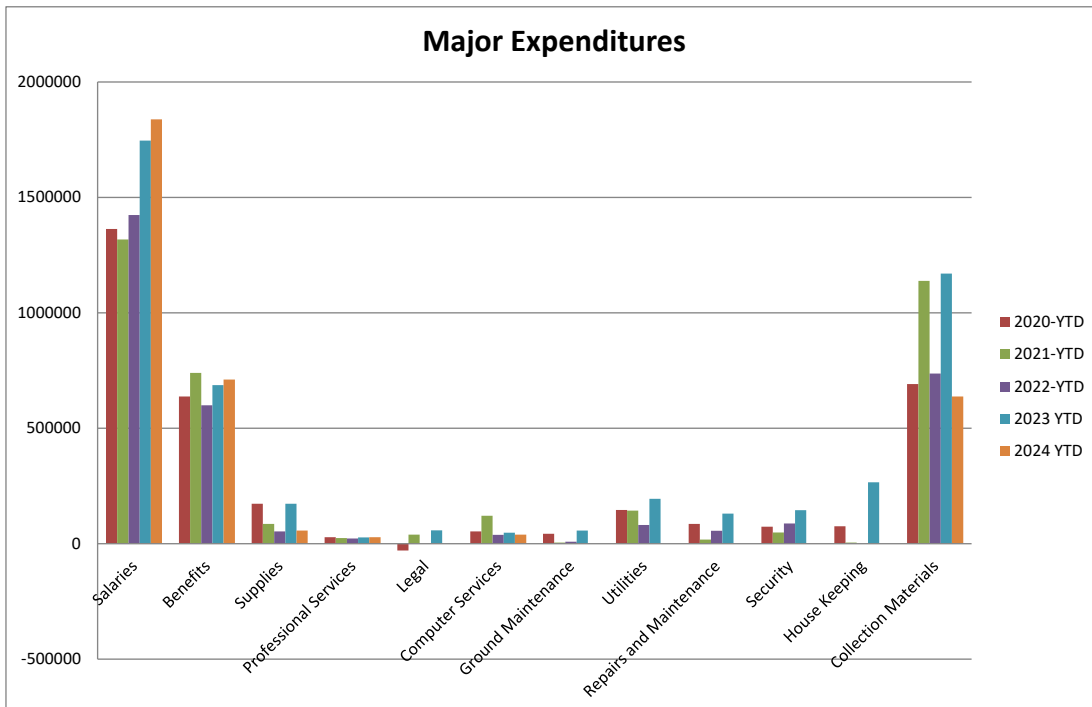
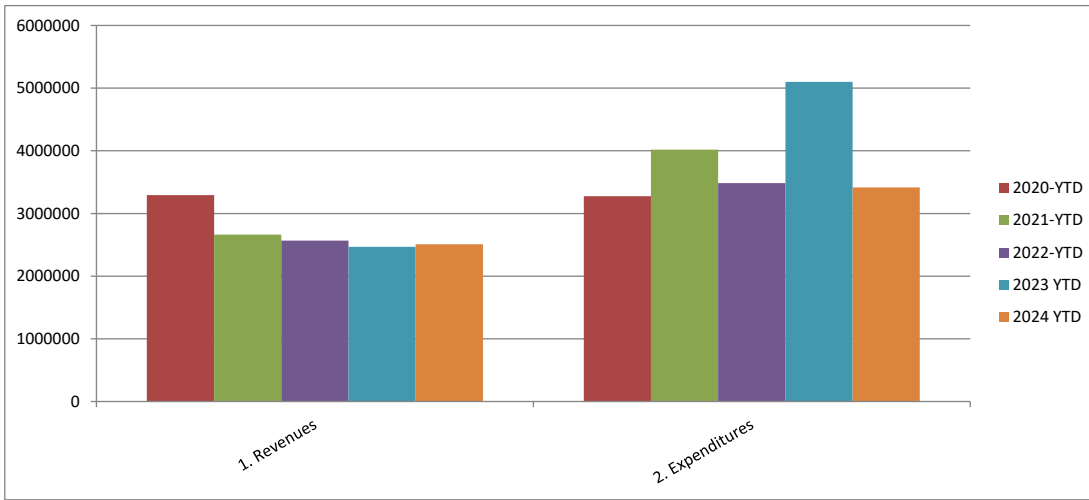
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**Indianapolis-Marion County Public Library  
Operating Fund Revenues and Expenditures  
Month Ended November 30, 2024**

<b>Revenue</b>		<b>Annual</b>			<b>% Budget Received</b>
		<b>2024 Revised Budget</b>	<b>Actual MTD 11/30/2024</b>	<b>Actual YTD 11/30/2024</b>	
Property Taxes	31	42,916,747	1,692,000	27,424,933	64%
Intergovernmental	33	7,925,880	413,688	6,161,114	78%
Fines & Fees	35	110,500	6,795	102,261	93%
Charges for Services	34	557,500	38,085	590,678	106%
Miscellaneous	36	1,655,000	358,184	2,855,522	173%
<b>Total</b>		<b>53,165,627</b>	<b>2,508,752</b>	<b>37,134,508</b>	<b>70%</b>

<b>Expenditures</b>		<b>Annual</b>			<b>% Budget Spent</b>
		<b>2024 Revised Budget</b>	<b>Actual MTD 11/30/2024</b>	<b>Actual YTD 11/30/2024</b>	
Personal Services & Benefits	41	38,654,916	2,549,169	30,331,968	78%
Supplies	42	1,612,145	57,100	1,053,248	65%
Other Services and Charges	43	16,368,893	449,455	13,517,292	83%
Capital Outlay	44	3,167,060	359,082	2,858,716	90%
<b>Total</b>		<b>59,803,014</b>	<b>3,414,805</b>	<b>47,761,223</b>	<b>80%</b>

**Indianapolis-Marion County Public Library  
Chart Overview  
Month Ended November 30, 2024**



**Indianapolis-Marion County Public Library**  
**Fund 101- Operating Fund - Detailed Income Statement**  
**Month Ended November 30, 2024**

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
<b>REVENUE</b>							
<b>TAXES</b>							
311000	PROPERTY TAX	51,734,982	51,734,982	1,692,000	27,424,933	-	24,310,049
311300	PROPERTY TAX CAPS	(8,818,235)	(8,818,235)	-	-	-	(8,818,235)
<b>TAXES Total</b>		<b>42,916,747</b>	<b>42,916,747</b>	<b>1,692,000</b>	<b>27,424,933</b>	<b>-</b>	<b>15,491,814</b>
<b>INTERGOVERNMENTA</b>							
332200	E-RATE REVENUE	240,000	240,000	41,246	261,364	-	(21,364)
335100	FINANCIAL INSTITUTION TAX REV	399,531	399,531	-	210,265	-	189,266
335200	LICENSE EXCISE TAX REVENUE	2,556,584	2,556,584	-	1,356,009	-	1,200,575
335400	LOCAL OPTION INCOME TAX	3,854,584	3,854,584	321,215	3,533,369	-	321,215
335500	COUNTY OPTION INCOME TAX	557,152	557,152	51,227	640,246	-	(83,094)
335700	COMMERCIAL VEHICLE TAX REVENUE	300,779	300,779	-	148,252	-	152,527
339000	IN LIEU OF PROP. TAX	17,250	17,250	-	11,609	-	5,641
<b>INTERGOVERNMENTA</b>		<b>7,925,880</b>	<b>7,925,880</b>	<b>413,688</b>	<b>6,161,114</b>	<b>-</b>	<b>1,764,766</b>
<b>CHARGES FOR</b>							
347601	PUBLIC PRINTING REVENUE	325,000	325,000	31,086	350,361	-	(25,361)
347602	FAX TRANSMISSION REVENUE	85,000	85,000	2,834	42,337	-	42,663
347603	PROCTORING EXAMS	1,500	1,500	275	2,142	-	(642)
347604	PLAC CARD DISTRIBUTION REVENUE	55,000	-	-	55,406	-	(55,406)
347605	USAGE FEE REVENUE	25,000	25,000	2,520	19,584	-	5,416
347606	SET-UP & SERVICE - TAXABLE	21,295	17,000	750	18,150	-	(1,150)
347607	SET-UP & SERVICE - NON-TAXABLE	17,167	22,000	-	5,316	-	16,684
347608	SECURITY SERVICES REVENUE	33,183	22,000	620	17,810	-	4,190
347609	EVENT SECURITY	-	-	-	79,572	-	(79,572)
347620	CAFE REVENUE	16,325	-	-	-	-	-
347621	CATERING REVENUE	78,840	60,000	-	-	-	60,000
<b>CHARGES FOR</b>		<b>658,310</b>	<b>557,500</b>	<b>38,085</b>	<b>590,678</b>	<b>-</b>	<b>(33,178)</b>
<b>FINES</b>							
351200	FINES	117,934	100,000	5,889	93,459	-	6,541
351201	OTHER CARD REVENUE	1,385	2,200	260	1,105	-	1,095
351202	HEADSET REVENUE	6,795	3,500	368	4,181	-	(681)
351203	USB REVENUE	5,332	3,500	243	2,766	-	734
351204	LIBRARY TOTES	1,867	1,300	34	749	-	551
<b>FINES Total</b>		<b>133,313</b>	<b>110,500</b>	<b>6,795</b>	<b>102,261</b>	<b>-</b>	<b>8,239</b>
<b>MISCELLANEOUS</b>							
360000	MISCELLANEOUS REVENUE	5,434	10,000	11,744	75,502	-	(65,502)
360001	REVENUE ADJUSTMENT	-	-	-	(1,076)	-	1,076
361000	INTEREST INCOME	69,610	1,100,000	136,522	1,615,699	-	(515,699)
362000	FACILITY RTL REV - TAXABLE	152,884	150,000	7,152	184,494	-	(34,494)
362001	FACILITY RENTAL REV - NONTAX	43,499	25,000	160	31,875	-	(6,875)
362002	EQUIPMENT RENTAL REV - TAXABLE	21,505	16,000	600	13,400	-	2,600
362003	EQUIPMENT RENTAL REV - NONTAX	2,801	1,500	-	2,600	-	(1,100)
367004	OTHER GRANTS	225,000	225,000	-	225,000	-	-
<b>MISCELLANEOUS</b>		<b>520,733</b>	<b>1,527,500</b>	<b>156,179</b>	<b>2,147,494</b>	<b>-</b>	<b>(619,994)</b>
<b>OTHER FINANCING</b>							
392100	SALE OF SURPLUS PROPERTY	3,787	25,000	-	-	-	25,000
396000	REFUNDS	5,000	2,500	-	167	-	2,333
399000	REIMBURSEMENT FOR SERVICES	175,000	100,000	202,006	707,860	-	(607,860)
399001	INSURANCE REIMBURSEMENTS	-	-	-	-	-	-
<b>OTHER FINANCING</b>		<b>183,787</b>	<b>127,500</b>	<b>202,006</b>	<b>708,027</b>	<b>-</b>	<b>(580,527)</b>
<b>REVENUE Total</b>		<b>52,338,770</b>	<b>53,165,627</b>	<b>2,508,752</b>	<b>37,134,508</b>	<b>-</b>	<b>16,031,119</b>
<b>EXPENSE</b>							
<b>PERSONAL SERVICES</b>							
411000	SALARIES APPOINTED STAFF	24,332,674	24,321,329	1,726,663	20,542,526	-	3,778,803
412000	SALARIES HOURLY STAFF	2,072,905	2,071,250	111,057	1,201,994	-	869,256
413000	WELLNESS	60,000	60,000	-	27,252	3,075	29,672
413001	LONG TERM DISABILITY INSURANCE	56,610	56,610	8,225	50,681	-	5,929
413002	EMPLOYEE ASSISTANCE PROGRAM	19,890	19,890	-	17,600	3,200	(910)

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
413003	TUITION ASSISTANCE	60,000	60,000	-	37,607	-	22,393
413004	SALARY ADJUSTMENT	519,800	519,800	-	-	-	519,800
413100	FICA AND MEDICARE	2,061,842	2,061,842	134,000	1,597,962	-	463,880
413300	PERF/INPRS	3,527,961	3,527,961	241,175	2,876,916	-	651,045
413400	UNEMPLOYMENT COMPENSATION	20,500	20,500	-	14,181	-	6,319
413500	MEDICAL & DENTAL INSURANCE	5,893,993	5,893,993	324,369	3,937,870	12,500	1,943,623
413600	GROUP LIFE INSURANCE	41,741	41,741	3,679	27,380	-	14,361
<b>PERSONAL SERVICES</b>		<b>38,667,916</b>	<b>38,654,916</b>	<b>2,549,169</b>	<b>30,331,968</b>	<b>18,775</b>	<b>8,304,173</b>
<b>SUPPLIES</b>							
421500	OFFICE SUPPLIES - FAC/PURCH	758,626	891,606	43,511	563,266	86,780	241,561
421600	LIBRARY SUPPLIES	102,000	129,531	2,121	98,499	14,391	16,641
421700	DEPARTMENT OFFICE SUPPLIES	330,380	340,005	6,295	228,433	17,760	93,812
422210	GASOLINE	30,600	32,070	-	21,694	1,140	9,236
422250	UNIFORMS	10,000	15,066	2,761	9,122	4,320	1,625
422310	CLEANING & SANITATION	173,349	189,366	2,412	126,365	26,330	36,670
429001	NON CAPITAL FURNITURE & EQUIP	85,000	14,500	-	5,868	2,391	6,241
<b>SUPPLIES Total</b>		<b>1,489,955</b>	<b>1,612,145</b>	<b>57,100</b>	<b>1,053,248</b>	<b>153,112</b>	<b>405,786</b>
<b>OTHER SERVICES AND</b>							
431100	LEGAL SERVICES	300,000	294,000	-	189,472	-	104,528
431500	CONSULTING SERVICES	431,553	443,115	27,007	369,841	40,457	32,816
432100	FREIGHT & EXPRESS	9,750	11,460	738	6,789	-	4,671
432200	POSTAGE	60,388	46,832	-	30,110	-	16,722
432300	TRAVEL	29,475	28,775	458	7,578	-	21,197
432400	DATA COMMUNICATIONS	306,172	319,783	4,775	201,735	49,952	68,096
432401	CELLULAR PHONE	16,893	16,893	760	11,420	-	5,473
432500	CONFERENCES	119,000	120,300	3,614	115,674	200	4,426
432501	IN HOUSE CONFERENCE	270,000	267,400	4,109	73,590	3,240	190,570
433100	OUTSIDE PRINTING	171,000	143,000	11,474	100,296	14,669	28,035
433200	PUBLICATION OF LEGAL NOTICES	2,810	2,810	-	4,003	-	(1,193)
434100	WORKER'S COMPENSATION	101,459	119,701	-	119,701	-	-
434200	PACKAGE	195,753	223,753	-	223,674	-	79
434201	EXCESS LIABILITY	24,578	24,624	-	24,624	-	-
434202	AUTOMOBILE	28,840	27,293	-	27,293	-	-
434500	OFFICIAL BONDS	2,400	2,400	-	3,600	-	(1,200)
434501	PUBLIC OFFICIALS & EE LIAB	15,529	14,680	-	14,680	-	-
434502	BROKERAGE FEE	23,000	24,060	-	24,060	-	-
435100	ELECTRICITY	1,080,000	996,738	-	794,069	190,213	12,457
435200	NATURAL GAS	150,000	156,039	-	86,609	22,019	47,411
435300	HEAT/STEAM	300,000	294,464	-	180,932	88,532	25,000
435400	WATER	69,080	77,679	-	63,155	5,592	8,932
435401	COOLING/CHILLED WATER	500,000	480,967	-	476,026	-	4,942
435500	STORMWATER	30,100	30,156	-	28,481	225	1,451
435900	SEWAGE	105,000	111,709	-	46,829	47,293	17,587
436100	REP & MAINT-STRUCTURE	1,000,000	840,737	-	632,593	194,197	13,947
436101	ELECTRICAL	250,000	281,382	-	210,486	72,528	(1,633)
436102	PLUMBING	75,000	137,500	-	125,467	5,413	6,620
436103	PEST SERVICES	40,000	42,579	-	20,168	6,162	16,249
436104	ELEVATOR SERVICES	125,000	182,516	-	153,943	28,666	(93)
436110	CLEANING SERVICES	1,520,000	1,648,441	-	1,477,880	23,098	147,463
436200	REP & MAINT-EQUIPMENT	150,000	217,450	-	156,838	17,770	42,843
436201	REP & MAINT-HEATING & AIR	425,000	484,972	-	368,250	98,268	18,455
436202	REP & MAINT -AUTO	50,000	51,827	-	36,205	2,785	12,837
436203	REP & MAINT-COMPUTERS	531,651	728,132	-	531,575	189,992	6,565
437200	EQUIPMENT RENTAL	75,500	77,000	4,070	68,165	-	8,835
437300	REAL ESTATE RENTAL	32,825	176,365	1,008	174,779	-	1,586
439100	CLAIMS, AWARDS, INDEMNITIES	25,000	17,758	-	-	-	17,758
439600	TRASH REMOVAL	85,000	103,000	-	87,277	-	15,723
439601	SNOW REMOVAL	275,000	287,055	-	223,072	879	63,105
439602	LAWN & LANDSCAPING	275,000	291,812	-	252,169	24,349	15,294
439800	DUES & MEMBERSHIPS	64,275	66,575	-	56,381	875	9,319
439901	COMPUTER SERVICES	544,554	634,860	39,291	560,047	46,807	28,005
439902	PAYROLL SERVICES	145,000	134,000	10,010	123,723	-	10,277
439903	SECURITY SERVICES	521,800	748,202	523	713,922	18,968	15,312
439904	BANK FEES/CREDIT CARD FEES	40,000	39,715	3,184	35,775	-	3,940
439905	OTHER CONTRACTUAL SERVICES	868,325	1,028,499	51,152	819,462	144,016	65,022
439906	RECRUITMENT EXPENSES	30,000	22,150	-	11,035	-	11,115
439907	EVENTS & PR	74,150	70,518	675	50,579	8,123	11,817
439910	PROGRAMMING	137,735	155,016	3,977	62,303	35,066	57,646

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
439911	PROGRAMMING-JUV.	155,800	179,432	3,919	108,527	28,222	42,683
439913	PROGRAMMING EXHIBITS - CENTRAL	2,500	2,500	313	1,450	239	811
439930	MATERIALS CONTRACTUAL	3,425,267	3,425,267	278,400	3,230,981	-	194,286
451100	AUDIT FEES	15,000	15,000	-	-	-	15,000
452000	TRANSFERS IN/OUT	-	-	-	-	-	-
452002	TRANSFERS IN/OUT	-	-	-	-	-	-
<b>OTHER SERVICES AND</b>		<b>15,302,162</b>	<b>16,368,893</b>	<b>449,455</b>	<b>13,517,292</b>	<b>1,408,814</b>	<b>1,442,787</b>
<b>CAPITAL</b>							
445100	CAPITAL - FURNITURE		15000	-	13,909	-	1,091
445301	COMPUTER EQUIPMENT	15,000		-	-	-	-
449000	BOOKS & MATERIALS	3,152,060	3,152,060	359,082	2,844,806	-	307,254
449200	ART & EXHIBITS	-		-	-	-	-
<b>CAPITAL Total</b>		<b>3,167,060</b>	<b>3,167,060</b>	<b>359,082</b>	<b>2,858,716</b>	<b>-</b>	<b>308,344</b>
<b>EXPENSE Total</b>		<b>58,627,093</b>	<b>59,803,014</b>	<b>3,414,805</b>	<b>47,761,223</b>	<b>1,580,701</b>	<b>10,461,090</b>

**Indianapolis-Marion County Public Library**  
**Cashflow Projections - Operating Fund**  
**January 1 - December 31, 2024**

	Actual January	Actual February	Actual March	Actual April	Actual May	Actual June	Actual July	Actual August	Actual September	Actual October	Actual November	Projected December	Projected Y-T-D	Revised Budget	Variance
<b>Beginning Balance</b>	\$ 41,090,615	\$ 38,409,407	\$ 34,726,674	\$ 29,763,430	\$ 27,891,103	\$ 25,870,469	\$ 45,081,982	\$ 41,691,185	\$ 37,179,307	\$ 34,012,249	\$ 31,979,905	\$ 30,481,002	\$ 41,090,615	\$ 41,090,615	
<b>Receipts:</b>															
PROPERTY TAX	311000	-	-	1,160,000	1,977,000	20,940,933	-	-	-	1,655,000	1,692,000	19,246,112	46,671,045	42,916,747	3,754,298
PROPERTY TAX CAPS	311300	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E-RATE REVENUE	332200	66,289	-	-	-	51,767	76,746	25,316	-	-	41,246	20,000	281,364	240,000	41,364
FINANCIAL INSTITUTION TAX REV	335100	-	-	-	-	210,265	-	-	-	-	-	221,647	431,912	399,531	32,381
LICENSE EXCISE TAX REVENUE	335200	-	-	-	-	1,356,009	-	-	-	-	-	1,440,249	2,796,258	2,556,584	239,674
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	51,227	51,227	51,227	51,227	127,981	51,227	51,227	51,227	51,227	51,227	51,227	43,628	557,152	126,723
COMMERCIAL VEHICLE TAX REVENUE	335700	-	-	-	-	148,252	-	-	-	-	-	-	151,711	299,963	(816)
IN LIEU OF PROP. TAX	339000	-	-	-	-	11,609	-	-	-	-	-	-	8,625	20,234	2,984
COPY MACHINE REVENUE	347600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC PRINTING REVENUE	347601	26,377	31,200	35,101	31,916	31,973	28,544	32,849	34,369	32,387	34,559	31,086	27,000	377,361	52,361
FAX TRANSMISSION REVENUE	347602	4,496	4,086	4,161	4,493	3,906	3,567	4,088	3,712	3,233	3,761	2,834	6,206	48,543	(36,457)
PROCTORING EXAMS	347603	75	125	100	50	185	300	385	275	125	247	275	125	2,267	767
PLAC. CARD DISTRIBUTION REVENUE	347604	-	-	-	-	-	-	-	-	55,406	-	-	-	55,406	-
USAGE FEE REVENUE	347605	20	2,202	2,202	20	20	40	20	20	12,500	20	2,520	2,000	21,584	(3,416)
SET-UP & SERVICE - TAXABLE	347606	1,500	750	2,200	1,550	1,550	1,550	2,850	1,500	1,700	2,250	750	1,417	17,000	2,567
SET-UP & SERVICE - NON-TAXABLE	347607	600	690	850	600	1,154	-	677	-	745	-	-	1,833	7,149	(14,851)
SECURITY SERVICES REVENUE	347608	1,500	1,500	2,250	1,620	2,240	1,480	1,620	1,240	1,620	1,210	620	1,833	19,643	(2,357)
EVENT SECURITY	347609	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PARKING REVENUE	347610	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAFE REVENUE	347620	17,486	-	4,065	6,323	8,512	4,568	8,454	7,347	7,780	15,037	-	-	79,572	79,572
CATERING REVENUE	347621	-	-	-	-	-	-	-	-	-	-	-	5,000	5,000	(55,000)
FINES	351200	8,922	8,815	8,138	8,570	8,754	10,122	9,966	7,652	8,436	8,195	5,889	8,333	101,792	1,792
OTHER CARD REVENUE	351201	390	65	65	65	65	65	65	65	65	260	183	1,288	2,200	(912)
HEADSET REVENUE	351202	343	336	337	340	310	371	458	485	415	418	368	292	4,473	973
USB REVENUE	351203	243	238	234	201	196	252	421	248	238	243	292	3,058	3,500	(442)
LIBRARY TOTES	351204	73	64	64	88	52	90	86	75	60	64	108	857	1,300	(443)
MISCELLANEOUS REVENUE	360000	49	1,044	5,000	7,858	19,011	1,067	1,199	12,826	10,763	4,942	11,744	833	76,335	66,335
REVENUE ADJUSTMENT	360001	-	(1,086)	-	-	-	-	-	-	-	10	-	-	(1,076)	(1,076)
INTEREST INCOME	361000	112,397	106,182	174,408	127,446	124,969	157,895	175,440	188,570	161,943	149,927	136,522	91,667	1,707,366	607,366
FACILITY Rtl REV - TAXABLE	362000	21,961	29,011	11,710	8,427	17,798	27,223	18,437	7,634	13,350	21,790	7,152	12,500	196,994	46,994
FACILITY RENTAL REV - NONTAX	362001	6,950	8,320	2,225	1,010	2,070	4,080	220	1,580	300	4,960	160	2,083	33,958	25,000
EQUIPMENT RENTAL REV - TAXABLE	362002	1,200	600	1,700	900	900	900	2,100	1,200	1,500	1,800	600	1,333	14,733	16,000
EQUIPMENT RENTAL REV - NONTAX	362003	300	300	300	300	700	-	300	-	400	-	125	2,725	1,500	1,225
FOUNDATION CONTRIBUTION	367000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER GRANTS	367004	-	-	-	-	-	-	225,000	-	-	-	-	-	225,000	-
TRANSFER IN	391000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SALE OF SURPLUS PROPERTY	392100	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REFUNDS	396000	-	83	-	-	-	-	84	-	-	-	-	2,083	2,083	(22,917)
REIMBURSEMENT FOR SERVICES	399000	226	15,279	5,518	296,943	-	-	-	168,114	2,654	17,120	202,006	8,333	716,193	100,000
INSURANCE REIMBURSEMENTS	399001	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Receipts</b>	<b>643,838</b>	<b>582,246</b>	<b>633,069</b>	<b>2,031,214</b>	<b>2,573,813</b>	<b>23,410,024</b>	<b>932,696</b>	<b>835,819</b>	<b>686,927</b>	<b>2,296,110</b>	<b>2,508,752</b>	<b>21,626,975</b>	<b>58,761,483</b>	<b>53,165,627</b>	<b>5,595,855</b>
<b>Expenditures:</b>															
PERSONAL SERVICES & BENEFITS	41	2,494,627	2,598,203	3,537,551	2,956,837	2,524,894	2,560,277	2,557,983	3,507,635	2,613,744	2,471,048	2,549,169	3,237,743	33,569,711	38,654,916
SUPPLIES	42	214,576	68,440	146,479	59,703	49,101	196,270	34,313	72,457	73,282	68,916	57,100	147,406	1,188,043	1,612,145
OTHER SERVICES AND CHARGES	43	587,984	1,487,008	1,811,298	708,531	1,448,281	1,258,485	1,461,572	2,014,814	252,697	1,619,441	449,455	1,386,988	14,486,554	16,368,893
CAPITAL OUTLAY (Including Books & Collection Materials)	44	27,858	151,328	100,985	193,394	571,843	186,580	267,549	324,163	158,155	517,778	359,082	265,219	3,123,934	3,167,060
<b>Total Expenditures</b>	<b>3,325,046</b>	<b>4,264,979</b>	<b>5,596,313</b>	<b>3,918,465</b>	<b>4,594,119</b>	<b>4,201,612</b>	<b>4,321,417</b>	<b>5,919,069</b>	<b>3,097,879</b>	<b>4,677,182</b>	<b>3,414,805</b>	<b>5,037,356</b>	<b>52,368,242</b>	<b>59,803,014</b>	<b>7,434,771</b>
<b>Change in Payables/Petty Cash/Correction*</b>															
<b>Transfer Out (Rainy Day Fund/LIRF)</b>															
				14,923	(328)	3,102	(2,075)	571,372	(756,106)	348,729	(592,851)		(413,235)		
<b>Ending Balance</b>	<b>\$ 38,409,407</b>	<b>\$ 34,726,674</b>	<b>\$ 29,763,430</b>	<b>\$ 27,891,103</b>	<b>\$ 25,870,469</b>	<b>\$ 45,081,982</b>	<b>\$ 41,691,185</b>	<b>\$ 37,179,307</b>	<b>\$ 34,012,249</b>	<b>\$ 31,979,905</b>	<b>\$ 30,481,002</b>	<b>\$ 47,070,621</b>	<b>\$ 47,070,621</b>	<b>\$ 34,453,228</b>	

**Indianapolis-Marion County Public Library**  
**Receipts & Disbursements**  
**Month Ended November 30, 2024**

<b>FUND</b>	<b>CASH AND</b>	<b>RECEIPTS</b>	<b>DISBURSEMENTS</b>	<b>CASH AND</b>
	<b>INVESTMENTS</b>			<b>INVESTMENTS</b>
	<b>10/31/2024</b>			<b>11/30/2024</b>
101 Total Operating	31,979,905	2,508,752	4,007,656	30,481,001
104 Total Fines	11,281	45,286	45,286	11,281
226 Total Parking Garage	700,553	12,931	839	712,644
230 Total Grant	213,074	695	-	213,769
245 Total Rainy Day	8,116,366	28,367	-	8,144,733
270 Total Shared System	440,383	2,796	7,211	435,968
276 Total Cares Grant Fund	-	-	-	-
277 Total ARP Grant	(999)	-	-	(999)
301 Total BIRF 1	760,313	-	-	760,313
321 Total BIRF 2	2,768,777	740	-	2,769,517
471 Total Library Improvement Reserve Fund	2,857,298	10,426	-	2,867,724
472 Total Construction	-	-	-	-
479 Total 2018A Bond - AHS/ILS/Fac Improvmts	227,366	-	-	227,366
480 Total 2018 BBond - West Perry Branch	-	-	-	-
481 Total 2019 Bond - LAW WAY Renovation	-	-	-	-
482 Total 2020 Bond - Fac Renov Equip Acq	1,246,243	-	61,142	1,185,101
483 Total 2021A Bond Glendale BR	854,444	2,819	2,041	855,223
484 Total 2021B Bond FT Harrison BR	1,091,192	3,573	34,404	1,060,361
485 Total 2021C Bond Energy Cons	3,926,630	12,736	22,313	3,917,053
486 Total 202c Bond Energy Cons LT MT	3,279,158	10,639	34,461	3,255,337
487 Total 2023A Bond Curve Renovation	5,865,761	19,087	-	5,884,848
488 Total 2023B Bond Nora & FAC Proj	2,600,361	6,958	223,258	2,384,060
489 Total 2023C Bond Pike Renov	4,774,827	14,768	1,181,627	3,607,969
490 Total 2024 Bond	6,335,501	20,422	104,607	6,251,316
701 Total Self-Insurance Fund	1,261,986	375,500	375,500	1,261,986
800 Total Giff	2,336,135	51,979	326,684	2,061,430
806 Total Payroll Liabilities	50,476	109,018.24	116,945.66	42,548
812 Total Foundation Agency Fund	427	600.01	0.00	1,027
813 Total Staff Association Agency Fund	31	0	0	31
814 Total Sales Tax Agency Fund	1,957	682.36	1,957.18	682
815 Total PLAC Card Revenue Agency Fund	10,803	3640	0.00	14,443
99 Total CAFR GOVERNMENT - WIDE	-	-	-	-
<b>Grand Total</b>	<b>81,710,249</b>	<b>3,242,414</b>	<b>6,545,932</b>	<b>78,406,731</b>



**Status of the Treasury  
Investment Report  
Month Ended November 30, 2024**

**Chase Savings Account**

	<b>Balance November 30, 2024</b>	<b>Interest Earned November 30, 2024</b>
Operating Fund	\$ 7,563,130	\$ 25,186
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 442,132	\$ 1,470
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 437,291	\$ 1,454
Gift Fund	\$ 15,625	\$ 695
2021A Bond (Glendale)	\$ 524,165	\$ 1,742
2021B Bond (Fort Harrison)	\$ 688,880	\$ 2,290
<b>Total Chase Savings Account</b>	<b>\$ 9,878,002</b>	<b>\$ 32,837</b>

The average savings account rate for November was 4.06%

**Previous Month's Chase Savings Account Activity**

	<b>Balance October 31, 2024</b>	<b>Interest Earned October 31, 2024</b>
Operating Fund	\$ 7,541,182	\$ 27,166
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 440,663	\$ 1,585
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 435,837	\$ 1,567
Gift Fund	\$ 14,930	\$ 749
2021A Bond (Glendale)	\$ 522,422	\$ 1,879
2021B Bond (Fort Harrison)	\$ 686,590	\$ 2,469
<b>Total Chase Savings Account</b>	<b>\$ 9,848,404</b>	<b>\$ 35,415</b>

The average savings account rate for October was 4.25%

**Fifth Third Bank Investment Account**

	<b>Balance November 30, 2024</b>	<b>Interest Earned November 30, 2024</b>
Library Improvement Reserve Fd	\$ 2,401,228	\$ 8,913
Rainy Day Fund	\$ 3,726,269	\$ 13,831
<b>Total Fifth Third Bank</b>	<b>\$ 6,127,497</b>	<b>\$ 22,744</b>

The average 5/3 investment account rate for November was 4.46%

**Previous Month's Fifth Third Bank Investment Account**

	<b>Balance October 31, 2024</b>	<b>Interest Earned October 31, 2024</b>
Library Improvement Reserve Fd	\$ 2,392,315	\$ 9,199
Rainy Day Fund	\$ 3,712,438	\$ 14,275
<b>Total Fifth Third Bank</b>	<b>\$ 6,104,753</b>	<b>\$ 23,474</b>

The average 5/3 investment account rate for October was 4.62%

**Hoosier Fund Account Income**

	<b>Balance November 30, 2024</b>	<b>Interest Earned November 30, 2024</b>
Operating Fund	\$ 9,869,846	\$ 40,503
Rainy Day Fund	\$ 201,639	\$ 824
Bond & Interest Redemption Fd	\$ 44,813	\$ -
<b>Total Hoosier Fund Account</b>	<b>\$ 10,116,298</b>	<b>\$ 41,327</b>

The average Hoosier Fund account rate for November was 4.99%

**Previous Month's Hoosier Fund Account Income**

	<b>Balance October 31, 2024</b>	<b>Interest Earned October 31, 2024</b>
Operating Fund	\$ 9,829,343	\$ 42,446
Rainy Day Fund	\$ 200,815	\$ 863
Bond & Interest Redemption Fd	\$ 44,813	\$ -
<b>Total Hoosier Fund Account</b>	<b>\$ 10,074,972</b>	<b>\$ 43,309</b>

The average Hoosier Fund account rate for October was 5.08%

**TrustIndiana**

	<b>Balance November 30, 2024</b>	<b>Interest Earned November 30, 2024</b>
Operating Fund	\$ 7,680,788	\$ 32,386
Bond & Interest Redemption Fd 2	\$ 90,897	\$ -
Bond & Interest Redemption Fd	\$ 450,251	\$ -
<b>Total TrustIndiana Account</b>	<b>\$ 8,221,936</b>	<b>\$ 32,386</b>

The average Trust Indiana account rate for November was 4.82%

**Previous Month's TrustIndiana**

	<b>Balance October 31, 2024</b>	<b>Interest Earned October 31, 2024</b>
Operating Fund	\$ 7,648,402	\$ 34,124
Bond & Interest Redemption Fd 2	\$ 90,897	\$ -
Bond & Interest Redemption Fd	\$ 450,251	\$ -
<b>Total TrustIndiana Account</b>	<b>\$ 8,189,550</b>	<b>\$ 34,124</b>

The average Trust Indiana account rate for October was 4.93%

**U. S. Bank**

	<b>Balance November 30, 2024</b>	<b>Interest Earned November 30, 2024</b>
Operating Fund	\$ 5,315,340	\$ 9,595
<b>Total U. S. Bank</b>	<b>\$ 5,315,340</b>	<b>\$ 9,595</b>

The average U. S. Bank account rate for November was 2.10%

**Previous Month's U.S. Bank**

	<b>Balance October 31, 2024</b>	<b>Interest Earned October 31, 2024</b>
Operating Fund	\$ 5,305,745	\$ 9,798
<b>Total U. S. Bank</b>	<b>\$ 5,305,745</b>	<b>\$ 9,798</b>

The average U. S. Bank account rate for October was 2.10%

**Chase Sweep Account Interest**

	<b>Balance November 30, 2024</b>	<b>Interest Earned November 30, 2024</b>
Operating Fund	\$ 403,563	\$ 28,853
Parking Garage	\$ 9,348	\$ 865
Rainy Day Fund	\$ 133,800	\$ 12,258
LIRF Fund	\$ 16,516	\$ 1,513
Bond & Interest Redemption Fd	\$ 6,778	\$ -
Bond & Interest Redemption Fd 2	\$ 4,919	\$ 740
2021A Bond (Glendale)	\$ 8,052	\$ 1,077
2021B Bond (Fort Harrison)	\$ 11,463	\$ 1,283
2021C Bond (Multiple Projects)	\$ 144,237	\$ 12,736
2022 Bond (Multiple Projects)	\$ 139,095	\$ 10,639
2023A Bond (Curve & Others)	\$ 215,128	\$ 19,087
2023B Bond (Nora & Others)	\$ 162,156	\$ 6,958
2023C Bond (Pike & Others)	\$ 193,980	\$ 14,768
2024 Bond (Multiple Projects)	\$ 36,572	\$ 20,422
<b>Total Chase Sweep Account</b>	<b>\$ 1,485,606</b>	<b>\$ 131,199</b>

**Previous Month's Chase Sweep Account Interest**

	<b>Balance October 31, 2024</b>	<b>Interest Earned October 31, 2024</b>
Operating Fund	\$ 374,710	\$ 36,393
Parking Garage	\$ 8,482	\$ 941
Rainy Day Fund	\$ 121,541	\$ 13,317
LIRF Fund	\$ 15,003	\$ 1,644
Bond & Interest Redemption Fd	\$ 6,778	\$ -
Bond & Interest Redemption Fd 2	\$ 4,179	\$ 823
2021A Bond (Glendale)	\$ 6,976	\$ 1,360
2021B Bond (Fort Harrison)	\$ 10,180	\$ 1,459
2021C Bond (Multiple Projects)	\$ 131,502	\$ 13,959
2022 Bond (Multiple Projects)	\$ 128,456	\$ 11,912
2023A Bond (Curve & Others)	\$ 196,041	\$ 20,813
2023B Bond (Nora & Others)	\$ 155,198	\$ 8,390
2023C Bond (Pike & Others)	\$ 179,212	\$ 16,970
2024 Bond (Multiple Projects)	\$ 16,149	\$ 15,993
<b>Total Chase Sweep Account</b>	<b>\$ 1,354,407</b>	<b>\$ 143,976</b>

**Indianapolis-Marion County Public Library**  
**Fund 301 and 321 - Bond and Interest Funds - Detailed Income Statement**  
**Month Ended November 30, 2024**

	<b>ORIGINAL BUDGET</b>	<b>REVISED BUDG.</b>	<b>MTD</b>	<b>YTD</b>	<b>P.O.</b>	<b>AVAILABLE BUDG.</b>
<b>REVENUES</b>						
<b>Property Taxes</b>						
311000 PROPERTY TAX		18,161,672	-	9,810,685	-	8,350,987
<b>Property Taxes Total</b>		18,161,672	-	9,810,685	-	8,350,987
<b>Intergovernmental</b>						
335100 FINANCIAL INSTITUTION T		130,531	-	68,715	-	61,816
335200 LICENSE EXCISE TAX REVE		835,262	-	443,149	-	392,113
335700 COMMERCIAL VEHICLE TAX		98,267	-	48,449	-	49,818
339000 IN LIEU OF PROP. TAX		4,000	-	4,546	-	(546)
<b>Intergovernmental Total</b>		1,068,060	-	564,860	-	503,200
<b>Miscellaneous</b>						
361000 INTEREST INCOME	-	-	740	10,248	-	(10,248)
<b>Miscellaneous Total</b>	-	-	740	10,248	-	(10,248)
<b>REVENUES Total</b>	-	<b>19,229,732</b>	<b>740</b>	<b>10,385,793</b>	-	<b>8,843,939</b>
<b>EXPENSES</b>						
<b>Other Services and Charges</b>						
439904 BANK FEES/CREDIT CARD F		10,000	-	-	-	10,000
438100 PRINCIPAL		16,495,000	-	8,120,000	-	8,375,000
438200 INTEREST		2,149,074	-	1,203,472	-	945,602
<b>Other Services and Charges Total</b>		18,654,074	-	9,323,472	-	9,330,602
<b>EXPENSES Total</b>	-	<b>18,654,074</b>	-	<b>9,323,472</b>	-	<b>9,330,602</b>

**Indianapolis-Marion County Public Library**  
**Fund 245 - Rainy Day Fund - Detailed Income Statement**  
**Month Ended November 30, 2024**

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
<b>REVENUE</b>						
<b>MISCELLANEOUS</b>						
361000 INTEREST INCOME	-	-	28,367	297,649	-	(297,649)
<b>MISCELLANEOUS Total</b>	-	-	<b>28,367</b>	<b>297,649</b>	-	<b>(297,649)</b>
<b>OTHER FINANCING SRCS</b>						
399000 REIMBURSEMENT FOR SERVICES	-	-	-	-	-	-
<b>OTHER FINANCING SRCS Total</b>	-	-	-	-	-	-
<b>REVENUE Total</b>	-	-	<b>28,367</b>	<b>297,649</b>	-	<b>(297,649)</b>
<b>EXPENSE</b>						
<b>OTHER SERVICES AND CHARGES</b>						
431 100 LEGAL SERVICES	-	-	-	-	-	-
431 200 ENGINEERING & ARCHITECTURAL	-	1,000,000	-	-	-	1,000,000
431 500 CONSULTING SERVICES	-	-	-	-	-	-
438400 ISSUANCE COSTS	-	-	-	-	-	-
452002 TRANSFERS IN/OUT	-	-	-	-	-	-
<b>OTHER SERVICES AND CHARGES TOTAL</b>	-	<b>1,000,000</b>	-	-	-	<b>1,000,000</b>
<b>CAPITAL</b>						
441000 LAND	-	-	-	-	-	-
443500 BUILDING	-	-	-	-	-	-
<b>CAPITAL Total</b>	-	-	-	-	-	-
<b>EXPENSE Total</b>	-	<b>1,000,000</b>	-	-	-	<b>1,000,000</b>

**Indianapolis-Marion County Public Library**  
**Fund 471 - Library Improvement Reserve Fund - Detailed Income Statement**  
**Month Ended November 30, 2024**

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
<b>REVENUE</b>						
<b>MISCELLANEOUS</b>						
361000 INTEREST INCOME	-	-	10,426	112,136	-	(112,136)
<b>MISCELLANEOUS Total</b>	-	-	<b>10,426</b>	<b>112,136</b>	-	<b>(112,136)</b>
<b>REVENUE Total</b>	-	-	<b>10,426</b>	<b>112,136</b>	-	<b>(112,136)</b>
<b>EXPENSE</b>						
<b>CAPITAL</b>						
444501 COMPUTER SOFTWARE	-	250,000	-	-	-	250,000
<b>CAPITAL Total</b>	-	<b>250,000</b>	-	-	-	<b>250,000</b>
<b>EXPENSE Total</b>	-	<b>250,000</b>	-	-	-	<b>250,000</b>

**Indianapolis-Marion County Public Library**  
**Fund 230 & 800 - Grant and Gift - Detailed Income Statement**  
**Month Ended November 30, 2024**

	MTD	YTD
<b>REVENUE</b>		
<b>MISCELLANEOUS</b>		
332205 EMERGENCY CONNECTIVITY FUND	-	13,337
334700 GRANTS - LSTA	-	-
334720 GRANTS - STATE	-	13,101
334752 GRANTS - IMLS FEDERAL FUNDED	-	-
360000 MISCELLANEOUS REVENUE	-	420
360001 REVENUE ADJUSTMENT	-	-
361000 INTEREST INCOME	695	7,325
367000 FOUNDATION CONTRIBUTION	51,979	1,919,025
367002 FOUNDATIONS - DESIGNATED GIFTS	-	-
367004 OTHER GRANTS	-	(5,991)
396000 REFUNDS	-	-
399000 REIMBURSEMENT FOR SERVICES	-	-
<b>MISCELLANEOUS Total</b>	<b>52,674</b>	<b>1,947,217</b>
<b>REVENUE Total</b>	<b>52,674</b>	<b>1,947,217</b>
<b>EXPENSE</b>		
00005000 - OPEN FOR ADJUSTMENTS	-	1,200
00005012 - AQUARIUM MAINTENANCE MULTI-BRANCH	-	651
00015001 - CENTRAL UNRESTRICTED GIFT	-	-
00015007 - CBLC CENTER FOR BLACK LIT & CULTURE	-	-
00025001 - COLLEGE UNRESTRICTED GIFT	-	2,971
00035001 - GLENDALE UNRESTRICTED GIFT	-	2,060
00045001 - IRVINGTON UNRESTRICTED GIFT	187	2,059
00055001 - BRIGHTWOOD UNRESTRICTED GIFT	-	879
00065001 - DECATUR UNRESTRICTED GIFT	-	191
00075001 - EAGLE UNRESTRICTED GIFT	25	225
00085001 - E. 38TH STREET UNRESTRICTED GIFT	-	822
00095001 - E. WASHINGTON UNRESTRICTED GIFT	5	80
00125001 - HAUGHVILLE UNRESTRICTED GIFT	-	1,359
00135001 - LAWRENCE UNRESTRICTED GIFTS	147	3,123
00145001 - NORA UNRESTRICTED GIFTS	-	169
00165001 - GARFIELD PARK UNRESTRICTED GIFTS	-	532
00175001 - SOUTHPORT UNRESTRICTED GIFTS	81	1,224
00185001 - SPADES PRK UNRESTRICTED GIFTS	-	2,769
00195001 - WAYNE UNRESTRICTED GIFTS	183	700

**Indianapolis-Marion County Public Library**  
**Fund 230 & 800 - Grant and Gift - Detailed Income Statement**  
**Month Ended November 30, 2024**

	MTD	YTD
00205001 - W. INDIANAPOLIS UNRESTRICTED GIFTS	-	680
00215001 - FRANKLIN RD UNRESTRICTED GIFTS	-	968
00235001 - FORT BEN HARRISON UNRESTRICTED GIFTS	-	437
00245001 -INFOZONE UNRESTRICTED GIFTS	-	417
00255001 - OUTREACH UNRESTRICTED GIFT FUND	-	31
00275001 - MICHIGAN RD UNRESTRICTED GIFTS	62	185
00285001 - BEECH GROVE UNRESTRICTED GIFTS	-	2,606
00295001 - W. PERRY UNRESTRICTED GIFTS	-	3,617
00405001 - CEO UNRESTRICTED GIFTS	6,660	17,700
00405010 - DIGITAL ENCYCLOPEDIA OF INDPLS DEOI	-	157,295
00425002 - LIBRARY MATERIALS MEMORIAL FUND	-	(399)
00425004 - LIBRARY MATERIALS COLLECTIONS	61,225	157,207
00425010 - LILLY CITY DIGITIZATION	-	-
20455022 - SALUTE TO BLACK MEN IN WHITE COATS	-	725
19015014 - MCFADDEN LECTURE	-	2,034
19035010 - SEED LIBRARY GLENDALE	-	399
19425023 - AXIS 360 - EBOOKS	-	1,275
20005025 - LIBRARY STAFFING LIFELONG HUMANITIE	-	40,000
20005029 - SEED LIBRARY MULTI-BRANCH	-	2,738
20275010 - MICHIGAN ROAD BRANCH ART	-	3,410
20425012 - CATALOGING & PROCESSING EITELJORG	-	-
20455022 - SALUTE TO BLACK MEN IN WHITE COATS	-	8,362
21005025 - STAFFING CULTURAL & LIFELONG LEARNI	-	81,000
21005029 - INDYPL SEED LIBRARY	-	1,111
21005039 - ON THE ROAD TO READING R2R	70,555	70,555
21015038 - POP UP COMPUTER LAB CEN/E38	-	2,147
21045041 - CENTRAL AUTHOR ENGRAVINGS	-	3,353
21305010 - IPS AND CHARTER SCHOOL LIBRARY CARD	-	-
21445011 - EMERGENCY CONNECTIVITY FUNDING -ECF	-	676
21455041 - A PLACE TO CALL HOME PODCAST	-	-
22005011 - LITTLE LIBRARIES	-	28
22005013 - SUMMER READING PROGRAM	-	65
22005015 - FALL FEST SLAMMIN RHYMES CHALLENGE	-	610
22005025 - STAFFING CULTURAL & LIFELONG LEARNI	-	83,000
22005029 - INDYPL SEED LIBRARY 2022	-	449
22005036 - PRESCHOOL PACKAGED PROGRAMS R2R	-	-
22005037 - CONCERT SERIES	-	463

**Indianapolis-Marion County Public Library**  
**Fund 230 & 800 - Grant and Gift - Detailed Income Statement**  
**Month Ended November 30, 2024**

	MTD	YTD
22005039 - ON THE ROAD TO READING R2R	128,451	128,518
22045010 - TEEN ZONE IRVINGTON	-	741
22155010 - TEEN ZONE AT PIKE	-	805
22165013 - DISCOVERY ARTS SERIES GPK	-	-
22225018 - TEEN AFTERNOONS AT WRN	-	-
22235010 - HOMESCHOOL COMMITTEE 2022	-	1,177
22245011 - GROWING GLOBAL CITIZENS	-	3,618
22245013 - POCKET PARK STORYWALK TCM	-	101
22295010 - TEEN TUESDAYS AT WEST PERRY	-	185
22415014 - MCFADDEN LECTURE 2022	-	10,545
22445011 - EMERGENCY CONNECTIVITY FUNDING ECF	-	-
22455014 - CAREER CENTER	-	-
22455028 - TEEN COMMUNITY BOOK CLUBS	-	38
22455036 - WORLD LANGUAGE BOOK GIVEAWAYS	-	-
22455037 - EARLY LITERACY SPECIALIST	-	37,156
22455042 - CONVERSATION CIRCLES 2022	-	-
22455045 - PATHWAYS TO LITERACY	-	-
22455046 - SPANISH BOOK CLUB	-	683
22455053 - EARLY CHILDHOOD EDUCATORS WORKSHOP	-	134
22455058 - ADDRESSING THE DIGITAL DIVIDE CHROM	-	6,621
22455060 - INDYPL AUTHOR FAIR	-	95
22475015 - STAFF DEI TRAINING	-	-
23005013 - SUMMER READING PROGRAM	-	8,669
23005015 - FALL FEST DLAMMIN RHYMES CHALLENGE	-	470
23005025 - STAFFING CULTURAL & LIFELONG LEARNI	-	85,000
23005029 - INDYPL SEED LIBRARY	-	3,884
23005039 - ON THE ROAD TO READING R2R	3,000	3,000
23005040 - JOHN HELLING URBAN LIBRARIES	-	1,500
23015018 - MAKER CRAFTS AT CENTRAL	-	1,285
23015020 - TREASURES OF THE ISCR	-	100
23015021 - CBLC BOOK FEST & JUNETEETH CELEBRATION	-	4,103
23015023 - CBLC POET LAUREATE	-	7,000
23015024 - CBLC 6TH Anniversary	-	562
23015026 - COMMUNITY RESOURCE FAIR	-	735
23035012 - EXPLORE THE WORLD CULTURAL PROGRAMS	-	28
23045010 - TEEN ZONE AT IRVINGTON	-	598
23085012 - E38 STREET ZINE COLLECTION	-	250
23085013 - E38 STREET CAREER CENTER	-	1,955

**Indianapolis-Marion County Public Library**  
**Fund 230 & 800 - Grant and Gift - Detailed Income Statement**  
**Month Ended November 30, 2024**

	MTD	YTD
23085014 - GARDENING WITHOUT A GARDEN	-	1,065
` 23085022 - GRAB AND GO CRAFTS E38	-	1,000
23085023 - E38 STREET COMMUNITY PANTRY	-	2,149
` 23135010- ADULR BOOK DISCUSSION LAW	-	355
23135011 - CULTURE HISTORY & SOCIETY	-	1,500
` 23155010- TEEN ZONE AT PIKE	-	434
23205011 - HOMESCHOOL CAP 2023	-	93
` 23235010 - FORT BEN HARRISON GRAND OPENING EVE	-	385
` 23245011 - GROWING GLOBAL CITIZENS	-	4,501
` 23245013 -POCKET PARK STORYWALK TOM	-	966
` 23255015 -BUNNY BAG PROGRAMS BOOKS AND SUPPLIES	-	4,528
23255043 - SRP SUMMER GROUP BOOK COLLECTION	-	14,183



**Indianapolis-Marion County Public Library**  
**Fund 226 - Parking Garage - Detailed Income Statement**  
**Month Ended November 30, 2024**

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
<b>REVENUE</b>						
<b>CHARGES FOR SERVICES</b>						
347610 PARKING REVENUE		127,000	9,971	119,622	-	7,378
347611 EVENTS PARKING		11,000	600	10,450	-	550
<b>CHARGES FOR SERVICES Total</b>	-	<b>138,000</b>	<b>10,571</b>	<b>130,072</b>	-	<b>7,928</b>
<b>MISCELLANEOUS</b>						
360000 MISCELLANEOUS REVENUE			-	-	-	-
360001 REVENUE ADJUSTMENT	-	-	25	486	-	(486)
361000 INTEREST INCOME	-	14,000	2,335	24,017	-	(10,017)
<b>MISCELLANEOUS Total</b>	-	<b>14,000</b>	<b>2,360</b>	<b>24,503</b>	-	<b>(10,503)</b>
<b>REVENUE Total</b>	-	<b>152,000</b>	<b>12,931</b>	<b>154,575</b>	-	<b>(2,575)</b>
<b>EXPENSE</b>						
<b>SUPPLIES</b>						
421200 PRINTER SUPPLIES		2,000	-	1,722	-	278
421500 OFFICE SUPPLIES - FAC/PURCH		2,200	-	2,025	-	175
422600 UNIFORMS		200	-	-	-	200
422310 CLEANING & SANITATION		500	-	129	-	371
<b>SUPPLIES Total</b>	-	<b>4,900</b>	-	<b>3,876</b>	-	<b>1,024</b>
<b>OTHER SERVICES AND CHARGES</b>						
431100 LEGAL SERVICES		2,500	-	-	-	2,500
431200 ENGINEERING & ARCHITECTURAL		18,000	-	18,000	-	-
431500 CONSULTING SERVICES		7,915	-	-	2,915	5,000
431501 PARKING GARAGE CONTRACTUAL		12,000	-	11,000	-	1,000
432200 POSTAGE		100	-	-	-	100
432400 DATA COMMUNICATIONS		2,100	-	2,594	-	(494)
434201 EXCESS LIABILITY		5,400	-	4,650	-	750
436100 REP & MAINT-STRUCTURE		8,680	-	5,929	-	2,751
436110 CLEANING SERVICES		15,900	-	10,937	-	4,963
436200 REP & MAINT-EQUIPMENT		4,000	-	2,548	-	1,452
436201 REP & MAINT-HEATING & AIR		42,600	-	-	1,500	41,100
439904 BANK FEES/CREDIT CARD FEES		6,400	839	7,604	-	(1,204)
439905 OTHER CONTRACTUAL SERVICES		66,700	-	57,262	2,160	7,278
<b>OTHER SERVICES AND CHARGES TOTAL</b>	-	<b>192,295</b>	<b>839</b>	<b>120,524</b>	<b>6,575</b>	<b>65,196</b>
<b>CAPITAL</b>						
445300 CAPITAL - EQUIPMENT		10,000	-	-	-	10,000
<b>CAPITAL Total</b>		<b>10,000</b>	-	-	-	<b>10,000</b>
<b>EXPENSE Total</b>	-	<b>207,195</b>	<b>839</b>	<b>124,400</b>	<b>6,575</b>	<b>76,220</b>

**Indianapolis-Marion County Public Library**  
**Fund 270 - Shared System - Detailed Income Statement**  
**Month Ended November 30, 2024**

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
<b>REVENUE</b>						
<b>CHARGES FOR SERVICES</b>						
347640 SHARED SYSTEM REVENUE	-	-	2,796	511,061	-	(511,061)
<b>CHARGES FOR SERVICES Total</b>	-	-	<b>2,796</b>	<b>511,061</b>	-	<b>(511,061)</b>
<b>REVENUE Total</b>	-	-	<b>2,796</b>	<b>511,061</b>	-	<b>(511,061)</b>
<b>EXPENSE</b>						
<b>PERSONAL SERVICES</b>						
411000 SALARIES APPOINTED STAFF		119,852	6,232	113,236		6,616
413100 FICA AND MEDICARE		9,838	443	8,176		1,662
413300 PERF/INPRS		18,261	536	10,270		7,992
<b>PERSONAL SERVICES Total</b>	-	<b>147,952</b>	<b>7,211</b>	<b>131,681</b>	-	<b>16,270</b>
<b>SUPPLIES</b>						
421600 LIBRARY SUPPLIES		5,000	-	3,077	-	1,923
<b>SUPPLIES Total</b>	-	<b>5,000</b>	-	<b>3,077</b>	-	<b>1,923</b>
<b>OTHER SERVICES AND CHARGES</b>						
431500 CONSULTING SERVICES		500		-	-	500
432300 TRAVEL		-		-	-	-
432501 IN HOUSE CONFERENCE		-		-	-	-
439901 COMPUTER SERVICES		28,150		15,120	4,395	8,635
439905 OTHER CONTRACTUAL SERVICES		8,750				8,750
439907 EVENTS & PR		3,806		3,650	-	156
439909 REIMBURSEMENT FOR SERVI		30,000		46,883	-	(16,883)
439930 MATERIALS CONTRACTUAL		1,194	-	-	-	1,194
<b>OTHER SERVICES AND CHARGES TOTAL</b>	-	<b>72,400</b>	-	<b>65,653</b>	<b>4,395</b>	<b>2,352</b>
<b>EXPENSE Total</b>	-	<b>225,352</b>	<b>7,211</b>	<b>200,412</b>	<b>4,395</b>	<b>20,545</b>

**Indianapolis-Marion County Public Library  
Summary of Construction Fund Cash Balances  
Month Ended November 30, 2024**

**Construction Fund Cash Balances & Classification breakdown - Does Not Include Retainage Withheld**

Fund 479 - Restricted - Multiple Projects	227,366.25
Fund 482 - Restricted - Multiple Projects 2	1,185,100.97
Fund 483 - Restricted - Glendale Project	755,199.46
Fund 484 - Restricted - Fort Harrison Project	1,060,361.11
Fund 485 - Restricted - Multiple Projects 3	3,917,053.67
Fund 486 - Restricted - Multiple Projects 4	3,229,619.65
Fund 487 - Restricted - Curve & Other Projects	5,884,847.68
Fund 488 - Restricted - Nora Reno & Other Projects	2,050,511.40
Fund 489 - Restricted - Pike Reno & Other Projects	3,432,749.27
Fund 490 - Restricted - Multiple Projects 5	6,251,315.90
<b>Total Construction Fund Cash Balances</b>	<b><u><u>27,994,125.36</u></u></b>

**Summary of Classifications**

Total Restricted	27,994,125.36
Total Assigned	0.00
<b>Total of All Classifications</b>	<b><u><u>27,994,125.36</u></u></b>

**Summary of Project Activity**

<u>PROJECT</u>	<b>* ADJUSTED ORIGINAL BUDGET</b>	<b>CURRENT MONTH</b>	<b>CURRENT YEAR</b>	<b>PROJECT TO DATE</b>	<b>OPEN POs</b>	<b>UNEXPENDED</b>
* Fund 479 - Restricted - Multiple Projects	5,000,000.00	0.00	452,904.32	4,772,633.75	86,775.00	140,591.25
* Fund 482 - Restricted - Multiple Projects 2	5,349,512.62	61,141.86	946,670.98	4,164,411.65	283,299.82	901,801.15
Fund 483 - Restricted - Glendale Project	15,779,758.98	2,041.14	771,939.89	15,024,559.52	114,901.34	640,298.12
Fund 484 - Restricted - Fort Harrison Project	14,496,805.16	34,403.78	273,481.67	13,436,444.05	64,793.78	995,567.33
Fund 485 - Restricted - Multiple Projects 3	5,705,452.87	22,312.50	254,817.04	1,788,399.20	1,306,584.07	2,610,469.60
Fund 486 - Restricted - Multiple Projects 4	5,699,540.07	35,318.60	1,412,227.22	2,469,920.42	641,780.66	2,587,838.99
Fund 487 - Restricted - Curve & Other Projects	6,299,081.20	0.00	358,914.71	414,233.52	5,096,752.57	788,095.11
Fund 488 - Restricted - Nora Reno & Other Projects	6,247,359.93	238,813.60	3,904,812.65	4,196,848.53	441,297.70	1,609,213.70
Fund 489 - Restricted - Pike Reno & Other Projects	6,278,914.87	1,249,185.46	2,567,755.50	2,846,165.60	2,549,017.48	883,731.79
Fund 490 - Restricted - Multiple Projects 5	6,382,054.67	104,607.27	130,738.77	130,738.77	0.00	6,251,315.90
<b>Total Expenditures</b>	<b><u><u>77,238,480.37</u></u></b>	<b><u><u>1,747,824.21</u></u></b>	<b><u><u>11,074,262.75</u></u></b>	<b><u><u>49,244,355.01</u></u></b>	<b><u><u>10,585,202.42</u></u></b>	<b><u><u>17,408,922.94</u></u></b>

	<b>ADJUSTED ORIGINAL BUDGET</b>	<b>CURRENT MONTH</b>	<b>CURRENT YEAR</b>	<b>PROJECT TO DATE</b>	<b>BUDGET BALANCE</b>
** Appropriated Interest Earnings - Fund 483	282,216.95	2819.39	38320.1	282216.95	0.00
*** Appropriated Interest Earnings - Fund 484	199,298.46	3,572.85	41,217.74	199,298.46	0.00
Appropriated Interest Earnings - Fund 485	131,336.42	12,735.77	131,336.42	131,336.42	0.00
Appropriated Interest Earnings - Fund 486	126,083.47	10,638.79	126,083.47	126,083.47	0.00
Appropriated Interest Earnings - Fund 487	195,789.34	19,086.67	195,789.34	195,789.34	0.00
Appropriated Interest Earnings - Fund 488	144,068.07	6,957.76	144,068.07	144,068.07	0.00
Appropriated Interest Earnings - Fund 489	175,623.01	14,768.31	175,623.01	175,623.01	0.00
Appropriated Interest Earnings - Fund 490	36,571.69	20,422.28	36,571.69	36,571.69	0.00

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

\*\* Total interest went \$222,216.95 above estimated \$60,000.00 so added it to budget.

\*\*\* Total interest went \$139,298.46 above estimated \$60,000.00 so added it to budget.



# Board Action Request

6b

**To:** IMCPL Board

**Meeting Date:** December 16, 2024

**From:** Finance Committee

**Approved by the  
Library Board:**

**Effective Date:** December 16, 2024

**Subject:** Annual Baker & Taylor Book Leasing/High Demand Services

**Recommendation:** Authorize the approval of Resolution 86-2024

**Background:** The Baker & Taylor Book Leasing/High Demand program provides management tools to manage and acquire forthcoming high-demand titles efficiently and quickly so the library can meet public demand. This service includes automated monthly pre-publication selection lists for the most popular authors, a robust commerce account system that tracks current and past orders, shelf-ready processing, cataloging records, and fast and timely delivery. This service optimizes and simplifies the acquisition of many copies of high-demand titles throughout the year, even during the end-of-year period when we cannot place traditional purchase orders. Despite the program name, the library is not required to return books to the vendor and can funnel books from this program through the library bookstore when the library no longer needs them.

In 2025, to reduce outsourcing costs and stretch collection funds further, collection management departments are developing and planning a trial to test the ability to fast-track in-house cataloging and processing to match the fast 2-day turnaround of outsourced materials without drastically changing the delivery of other materials. Therefore, the B&T book leasing/high-demand service is being renewed for 6 months instead of one year, in anticipation of possible changing needs. Under terms of the subscription, the library will pay Baker & Taylor a total of \$59,119.98 for approximately 3,342 items during the period of February 1, 2025 – July 31, 2025.

**Strategic/Fiscal Impact:**

Semi-annual Baker & Taylor Book Leasing/High Demand services cost of \$59,119.98 will be funded from Books & Materials Operating Funds (10126120-4490000).



## Board Resolution

6b

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
RESOLUTION 86-2024  
Semi-annual Baker & Taylor Book Leasing/High Demand Services  
December 16, 2024**

**WHEREAS**, the Indianapolis-Marion County Public Library ("IndyPL") needs robust tools to acquire high-demand print titles to meet patron demand promptly; and

**WHEREAS**, Baker & Taylor book leasing/high-demand services are one-of-a-kind services that are a vital operational collection tool and service for IndyPL; and

**IT IS THEREFORE RESOLVED** that the Board of Trustees approves the use of Baker & Taylor Book Leasing/High Demand Services, and authorizes the Interim Chief Executive Officer to the Library to enter into an agreement with Baker & Taylor, for these services for a cost not to exceed \$59,119.98 for the period February 1, 2025 – July 31, 2025, and upon such other terms as the Chief Executive Officer deems necessary or advisable (based on the recommendations of Library legal counsel), and any such agreement execution and delivery effected, be, and hereby is, confirmed and approved.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION  
COUNTY PUBLIC LIBRARY, INDIANA  
RESOLUTION 86-2024  
Semi-annual Baker & Taylor Book Leasing/High Demand Services  
December 16, 2024**

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ATTEST: \_\_\_\_\_  
Secretary of the Board

**RESOLUTION OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
AUTHORIZING THE CLOSING OF BOND AND INTEREST REDEMPTION FUND #1  
AND THE TRANSFER OF FUNDS FROM BOND AND INTEREST REDEMPTION  
FUND #1 TO BOND AND INTEREST REDEMPTION FUND #2**

**RESOLUTION 87-2024**

**WHEREAS**, the Indianapolis-Marion County Public Library (the “Public Library”) is a municipal corporation of the State of Indiana; and

**WHEREAS**, the Public Library previously established the Public Library Bond and Interest Redemption Fund #1 (the “Bond Fund #1”) in connection with the repayment of one or more series of prior bonds issued by, or other obligations of, the Public Library; and

**WHEREAS**, subsequent to the establishment of Bond Fund #1, the Public Library established the Public Library Bond and Interest Redemption Fund #2 (the “Bond Fund #2”) in connection with the repayment of one or more other series of prior bonds issued by, or other obligations of, the Public Library; and

**WHEREAS**, all of the prior bonds and other obligations of the Public Library paid from Bond Fund #1 are no longer outstanding, and the Library Board of the Public Library (the “Board”), based on the recommendation of the Chief Financial Officer of the Public Library (the “Chief Financial Officer”), now desires to (a) determine it is no longer necessary to retain Bond Fund #1, (b) close Bond Fund #1, and (c) authorize the Chief Financial Officer to transfer all of the money on deposit in the Bond Fund #1 on the date it is closed to the Bond Fund #2 and use such transferred funds to pay all or a portion of the principal of, and/or interest on, one or more series of the bonds issued by the Public Library and/or to fund a portion of the working cash balance in Bond Fund #2.

**NOW, THEREFORE, BE IT RESOLVED BY THE LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY, AS FOLLOWS:**

Section 1. All of the findings in the recitals above are hereby approved and confirmed by the Board.

Section 2. It is no longer necessary to retain Bond Fund #1 because all of the prior bonds issued by, and other obligations of, the Public Library paid from Bond Fund #1 are no longer outstanding.

Section 3. The Chief Financial Officer is authorized to close Bond Fund #1 and transfer all of the money on deposit of the Bond Fund #1 on the date it is closed to the Bond Fund #2 and use such transferred funds to pay all or a portion of the principal of, and/or interest on, one or more series of the bonds of the Public Library and/or to fund a portion of the working cash balance in Bond Fund #2.

Section 4. The Chief Financial Officer is authorized and directed to execute and file any and all reports or other documents in connection with the closing of Bond Fund #1 and the

transfer of the money in Bond Fund #1 to Bond Fund #2, as determined to be necessary or desirable.

Section 5. Any member of the Board or any officer of the Public Library is hereby authorized and directed, in the name and on behalf of the Public Library, to execute and deliver such documents and to take such actions as such officer deems necessary or desirable to affect the foregoing resolutions, including, but not limited to, certificates, and any such documents heretofore executed and delivered and any such actions heretofore taken be and hereby are ratified and approved.

ADOPTED this 16<sup>th</sup> day of December, 2024.

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

**RESOLUTION OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
AUTHORIZING THE CLOSING OF BOND AND INTEREST REDEMPTION FUND #1  
AND THE TRANSFER OF FUNDS FROM BOND AND INTEREST REDEMPTION  
FUND #1 TO BOND AND INTEREST REDEMPTION FUND #2**

**RESOLUTION 87-2024**

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ATTEST: \_\_\_\_\_  
Secretary of the Board







# Board Resolution

# 6d

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY**  
**RESOLUTION 88-2024**  
**TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS**  
**December 16, 2024**

**WHEREAS**, certain conditions have developed since the Adoption of the 2024 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			
<b>Decrease</b>			
FROM:			
1. PERSONAL SERVICES	10126120-411000	APPOINTED SALARIES	(\$9,000.00)
1. PERSONAL SERVICES	10126180-411000	APPOINTED SALARIES	(\$167,100.00)
2. SUPPLIES	10126110-421700	DEPT OFFICE SUPPLIES	(\$25,000.00)
2. SUPPLIES	10126110-421500	OFFICE SUPPLIES- FAC/PURCH	(\$100,000.00)
			<b>-301,100.00</b>
<b>Increase</b>			
TO:			
3. OTHER SERVICES & CHARGES	10126120-439905	OTHER CONTRACTUAL SERVICES	9,000.00
3. OTHER SERVICES & CHARGES	10126180-436110	CLEANING SERVICES	176,000.00
3. OTHER SERVICES & CHARGES	10126180-439903	SECURITY SERVICES	16,100.00
3. OTHER SERVICES & CHARGES	10126110-436203	REP & MAINT-COMPUTERS	100,000.00
			<b>\$301,100.00</b>

LIBRARY BOARD OF THE INDIANAPOLIS-MARION  
COUNTY PUBLIC LIBRARY, INDIANA  
RESOLUTION 88-2024  
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS  
December 16, 2024

AYE

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ATTEST:  
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Secretary of the Board



# Board Action Request

# 6e

**To:** IMCPL Board                                      **Meeting Date:** December 16<sup>th</sup>, 2024.  
**From:** Finance Committee                              **Approved by the**  
**Library Board:**  
**Effective Date:** December 16<sup>th</sup>, 2024.

**Subject:** Resolution 89-2024 – Approval for Basic Maintenance of Existing Network Infrastructure

**Recommendation:** IndyPL staff recommends Board approval to negotiate and award a contract with Logicalis, Inc., for the total cost of \$180,647.74

**Background:** Annually the Indianapolis Public Library request proposals for the Basic Maintenance of Existing Network Infrastructure. This includes maintenance services for existing Cisco and Palo Alto equipment. The Cisco equipment service is called Smartnet (which includes both e-Rate eligible and e-Rate ineligible services). The Palo Alto equipment is IndyPL’s firewall.

The Library received two proposals from Network Solutions, Inc., and Logicalis, Inc. The main scope of the Statement of Work included these two (2) components:

1. **Palo Alto Firewall**
2. **BMIC - Basic Maintenance of Existing Network Infrastructure Service Support**

**Cost:**

- **The total for the Library to pay after expected e-Rate reimbursement is \$101,459.97**
- **The grand total for USAC (e-Rate) to pay is \$79,187.77**
- **The total budget consideration is \$180,647.74**

**The selection of the Offeror was based upon the criteria established in the SOW:**

- **Pricing:** eligible goods and services “cost-effective”
- **Compliance:** specification State of Work and Technical Solutions
- **Breakdown:** e-Rate eligible and e-Rate ineligible products and services by line item
- **Submission:** proposal received by deadline 10/25/24
- **Reference:** supporting satisfactory performance of the service from the vendor

**Diversity Impact Statement:** Connectivity for all is part of our commitment to diversity, which is aligned with our Digital/Technology Strategic Objectives. By making the internet safe and accessible, we aim to ensure that all individuals have equal access to digital resources and opportunities. Our mission as a public institution is to create a space where opportunities, knowledge, and progress are accessible while breaking down digital barriers.

**Strategic/Fiscal Impact:** The Basic Maintenance of Existing Network Infrastructure (BMIC) contract with Logicalis, Inc., for \$180,647.74 has been budgeted in the 2025-2026 Operating budget. It is anticipated that USAC will reimburse IndyPL at 85% percent of the eligible cost, as long as we are in compliance with their guidelines. In order for the BMIC to be eligible for USAC funds; IndyPL must have approved contracts in place by March 1<sup>st</sup>, 2025.



# Board Resolution

6e

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
RESOLUTION 89- 2024  
APPROVAL TO AWARD CONTRACT FOR BASIC  
MAINTENANCE OF EXISTING NETWORK  
INFRASTRUCTURE TO LOGICALIS INC.  
December 16<sup>th</sup>, 2024**

**WHEREAS**, the purpose of the Basic Maintenance of Existing Network Infrastructure is provide maintenance services coverage for network equipment, consisting of switches with redundant power supplies equivalent to Cisco Basic Maintenance to over 26 locations, and maintenance for Firewall software (Palo Alto) with redundant AC power supplies, to maintain and protect library’s network infrastructure.

**WHEREAS**, all Library locations, including the Library branches are currently connected to the library’s networks.

**WHEREAS**, the Library’s current contract for Basic Maintenance of Existing Network Infrastructure is expiring, and the Library must have a new contract executed no later than July 1, 2025 to meet the Universal Services timeline to be eligible for e-Rate funding period (July 1, 2025 through June 30, 2026);

**WHEREAS**, the Library staff issued a Statement of Work for Basic Maintenance of Existing Network Infrastructure services, reviewed the responses, investigated references, and determined that the vendor, Logicalis Inc., is the vendor that best meets the criteria as outlined in the Statement of Work, and recommends that the Library award the contract to Logicalis, Inc.

**IT IS THEREFORE RESOLVED**, that the Board approves the selection of Logicalis, Inc., as the vendor for Basic Maintenance of Existing Network Infrastructure for a term of one (1) year, and authorizes the Chief Executive Officer (“CEO”) of the Library to negotiate and enter into an agreement with Logicalis Inc., for the total cost of one hundred eighty thousand six hundred forty seven dollars and seventy four cents (\$180,647.74), on terms as the CEO deems necessary or advisable based on the recommendations of Library legal counsel, and any such agreement execution and delivery effected, be, and hereby is, confirmed and approved.

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

**RESOLUTION 89- 2024  
APPROVAL TO AWARD CONTRACT FOR BASIC  
MAINTENANCE OF EXISTING NETWORK  
INFRASTRUCTURE TO LOGICALIS, INC.**

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Adopted this 16<sup>th</sup> day of December 2024

ATTEST: \_\_\_\_\_  
Secretary of the Board



# Board Action Request

6f

**To:** IndyPL Board **Meeting Date:** December 16<sup>th</sup>, 2024.  
**From:** Finance Committee **Approved by the Library Board:**  
**Effective Date:** December 16<sup>th</sup>, 2024.

**Subject:** Resolution 90-2024  
Approval to Award Contract for Purchase of Access Points

**Recommendation:**

The Chief Innovation and Technology Officer recommends IndyPL Board of Trustees’ approval to authorize the CEO to enter into a contract with Logicalis, Inc., for the purchase of Access Point at a total cost of \$131,254.30

**Background:**

The IndyPL Department of Innovation and Technology is seeking to replace access points at eligible locations to provide a faster and more reliable WiFi for our patrons and staff. WiFi 6 is a newer and better scaling solution. Access points (APs) are essential components in a wireless local area network (WLAN). Their primary purpose is to facilitate wireless communication between devices and a wired network, enabling devices such as laptops, tablets, smartphones to connect to the internet and other network resources without needing physical cables. The primary purposes and functions of access points include (i) facilitation of wireless connectivity to enhance mobility and convenience, especially in environments where running cables would be impractical and/or costly, (ii) extending the reach of an existing wired network by creating a wireless network, and (iii) providing client access management for managing the connections of multiple devices and handling the authentication of devices. In summary, access points are crucial for enabling wireless networking, managing multiple connections efficiently, extending network coverage, supporting mobility, and scalability.

To facilitate the purchase, IndyPL issued a Request for Bids (“RFB”) on August 7<sup>th</sup>, 2024, and gave prospective bidders until October 25<sup>th</sup>, 2024 at 8 a.m. EST to submit a sealed bid. IndyPL received a total of (6) six unique bids. The bids were opened and read aloud by Chief Innovation & Technology Officer on October 24<sup>th</sup>, 2024, at the Library Service Center. In submitting a sealed bid, bidders agreed that the pricing included in the bids would be valid for sixty (60) days following the opening of the bids.

In accordance with the RFB IndyPL will award the contract to purchase the Equipment by written notice to the lowest responsible and responsive Bidder in accordance with I.C. § 5-22-7-8. The primary consideration in evaluating the bids shall be the lowest total cost of the Equipment. In addition to lowest total cost, IndyPL shall evaluate the following in determining the lowest responsible and responsive bid:

1. The cost per each line-item for each item of Equipment listed in Appendix A, including any listed discounts and fees or other charges pertaining to each item.
2. The technical details contained in the Bid as discussed in Section III.1.
3. The Bidder's experience in the industry (Section III.1.A.).
4. The Bidder's references (Section III.1.B.).

Based on these criteria, the Chief Innovation and Technology Officer determined that Logicalis, Inc., is the lowest responsible and responsive bidder. The total cost of Logicalis, Inc., bid is \$131,254.30. In accordance with the terms of the RFB, the final agreement with Logicalis, Inc., is contingent upon successfully obtaining Category 2 E-Rate funding.

**Diversity Impact Statement:**

Our commitment for bridging the digital divide fuels our commitment to diversity and drives the connectivity goals outlined in our Digital/Technology Strategic objectives. We are dedicated to making internet technologies accessible and adaptable for everyone, ensuring that all individuals can connect to digital resources and opportunities. As a public institution, we believe that eliminating digital barriers enables a world where knowledge, growth, and opportunity are within reach for all, regardless of background or circumstances.

**Strategic/Fiscal Impact:**

The Access Points have been budgeted in the 2025 -2026 Operating Budget. It is anticipated that USAC e-Rate Funds will reimburse IndyPL at 85% percent of the eligible cost of the equipment, as long as we are in compliance with their guidelines. In order for the Access Points expenses to be eligible for Universal Services funds in Fund Year 25 (7/1/25 to 6/30/26), IndyPL must have approved contracts in place by March 1, 2025.





## Board Resolution

6f

### INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 90-2024.

#### APPROVAL TO SIGN CONTRACT FOR PURCHASE OF ACCESS POINTS

**December 16, 2024.**

**WHEREAS**, the Indianapolis-Marion County Public Library (“Library”) seeks to purchase Access Points for its eligible locations; and

**WHEREAS**, the Library must meet the Universal Services guidelines to be eligible for e-Rate funding for Funding Year 25 (July 1, 2025 through June 30, 2026), and pursuant to that schedule, the Library staff solicited competitive sealed bids for network switches and related equipment at its eligible locations, and received bids from six vendors; and

**WHEREAS**, based on a review of the bids, Library staff has determined Logicalis, Inc., to be the lowest responsive and responsible bidder, and recommends the Library Board award the contract to Logicalis, Inc., for supplying Access Points.

**IT IS THEREFORE RESOLVED** that the Board approves the purchase of Access Points to be installed at eligible Library locations, and authorizes the Chief Executive Officer of the Library to negotiate and enter into an agreement with Logicalis, Inc., for purchase of the equipment for a total cost not to exceed \$131,254.30 and upon such terms as the Chief Executive Officer deems necessary or advisable based on the recommendations of IndyPL’s legal counsel, and any such agreement execution and delivery effected, be, and hereby is, confirmed and approved.

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
RESOLUTION 90-2024.**

**APPROVAL TO SIGN CONTRACT FOR PURCHASE OF ACCESS POINTS**

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Adopted this 16th day of December 2024.

ATTEST: \_\_\_\_\_  
Secretary of the Board



# Board Action Request

# 6g

**To:** IndyPL Board **Meeting Date:** December 16<sup>th</sup>, 2024.

**From:** Finance Committee **Approved by the Library Board:**

**Effective Date:** December 16<sup>th</sup>, 2024.

**Subject:** Resolution 91-2024 Approval to Award Contract Renewal to Technology Integration Group

**Recommendation:**

The Chief Innovation and Technology Officer recommends IndyPL Board of Trustees’ approval to authorize the CEO to enter into an agreement with Technology Integration Group for VMware Renewal 2024 at a total cost of \$92,926.08.

**Background:**

The IndyPL Department of Innovation and Technology seeks your approval to renew our virtual server maintenance software with our current vendor, VMware. Recently, VMware was acquired by Broadcom, resulting in significant changes to their pricing structure and product offerings. Historically, our annual renewal cost for this service and support has been **\$1,400** (documentation attached). However, the new quote provided for renewal is **\$92,926.08**. This updated cost reflects not only a dramatic price increase but also a shift to a product that differs from what we have used previously. Despite our efforts to explore alternatives, the vendor has indicated that this is our only option for continued support for maintaining the integrity and functionality of our virtual server infrastructure for library business.

We reached out to multiple vendors for virtual server maintenance software. Thus far, we have received two quotes from CDW-G and Technology Integration Group; and are awaiting an additional quote from another vendor. Unfortunately, the outlook remains unfavorable. Since Broadcom acquired the rights to VMware, they have significantly altered how subscription support is sold. All resellers are now required to coordinate directly with Broadcom before offering a subscription, limiting options and flexibility in pricing. Based on this situation, the Chief Innovation and Technology Officer has determined that Technology Integration Group is the lowest responsible and responsive vendor for this renewal.

**Diversity Impact Statement:**

Diversity is a cornerstone of our mission and virtual server technology plays a critical role in maintaining a secure, adaptable, and inclusive digital infrastructure that protects our resources.

**Strategic/Fiscal Impact:**

The VMware Renewal has been budgeted in the Operating Budget for 2024.



# Board Resolution

6g

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
RESOLUTION 91-2024.**

**APPROVAL TO AWARD CONTRACT RENEWAL TO TECHNOLOGY  
INTEGRATION GROUP**

**December 16, 2024.**

**WHEREAS**, the Indianapolis-Marion County Public Library (“Library”) seeks to purchase virtual server maintenance software for its eligible locations; and

**WHEREAS**, the Library staff solicited quotes for virtual server maintenance software, and received two quotes; and

**WHEREAS**, based on a review of the quotes, Library staff has determined Technology Integration Group, to be the lowest responsive and responsible vendor, and recommends the Library Board award the agreement to Technology Integration Group, for purchasing virtual server maintenance software.

**IT IS THEREFORE RESOLVED** that the Board approves the purchase of virtual server maintenance software at eligible Library locations, and authorizes the Chief Executive Officer of the Library to negotiate and enter into an agreement with Technology Integration Group, for purchase of virtual server maintenance software for a total cost not to exceed \$92,926.08 and upon such terms as the Chief Executive Officer deems necessary or advisable based on the recommendations of IndyPL’s legal counsel, and any such agreement execution and delivery effected, be, and hereby is, confirmed and approved.

**DATED** this \_\_\_16th\_ day of \_December, 2024

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
RESOLUTION 91-2024.**

**APPROVAL TO AWARD CONTRACT RENEWAL TO TECHNOLOGY  
INTEGRATION GROUP**

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Adopted this \_\_\_\_\_ day of \_\_\_\_\_ 2024.

ATTEST: \_\_\_\_\_  
Secretary of the Board



## Board Action Request

# 7a

**To:** IMCPL Board **Meeting Date:** December 16, 2024

**From:** Diversity, Policy and HR Committee **Approved by the Library Board:**

**Effective Date:** December 16, 2024

**Subject:** Annual Review of IMCPL Acceptable Use Policy

**Recommendation:** Approval of Resolution 92-2024 for Annual Review of IMCPL Acceptable Use Policy

### Background:

Indiana Code 36-12-1-12, which covers the policy for Internet or other computer network use for libraries, requires that the board of a public library annually review the policy concerning the appropriate use of the Internet or other computer networks by library patrons in all areas of the library.

IMCPL's Acceptable Use Policy is attached for the Board's approval. This policy has been updated to more specifically address one of the Children's Internet Protection Act, or CIPA, requirements requiring that library policy address safety and security of minors when using electronic communication (e.g. email, chat rooms, social communications) under Internet Safety Policy section. Updates to the policy also include terms addressing wi-fi and hotspot connectivity provided or to be provided by IMCPL and includes other conforming changes.

The Acceptable Use Policy is in place to communicate acceptable computer and internet user behavior to patrons, to provide IMCPL disclaimers of liability for potential misuse and to provide the staff tools to aid in patron behavior modification when needed.

The Children's Internet Protection Act, or CIPA, requires that libraries have an Internet Safety Policy adopted by the board to be eligible for eRate funds. In addition, the policy must include a technology protection measure that protects against Internet access by both adults and minors to visual depictions that are obscene, child pornography, or, with respect to use of the computers by minors, harmful to minors.



## Board Resolution

7a

### INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

#### RESOLUTION 92-2024

#### ANNUAL REVIEW OF IMCPL ACCEPTABLE USE POLICY

DECEMBER 16, 2024

**WHEREAS**, the Library has conducted an annual review of the Acceptable Use Policy for internet access and usage, electronic access and use of Library on-line resources, and Library computer usage; and

**WHEREAS**, the Board of Trustees of the Indianapolis-Marion County Public Library has reviewed the Acceptable Use Policy and determines that the policy is prudent and in the interest of the Library and its patrons.

**THEREFORE, BE IT RESOLVED** that the Board of Trustees does hereby confirm and approve the Acceptable Use Policy in the form attached to this Resolution.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION  
COUNTY PUBLIC LIBRARY, INDIANA  
RESOLUTION 92-2024  
ANNUAL REVIEW OF IMCPL ACCEPTABLE USE POLICY  
DECEMBER 16, 2024**

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ATTEST: \_\_\_\_\_  
Secretary of the Board



## Acceptable Use Standards for Internet and Indianapolis Public Library (~~IndyPL~~) Computers

~~All electronic traffic originating from the Indianapolis Public Library connection~~In furtherance of the mission of the mission to inspire lifelong learning, the Indianapolis Public Library (“Library”) provides patrons computer use and access to the internet. The Library also provides patron access to the internet on their own personal devices via public wireless connections or hotspot connectivity. Use of the Library computers, access to the internet and all electronic traffic originating from Indianapolis Public Library provided connections shall be in accordance with these Acceptable Use Standards. *Failure to abide by these standards may result in the loss of internet, computer and Library privileges.*

### Cooperative Use

~~IndyPL~~The Library has installed a PC Management system that governs the use of computers in the Library. PC users must facilitate the fair use of the Library's limited resources by observing time limits on PC use and surrendering use of the terminal when allotted time has elapsed.

~~IndyPL~~The Library reserves the right to terminate a PC session that disrupts Library services or that involves user behavior that violates the Library's policies. Tampering with or defeating time limits will result in the loss of some or all Library privileges consistent with the Library's policy on inappropriate behavior.

### Acceptable Use

Use of the Library's computers and all internet access through Library connectivity shall be guided by the following principles:

- Respect for the privacy of others.
- Adherence to the legal protection provided by copyright and license to programs and data.
- Responsible use of the internet.
- Consideration for the security and functioning of computers, computer networks, and systems.
- Adherence to ~~IndyPL~~Library policies governing the security and functioning of computers, computer networks, and systems.

### Unacceptable Use

It is not acceptable to use the Indianapolis Public Library computers or internet access for:

- Any purposes which violate U.S., state, or local laws or regulations, including those governing obscenity, child pornography and materials harmful to minors.
- Transmitting threatening, obscene, or harassing materials, including the use of profanity or offensive language.

- Intentional or unintentional disruption of network users, services or equipment, harm to other computer systems, including excessive bandwidth utilization.
- [Altering, damaging or sabotaging computer hardware or software belonging to the library or others.](#)
- Distribution of unsolicited advertising.
- Tampering with computer or network security.
- Disconnecting library equipment, including monitors, network cables, and electrical cords.
- Making unauthorized entry into any systems accessible via Library computers [or internet access](#).
- Representing oneself as another person.
- Developing and/or propagating programs that harass other users or cause harm to other computer systems (e.g. computer "viruses" and "worms").
- [Violating federal, state or international copyright laws, including](#) copying, file sharing, downloading, or distributing commercial software or other works or material (e.g. music, movies, or other audio or digital material) in violation of ~~state, federal, or international~~ copyright laws.
- [Violating database licensing agreements.](#)
- Accessing or loading pornographic, obscene, or sexually explicit material.
- Other uses deemed inappropriate at the discretion of [IndyPLLibrary](#) management.

Illegal acts involving the [IndyPL'sLibrary's](#) computers may be subject to prosecution by local, state, or federal authorities.

### **Internet Safety Policy**

In addition to the useful and educational information available on the internet, a great deal of content exists that is not appropriate for children. Parents or legal guardians must assume responsibility for deciding which library resources are appropriate for their own children.

[IndyPLThe Library's](#) enforces a policy of internet safety that includes measures to block or filter internet access for both minors and adults to certain visual depictions. [IndyPL'sThe Library's](#) technology protection measure is a specific system that blocks or filters specific internet sites. It protects against access by adults and minors to visual depictions that are obscene, child pornography or harmful to minors.

Filtering software is not foolproof. It diminishes the likelihood that searchers will inadvertently retrieve text or images that some may find offensive but does not eliminate that possibility. Filters sometimes block access to sites that users would consider both inoffensive and useful. [IndyPLLibrary](#) staff reserves the right to check all workstations of suspicious/inappropriate

activity. In accordance with the Children's Internet Protection Act, no one under the age of 18 is permitted to access computer sites, [email](#), chat rooms, [social networks](#), or [email](#) other forms of [direct electronic communication](#) that contain obscene or sexually explicit material or other material harmful to minors.

~~IndyPL~~ [To address issues of safety and security of minors when using email, chat rooms, social networks and other forms of direct electronic communication, parents and legal guardians should urge minors to follow basic safety guidelines, including never providing personal information \(name, address, phone number etc.\), never arranging via a computer to meet someone, and never responding to messages that are threatening or suggestive, remembering that people online may not be what they say they are.](#)

[The Library](#) does not condition a child's use of our public use internet terminals on the collection of any personally identifiable information from the child. Please see the full text of ~~IndyPL's e-privacy statement~~ [the Library's e-Privacy Statement](#).

### **Disclaimer**

~~IndyPL provides access to the internet as a service of convenience to the public. The internet and its available resources contain a wide variety of material and opinions from varied points of view. Users need to be good information consumers, questioning the validity of the information. Not all sources on the internet provide accurate, complete, or current information. Users may encounter material that could be considered inappropriate.~~

Parents of minor children assume responsibility for their children's use of the internet through the Library's ~~connection~~ [connections](#). Parents and children are encouraged to read [Netsmartz](#) Safety Tips and to explore the additional resources at [Netsmartz](#), a resource for parents and children of all ages.

### ~~IndyPL~~ **Disclaimer**

~~[The Library provides access to the internet as a service of convenience to the public. The internet and its available resources contain a wide variety of material and opinions from varied points of view. Users need to be good information consumers, questioning the validity of the information. Not all information found on the internet is accurate, complete, current, legal or acceptable to all individuals. Users may encounter material that could be considered inappropriate.](#)~~

[The Library](#) expressly disclaims any liability or responsibility arising from access to or use of information obtained through its electronic information systems, or any consequences thereof. [The Library's wireless networks and mobile hotspots are offered as unsecured wireless networks. Users should use wireless access accordingly.](#) Conducting business or personal transactions such as credit card purchases, stock trades, bank transactions, etc., or accessing systems where such personal or business data are stored is not recommended. The Library's computing environment [and internet connectivity, including connectivity via wi-fi or hotspots](#) does not maintain sufficient safeguards to protect such activities.

Users of Library computing resources should be aware of the possibility of contamination by computer viruses and Trojans. Viruses may also spread to other computers including the user's own personal or business computers via email, or via media such as floppy, CDROM, or USB Flash Drives. Users are therefore warned that it is not possible to provide a 100% virus free environment, and that the user accepts such risks while using the Library's computing resources.

Review of [IndyPLLibrary](#) Policy

*Reviewed and amended by the Library Board of Trustees, December 16, 2024*

## **Acceptable Use Standards for Internet and Indianapolis Public Library Computers**

In furtherance of the mission of the mission to inspire lifelong learning, the Indianapolis Public Library (“Library”) provides patrons computer use and access to the internet. The Library also provides patron access to the internet on their own personal devices via public wireless connections or hotspot connectivity. Use of the Library computers, access to the internet and all electronic traffic originating from Indianapolis Public Library provided connections shall be in accordance with these Acceptable Use Standards. *Failure to abide by these standards may result in the loss of internet, computer and Library privileges.*

### **Cooperative Use**

The Library has installed a PC Management system that governs the use of computers in the Library. PC users must facilitate the fair use of the Library's limited resources by observing time limits on PC use and surrendering use of the terminal when allotted time has elapsed. The Library reserves the right to terminate a PC session that disrupts Library services or that involves user behavior that violates the Library's policies. Tampering with or defeating time limits will result in the loss of some or all Library privileges consistent with the Library's policy on inappropriate behavior.

### **Acceptable Use**

Use of the Library's computers and all internet access through Library connectivity shall be guided by the following principles:

- Respect for the privacy of others.
- Adherence to the legal protection provided by copyright and license to programs and data.
- Responsible use of the internet.
- Consideration for the security and functioning of computers, computer networks, and systems.
- Adherence to Library policies governing the security and functioning of computers, computer networks, and systems.

### **Unacceptable Use**

It is not acceptable to use the Indianapolis Public Library computers or internet access for:

- Any purposes which violate U.S., state, or local laws or regulations, including those governing obscenity, child pornography and materials harmful to minors.
- Transmitting threatening, obscene, or harassing materials, including the use of profanity or offensive language.
- Intentional or unintentional disruption of network users, services or equipment, harm to other computer systems, including excessive bandwidth utilization.

- Altering, damaging or sabotaging computer hardware or software belonging to the library or others.
- Distribution of unsolicited advertising.
- Tampering with computer or network security.
- Disconnecting library equipment, including monitors, network cables, and electrical cords.
- Making unauthorized entry into any systems accessible via Library computers or internet access.
- Representing oneself as another person.
- Developing and/or propagating programs that harass other users or cause harm to other computer systems (e.g. computer "viruses" and "worms").
- Violating federal, state or international copyright laws, including copying, file sharing, downloading, or distributing commercial software or other works or material (e.g. music, movies, or other audio or digital material) in violation of copyright laws.
- Violating database licensing agreements.
- Accessing or loading pornographic, obscene, or sexually explicit material.
- Other uses deemed inappropriate at the discretion of Library management.

Illegal acts involving the Library's computers may be subject to prosecution by local, state, or federal authorities.

### **Internet Safety Policy**

In addition to the useful and educational information available on the internet, a great deal of content exists that is not appropriate for children. Parents or legal guardians must assume responsibility for deciding which library resources are appropriate for their own children. The Library's enforces a policy of internet safety that includes measures to block or filter internet access for both minors and adults to certain visual depictions. The Library's technology protection measure is a specific system that blocks or filters specific internet sites. It protects against access by adults and minors to visual depictions that are obscene, child pornography or harmful to minors.

Filtering software is not foolproof. It diminishes the likelihood that searchers will inadvertently retrieve text or images that some may find offensive but does not eliminate that possibility. Filters sometimes block access to sites that users would consider both inoffensive and useful. Library staff reserves the right to check all workstations of suspicious/inappropriate activity. In accordance with the Children's Internet Protection Act, no one under the age of 18 is permitted to access computer sites, email, chat rooms, social networks, or other forms of direct electronic communication that contain obscene or sexually explicit material or other material harmful to minors.

To address issues of safety and security of minors when using email, chat rooms, social networks and other forms of direct electronic communication, parents and legal guardians should urge minors to follow basic safety guidelines, including never providing personal information (name, address, phone number etc.), never arranging via a computer to meet someone, and never responding to messages that are threatening or suggestive, remembering that people online may not be what they say they are.

The Library does not condition a child's use of our public use internet terminals on the collection of any personally identifiable information from the child. Please see the full text of the Library's [e-Privacy Statement](#).

Parents of minor children assume responsibility for their children's use of the internet through the Library's connections. Parents and children are encouraged to read [Netsmartz](#) Safety Tips and to explore the additional resources at Netsmartz, a resource for parents and children of all ages.

### **Disclaimer**

The Library provides access to the internet as a service of convenience to the public. The internet and its available resources contain a wide variety of material and opinions from varied points of view. Users need to be good information consumers, questioning the validity of the information. Not all information found on the internet is accurate, complete, current, legal or acceptable to all individuals. Users may encounter material that could be considered inappropriate.

The Library expressly disclaims any liability or responsibility arising from access to or use of information obtained through its electronic information systems, or any consequences thereof. The Library's wireless networks and mobile hotspots are offered as unsecured wireless networks. Users should use wireless access accordingly. Conducting business or personal transactions such as credit card purchases, stock trades, bank transactions, etc., or accessing systems where such personal or business data are stored is not recommended. The Library's computing environment and internet connectivity, including connectivity via wi-fi or hotspots does not maintain sufficient safeguards to protect such activities.

Users of Library computing resources should be aware of the possibility of contamination by computer viruses and Trojans. Viruses may also spread to other computers including the user's own personal or business computers via email, or via media such as floppy, CDROM, or USB Flash Drives. Users are therefore warned that it is not possible to provide a 100% virus free environment, and that the user accepts such risks while using the Library's computing resources.

Review of Library Policy

*Reviewed and amended by the Library Board of Trustees, December 16, 2024*



# Board Briefing Report

9

**To:** IndyPL Board **Meeting Date:** 12/16/24  
**From:** The Indianapolis Public Library Foundation  
**Subject:** December 2024 Update

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

**News**

Save the Date for Circulate: Night at the Library, the Library Foundation’s annual fundraiser, set for Friday, May 9, 2025 at Central Library. Tickets go on sale in January.

**Donors**

We thank the 253 donors who made gifts last month. The following are our top corporate and foundation donors: Corteva; Griffith Family Foundation, Inc.; McAdams Foundation; PNC Bank; and Ritz Charles, Inc. Please help us thank them!





## Board Action Request

10a

**To:** IMCPL Board

**Meeting Date:** December 16, 2024

**From:** Gregory Hill, CEO

**Approved by the  
Library Board:**

**Effective Date:** December 16, 2024

**Subject:** Finances, Personnel and Travel Resolution 93-2024

**Recommendation:** Approve Finances, Personnel and Travel Resolution 93-2024

**Background:** The Finances, Personnel and Travel Resolution 93-2024 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 2024.

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
RESOLUTION REGARDING FINANCES, PERSONNEL AND TRAVEL  
RESOLUTION 93-2024**

WHEREAS, the Chief Executive Officer of the Library and the 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 November 2024 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 Treasurer as lawful acts on behalf of the Library.

<u>Bank Account for:</u>	<u>Payment Type</u>	<u>Beginning Date Issued</u>	<u>Ending Date Issued</u>	<u>Count</u>	<u>Total Amount</u>
Operating	Warrant	11/7/2024	11/29/2024	108	\$ 726,557.00
Operating	EFT & Wires	11/8/2024	11/25/2024	10	\$ 296,433.71
Operating	EFT	11/7/2024	11/7/2024	26	\$ 342,760.92
	EFT	11/14/2024	11/14/2024	39	\$ 263,930.48
	EFT	11/22/2024	11/22/2024	52	\$ 1,366,089.72
	EFT	11/29/2024	11/29/2024	30	\$ 904,368.07
	Fines	Warrant	11/7/2024	11/29/2024	6
Gift	Warrant	11/7/2024	11/29/2024	48	\$ 90,636.16
Gift	EFT	11/7/2024	11/7/2024	8	\$ 2,182.15
	EFT	11/14/2024	11/14/2024	4	\$ 8,475.25
	EFT void	11/14/2024	11/14/2024	1	\$ (750.00)
	EFT	11/14/2024	11/18/2024	10	\$ 91,374.88
	EFT	11/22/2024	11/22/2024	8	\$ 134,015.36
Employee Payroll	Warrant	11/8/2024	11/22/2024	20	\$ 7,571.87
	Direct Deposit	11/8/2024	11/8/2024	580	\$ 678,155.64
	Direct Deposit	11/22/2024	11/22/2024	590	\$ 693,859.90
Payroll Taxes, Garnishments	Electronic Transfer				\$ 495,622.52

AND WHEREAS, the Chief Executive Officer of the Library and the Treasurer of the Library do hereby jointly certify to the Board that the following personnel actions have been taken pursuant to the 2024 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 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.

\_\_\_\_\_  
Mr. Raymond J. Biederman

\_\_\_\_\_  
Ms. Hope C. Tribble

\_\_\_\_\_  
Dr. Lisa Riolo

\_\_\_\_\_  
Dr. Patricia A. Payne

\_\_\_\_\_  
Dr. Khaula Murtadha

\_\_\_\_\_  
Dr. Eugene White

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

\_\_\_\_\_  
Dr. Luis A. Palacio

\_\_\_\_\_  
Mrs. Mary Rankin CPA  
Treasurer of the Library Board

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
BANK REGISTER  
OPERATING ACCOUNTS**

Type	Date	Reference	Amount	Description	Fund
EFT	11/8/2024	FIDELITY INVESTMENTS	3,610.38	FIDELITY MUTUAL FUNDS W/H	80600000 227208
EFT	11/8/2024	AMERICAN UNITED LIFE INSURANCE CO	2,458.00	AUL ANNUITY WITHHELD	80600000 227203
EFT	11/12/2024	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	134,717.63	PERF	10126170 413300
EFT	11/14/2024	INDIANA DEPARTMENT OF REVENUE	1,942.90	SALES TAX PAYABLE	81400000 227400
EFT	11/15/2024	ADP, INC.	6,695.94	PAYROLL SERVICES	10126170 439902
EFT	11/15/2024	ADP, INC.	2,341.57	PAYROLL SERVICES	10126170 439902
EFT	11/15/2024	ADP, INC.	972.80	PAYROLL SERVICES	10126170 439902
EFT	11/21/2024	FIDELITY INVESTMENTS	3,610.38	FIDELITY MUTUAL FUNDS W/H	80600000 227208
EFT	11/21/2024	AMERICAN UNITED LIFE INSURANCE CO	2,458.00	AUL ANNUITY WITHHELD	80600000 227203
EFT	11/25/2024	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	137,626.11	PERF	10126170 413300
CHECK	11/07/2024	AES INDIANA	69,780.89	ELECTRIC	10101180 435100
CHECK	11/07/2024	ARAB TERMITES AND PEST CONTROL INC	1,686.00	R&M PEST	10101180 436103
CHECK	11/07/2024	AT&T	9,948.16	DATA COMMUNICATIONS	10126110 432400
CHECK	11/07/2024	BERNADE FLOURNOY	300.00	PROGRAMMING	10101150 439910
CHECK	11/07/2024	CHANTEL MASSEY	400.00	PROGRAMMING	10101150 439910
CHECK	11/07/2024	CINTAS	2,147.37	OTHER CONTRACTUAL SERVICES	10107180 439905
CHECK	11/07/2024	CITIZENS ENERGY GROUP	3,901.92	SEWAGE	10101180 435900
CHECK	11/07/2024	INDIANAPOLIS STAR	205.20	PUBLICATION	10126130 433200
CHECK	11/07/2024	GAYLORD ARCHIVAL	165.71	DEPARTMENT	10101150 421700
CHECK	11/07/2024	INDY PUBLIC LIBRARY ESCROW 0001	14,292.00	BLDG IMPROV	48814180 444500
CHECK	11/07/2024	HAE LEE CHO	120.00	PROGRAMMING	10101150 439911
CHECK	11/07/2024	IMPACT SPECIALTIES AND PROMOTIONS LLC	923.92	OFFICE SUPPLIES	10126135 421500
CHECK	11/07/2024	INDY CURB APPEAL ASPHALT, INC	3,800.00	REP & MAIN	10126180 436100
CHECK	11/07/2024	INDYCOG, INC.	150.00	WELLNESS	10126170 413000
CHECK	11/07/2024	JESSICA NEEB-SMITH	32.08	DEPARTMENT	10101150 421700
CHECK	11/07/2024	LEVERUP FINANCIAL SOLUTIONS LLC	2,000.00	CONSULTING SERVICES	10126130 431500
CHECK	11/07/2024	LIBRARY IDEAS	51.00	BOOKS & MATERIALS	48226120 449000
CHECK	11/07/2024	TAKE FLIGHT WILDLIFE EDUCATION	750.00	PROGRAMMING	10101150 439911
CHECK	11/07/2024	MULTI CULTURAL BOOKS AND VIDEO	1,224.00	BOOKS & MATERIALS	48226120 449000
CHECK	11/07/2024	OCCUPATIONAL HEALTH CENTERS OF THE SOUTHWEST, P.A.	55.00	RECRUITMENT	10126170 439906
CHECK	11/07/2024	PLAYAWAY PRODUCTS LLC	1,109.16	BOOKS & MATERIALS	48226120 449000
CHECK	11/07/2024	RAY TOLBERT	1,000.00	IN HOUSE C	10126170 432501
CHECK	11/07/2024	REPROGRAPHIX, INC	87.27	OUTSIDE PRINTING	10126180 433100
CHECK	11/07/2024	RFS GROUP LLC	773.40	CLEANING	10126135 422310
CHECK	11/07/2024	AMERICAN SOCIETY OF COMPOSERS, AUTHORS, PUBLISHERS	84.00	PROGRAMMING	10101150 439910
CHECK	11/07/2024	STEPHANIE SCHRODETZKI	600.00	PROGRAMMING	10101150 439911
CHECK	11/07/2024	THE N2 COMPANY	88.00	BOOKS & MATERIALS	10126120 449000
CHECK	11/07/2024	VANESSA MONFREDA	200.00	PROGRAMMING	10101150 439910
CHECK	11/07/2024	VICTORIA ELLEN KINTNER	225.00	PROGRAMMING	10101150 439911
CHECK	11/07/2024	WIKSTROM ENGINEERING CONSULTING PC	6,500.00	R&M STRUC	10101180 436100
CHECK	11/07/2024	YOUNG AND LARAMORE	6,091.37	EVENTS & PROGRAMM	10126160 439907
CHECK	11/07/2024	ZEP MANUFACTURING COMPANY	440.68	CLEANING	10126135 422310
CHECK	11/14/2024	AMBIUS	128.11	R&M STRUC	10101180 436100
CHECK	11/14/2024	AMERICAN UNITED LIFE INSURANCE CO	2,797.64	GROUP LIFE INSURANCE AT	80600000 227201
CHECK	11/14/2024	ARAMARK UNIFORM & CAREER APPARAL, LLC	2,760.83	UNIFORMS	10126180 422250
CHECK	11/14/2024	BARNES & THORNBURG	29,000.00	ISSUANCE COSTS	49000000 438400
CHECK	11/14/2024	BEECH GROVE SEWAGE WORKS	194.04	SEWAGE	10128180 435900
CHECK	11/14/2024	SIGNARAMA	225.00	FAC SUP	10101180 421500
CHECK	11/14/2024	CHARLANDRIA LEWIS	300.00	IN HOUSE C	10126170 432501
CHECK	11/14/2024	CINTAS	539.42	OTHER CONTRACTUAL SERVICES	10107180 439905
CHECK	11/14/2024	CITIZENS ENERGY GROUP	7,435.04	NATRL GAS	10112180 435200
CHECK	11/14/2024	CITIZENS ENERGY GROUP	16,578.49	HEAT/STEAM	10101180 435300
CHECK	11/14/2024	GUARDIAN	9,552.86	VOL TERM LIFE INS-LINC NATL	80600000 227222
CHECK	11/14/2024	IMCPL STAFF ASSOCIATION	124.14	FRIEND'S PLEDGES	80600000 227227
CHECK	11/14/2024	INDYCOG, INC.	150.00	IN HOUSE C	10126170 432501
CHECK	11/14/2024	JACKSON SYSTEMS, LLC	4,122.00	REP & MAIN	10126180 436201
CHECK	11/14/2024	KOORSEN FIRE & SECURITY	700.35	R&M EQUIP	10128180 436200
CHECK	11/14/2024	LAWRENCE UTILITIES	347.63	WATER	10123180 435400
CHECK	11/14/2024	LEGALSHIELD	210.45	IDENTITY THEFT & LEGAL PROTECT	80600000 227216
CHECK	11/14/2024	MARION CTY STORMWATER MGMT DISTRICT	13,987.20	STORMWATER	10101180 435500
CHECK	11/14/2024	OFFDUTYCOPS.COM INC	11,560.00	SECURITY	10101180 439903
CHECK	11/14/2024	PLAYAWAY PRODUCTS LLC	2,797.02	BOOKS & MATERIALS	48226120 449000
CHECK	11/14/2024	PLURALSIGHT, LLC	4,632.00	COMPUTER SERVICES	10126110 439901
CHECK	11/14/2024	REPUBLIC WASTE SERVICES	8,233.50	TRASH	10126180 439600
CHECK	11/14/2024	THE DAVEY TREE EXPERT COMPANY	14,294.00	LANDSCAPE	10109180 439602
CHECK	11/14/2024	UNITED PARCEL SERVICE	261.46	FREIGHT & EXPRESS	10126120 432100

CHECK	11/22/2024	ADTEC	975.00	CONSULTING SERVICES	10126110 431500
CHECK	11/22/2024	FORMAGRID, INC	8,640.00	COMPUTER SERVICES	10126110 439901
CHECK	11/22/2024	AMERICAN UNITED LIFE INSURANCE CO	1,196.75	GROUP LIFE INSURANCE	10126170 413600
CHECK	11/22/2024	AMY FRIEDLY	300.00	PROGRAMMING	10101150 439910
CHECK	11/22/2024	ANTHONY RADFORD	312.50	PROGRAMMING EXHIBITS - CENTRAL	10101150 439913
CHECK	11/22/2024	CARASOFT TECHNOLOGY CORPORATION	23,356.90	COMPUTER SERVICES	10126110 439901
CHECK	11/22/2024	CENTRAL INDIANA HARDWARE	2,336.66	PROGRAMMING	48814180 444500
CHECK	11/22/2024	CENTRAL TECHNOLOGY INC	81,605.00	NON CAPITAL FURNITURE & EQUIP	48826110 429001
CHECK	11/22/2024	CHRISTIAN BOOK DISTRIBUTORS	281.17	BOOKS & MATERIALS	10126120 449000
CHECK	11/22/2024	CINTAS	870.79	OTHER CONTRACTUAL SERVICES	10107180 439905
CHECK	11/22/2024	CITIZENS ENERGY GROUP	1,055.03	WATER	10115180 435400
CHECK	11/22/2024	CITIZENS ENERGY GROUP	44,350.47	CHIL WATER	10101180 435401
CHECK	11/22/2024	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	2,578.17	BOOKS & MATERIALS	10126180 435200
CHECK	11/22/2024	GIFTED HANDS TUTORING LLC	1,385.02	OTHER CONTRACTUAL SERVICES	10126110 439905
CHECK	11/22/2024	GRM INFORMATION MANAGEMENT SERVICES OF INDIANA	886.86	OTHER CONTRACTUAL SERVICES	10126130 439905
CHECK	11/22/2024	GUARDIAN	9,575.78	LONG TERM DISABILITY INSURANCE	10126170 413001
CHECK	11/22/2024	HAE LEE CHO	120.00	PROGRAMMING-JUV.	10101150 439911
CHECK	11/22/2024	IMCPL - HOLLADAY CONSTRUCTION - RETAINAGE - PIK	67,558.58	BLDG IMPROV	48915180 444500
CHECK	11/22/2024	KATHERINE HIGGS COULTHARD	400.00	PROGRAMMING	10101150 439910
CHECK	11/22/2024	LAWRENCE UTILITIES	337.30	WATER	10123180 435400
CHECK	11/22/2024	LEGALSHIELD	210.45	IDENTITY THEFT & LEGAL PROTECT	80600000 227216
CHECK	11/22/2024	LOFTUS ENGINEERING, INC.	2,518.00	BLDG IMPROV	48915180 444500
CHECK	11/22/2024	TAKE FLIGHT WILDLIFE EDUCATION	1,000.00	PROGRAMMING-JUV.	10101150 439911
CHECK	11/22/2024	MULTI CULTURAL BOOKS AND VIDEO	11,244.00	BOOKS & MATERIALS	48226120 449000
CHECK	11/22/2024	NRP DIRECT	355.00	BOOKS & MATERIALS	10126120 449000
CHECK	11/22/2024	OCLC INC	32,918.27	OTHER CONTRACTUAL SERVICES	10126120 439905
CHECK	11/22/2024	PLAYAWAY PRODUCTS LLC	127.48	BOOKS & MATERIALS	48226120 449000
CHECK	11/22/2024	REPROGRAPHIX, INC	63.14	R&M STRUC	48626180 436100
CHECK	11/22/2024	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	1,180.00	LILLIAN CHILDRESS HALL FUND	80600000 227225
CHECK	11/22/2024	TIMOTHY P. BOWLING	90.00	IN HOUSE C	10126170 432501
CHECK	11/29/2024	AES INDIANA	9,994.80	ELECTRIC	10101180 435100
CHECK	11/29/2024	CINTAS	1,135.95	OTHER CONTRACTUAL SERVICES	10107180 439905
CHECK	11/29/2024	CINTAS	105.00	OTHER CONTRACTUAL SERVICES	10107180 439905
CHECK	11/29/2024	CITIZENS ENERGY GROUP	2,130.07	CHIL WATER	10101180 435401
CHECK	11/29/2024	CRAIG MEINHART	2,500.00	CONSULTING SERVICES	10126160 431500
CHECK	11/29/2024	IMCPL - HOLLADAY CONSTRUCTION - RETAINAGE - PIK	56,027.71	BLDG IMPROV	48915180 444500
CHECK	11/29/2024	INDIA CHILDREN'S PRESS	5,397.90	BOOKS & MATERIALS	48626120 449000
CHECK	11/29/2024	INDIANAPOLIS FLEET SERVICES	2,072.73	GASOLINE	10126180 422210
CHECK	11/29/2024	INFORMATION TODAY, INC.	2,465.15	BOOKS & MATERIALS	10126120 449000
CHECK	11/29/2024	LAWRENCE UTILITIES	135.27	WATER	10123180 435400
CHECK	11/29/2024	MARY BARR	43.25	TRAVEL	10126160 432300
CHECK	11/29/2024	MIDWEST COLLABORATIVE FOR LIBRARY DATABASE (EMCLS)	62,031.99	MATERIALS CONTRACTUAL	10126120 439930
CHECK	11/29/2024	MORNINGSTAR	12,781.00	MATERIALS CONTRACTUAL	10126120 439930
CHECK	11/29/2024	OPTIMOROUTE INC	2,646.00	OTHER CONTRACTUAL SERVICES	10126120 439905
CHECK	11/29/2024	PAUL J WILSON	375.00	CONSULTING SERVICES	10126160 431500
CHECK	11/29/2024	PLAYAWAY PRODUCTS LLC	2,819.04	IT OFFICE SUPPLIES	10126110 421500
CHECK	11/29/2024	RIVERS RESOURCES	795.60	CLEANING & SANITATION	10126135 422310
CHECK	11/29/2024	SPORT GRAPHICS, INC.	801.30	OUTSIDE PRINTING	10126160 433100
CHECK	11/29/2024	STERICYCLE, INC.	1,231.86	OTHER CONTRACTUAL SERVICES	10107180 439905
CHECK	11/29/2024	UNITED PARCEL SERVICE	476.79	FREIGHT & EXPRESS	10126120 432100
CHECK	11/29/2024	VANCO	2,023.96	R&M EQUIP	10128180 436200
CHECK	11/29/2024	VISIT INDY	675.00	EVENTS & PR	10103800 439907
EFT	11/07/2024	ACORN DISTRIBUTORS, INC	1,860.20	CLEANING	10126135 422310
EFT	11/07/2024	BAKER & TAYLOR	923.52	BOOKS & MATERIALS	48626120 449000
EFT	11/07/2024	BAKER & TAYLOR	13,622.43	BOOKS & MATERIALS	10126120 449000
EFT	11/07/2024	BAKER & TAYLOR	255.68	BOOKS & MATERIALS	10126120 449000
EFT	11/07/2024	TECTA AMERICA CORPORATION	1,148.67	R&M STRUC	10118180 436100
EFT	11/07/2024	BRODART COMPANY CONTINUATIONS	2,266.57	BOOKS & MATERIALS	10126120 449000
EFT	11/07/2024	BROOKE NEWBERRY	500.00	IN HOUSE C	10101150 432501
EFT	11/07/2024	CAMPGIRL LLC	210.00	PROGRAMMING	10101150 439911
EFT	11/07/2024	COMMUNITY HEALTH NETWORK	3,200.00	EMPLOYEE A	10126170 413002
EFT	11/07/2024	DRIESSEN WATER INC	140.87	FAC SUP	10101180 421500
EFT	11/07/2024	DYNAMARK GRAPHICS GROUP	1,500.61	DEPARTMENT	10126170 421700
EFT	11/07/2024	GILLIATTE GENERAL CONTRACTORS, INC	128,627.97	BLDG IMPROV	48814180 444500
EFT	11/07/2024	GORDON PLUMBING, INC.	657.98	R&M PLUMB	10101180 436102
EFT	11/07/2024	INDIANA PLUMBING AND DRAIN LLC	7,715.00	R&M STRUC	10101180 436100
EFT	11/07/2024	INGRAM LIBRARY SERVICES	2,382.96	BOOKS & MATERIALS	48226120 449000
EFT	11/07/2024	INSIGHT PUBLIC SECTOR, INC	42,620.50	COMPUTER SERVICES	10126110 439901
EFT	11/07/2024	J&G CARPET PLUS	275.00	CLEANING SERVICE	10109180 436110
EFT	11/07/2024	MAIN EVENT SOUND & LIGHTING	5,308.95	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	11/07/2024	MOORE INFORMATION SERVICES, INC	1,602.90	CONSULTING SERVICES	10126170 431500
EFT	11/07/2024	ORACLE ELEVATOR HOLDCO, INC.	9,527.05	R&M ELEV	10101180 436104

EFT	11/07/2024	OVERDRIVE INC	61,136.41	MATERIALS CONTRACTUAL	10126120 439930
EFT	11/07/2024	RICOH USA, INC. - 12882	28,216.74	OTHER CONTRACTUAL SERVICES	10126110 439905
EFT	11/07/2024	SCHMIDT ASSOCIATES, INC	4,450.00	OTHER CONTRACTUAL SERVICES	10126110 439905
EFT	11/07/2024	STAPLES	12,695.84	DEPARTMENT	10102016 421700
EFT	11/07/2024	STENZ MANAGEMENT COMPANY, INC	7,745.57	R&M STRUC	10101180 436100
EFT	11/07/2024	STUART'S ENTERPRISES LLC	4,169.50	OTHER CONTRACTUAL SERVICES	10126110 439905
EFT	11/14/2024	AFSCME COUNCIL IKOC 962	3,342.48	UNION DUES	80600000 227223
EFT	11/14/2024	BAKER & TAYLOR	3,958.31	BOOKS & MATERIALS	48226120 449000
EFT	11/14/2024	BAKER & TAYLOR	7,185.98	BOOKS & MATERIALS	10126120 449000
EFT	11/14/2024	BAKER & TAYLOR	23,461.51	BOOKS & MATERIALS	10126120 449000
EFT	11/14/2024	BAKER TILLY VIRCHOW KRAUSE, LLP	97,220.77	CONSULTING SERVICES	10126130 431500
EFT	11/14/2024	A CLASSIC PARTY RENTAL CO	2,335.00	EQUIPMENT	10126170 437200
EFT	11/14/2024	COMMERCIAL SEWER CLEANING CO INC	745	R&M PLUMB	10116180 436102
EFT	11/14/2024	CREATIVE AQUATIC SOLUTIONS, LLC	305.95	OTHER CONTRACTUAL SERVICES	10108180 439905
EFT	11/14/2024	CROWN CASTLE FIBER, LLC	950	DATA COMMUNICATIONS	10126110 432400
EFT	11/14/2024	DANCORP INC. DBA DANCO	920	R&M HEAT	10101180 436201
EFT	11/14/2024	DELTA DENTAL	5.7	VOLUNTARY VISION	80600000 227214
EFT	11/14/2024	DELTA DENTAL	2,068.92	VOLUNTARY VISION	80600000 227214
EFT	11/14/2024	DELTA DENTAL	25.88	DENTAL INSURANCE	80600000 227218
EFT	11/14/2024	DEMCO, INC.	1,679.14	OFFICE SUPPLIES	48302003 421500
EFT	11/14/2024	DYNAMARK GRAPHICS GROUP	64.4	OUTSIDE PRINTING	10103800 433100
EFT	11/14/2024	EBSCO INFORMATION SERVICES	74.84	BOOKS & MATERIALS	10126120 449000
EFT	11/14/2024	ELLIS MECHANICAL & ELECTRICAL	4,762.00	R&M HEAT	10101180 436201
EFT	11/14/2024	ESSENTIAL ARCHITECTURAL SIGNS, INC	91	FAC SUP	10101180 421500
EFT	11/14/2024	FLEET CARE, INC.	301.24	REP & MAIN	10126180 436202
EFT	11/14/2024	GEYER FIRE PROTECTION, LLC	1,995.00	R&M STRUC	10101180 436100
EFT	11/14/2024	GRAINGER	90.66	OFFICE SUPPLIES	48814180 421500
EFT	11/14/2024	INGRAM LIBRARY SERVICES	13,638.12	BOOKS & MATERIALS	48226120 449000
EFT	11/14/2024	J&G CARPET PLUS	4,525.00	OTHER CONTRACTUAL SERVICES	10126120 439905
EFT	11/14/2024	JEREMY NORRIS	759	LANDSCAPE	10102180 439602
EFT	11/14/2024	LANGUAGE LINE SERVICES, INC.	151.61	COMPUTER SERVICES	10126110 439901
EFT	11/14/2024	MIDWEST REMEDIATION, INC.	8,880.99	BLDG IMPROV	48915180 444500
EFT	11/14/2024	MIDWEST TAPE - PROCESSED DVDS	50.07	BOOKS & MATERIALS	10126120 449000
EFT	11/14/2024	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	1,822.94	BOOKS & MATERIALS	10126120 449000
EFT	11/14/2024	MIDWEST TAPE NON PROCESSED	191.69	BOOKS & MATERIALS	10126120 449000
EFT	11/14/2024	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	4,189.46	BOOKS & MATERIALS	10126120 449000
EFT	11/14/2024	OFFICEWORKS	2,010.13	OTHER CONTRACTUAL SERVICES	10101180 439905
EFT	11/14/2024	ORACLE ELEVATOR HOLDCO, INC.	5,440.00	R&M ELEV	10101180 436104
EFT	11/14/2024	OVERDRIVE INC	32,117.24	MATERIALS CONTRACTUAL	10126120 439930
EFT	11/14/2024	PROVIDENCE OUTDOOR	3,250.00	LANDSCAPE	48402023 439602
EFT	11/14/2024	SCHMIDT ASSOCIATES, INC	22,312.50	R&M STRUC	10101180 436100
EFT	11/14/2024	AMERICAN UNITED LIFE INSURANCE CO	689.44	UNIVERSAL LIFE/VTL INSURANCE	80600000 227212
EFT	11/14/2024	SILLY SAFARI SHOWS, INC	350	IN HOUSE C	10126170 432501
EFT	11/14/2024	STENZ MANAGEMENT COMPANY, INC	4,370.50	R&M STRUC	10101180 436100
EFT	11/14/2024	STUART'S ENTERPRISES LLC	7,598.01	BLDG IMPROV	48814180 444500
EFT	11/22/2024	AFSCME COUNCIL IKOC 962	3,488.31	UNION DUES	80600000 227223
EFT	11/22/2024	ANTHEM INSURANCE COMPANIES, INC	375,500.00	MEDICAL & DENTAL INSURANCE	70126170 413500
EFT	11/22/2024	ARTS FOR LEARNING INDIANA	990.00	PROGRAMMING-JUV.	10101150 439911
EFT	11/22/2024	BACKSTAGE LIBRARY WORKS	1,791.73	COMPUTER SERVICES	10126110 439901
EFT	11/22/2024	BAKER & TAYLOR	39,546.27	BOOKS & MATERIALS	10126120 449000
EFT	11/22/2024	BAKER & TAYLOR	17,966.22	BOOKS & MATERIALS	10126120 449000
EFT	11/22/2024	A CLASSIC PARTY RENTAL CO	663.85	PROGRAMMING	10101150 439910
EFT	11/22/2024	BRODART COMPANY	3,508.62	BOOKS & MATERIALS	10126120 449000
EFT	11/22/2024	CAMACHO JANITORIAL SUPPLY & SERVICES, INC.	1,743.65	CLEANING & SANITATION	10126135 422310
EFT	11/22/2024	CAMPGIRL LLC	210.00	PROGRAMMING-JUV.	10101150 439911
EFT	11/22/2024	CDW GOVERNMENT, INC.	185.28	IT OFFICE SUPPLIES	10126110 421500
EFT	11/22/2024	CENTRAL SECURITY & COMMUNICATIONS	3,542.00	FAC SUP	10126180 421500
EFT	11/22/2024	CHILDREN'S PLUS INC.	1,878.33	BOOKS & MATERIALS	10126120 449000
EFT	11/22/2024	DELL MARKETING L.P.	29,051.40	IT OFFICE SUPPLIES	10126110 421500
EFT	11/22/2024	DIVERSITY PRESS LLC	1,359.00	PROGRAMMING-JUV.	10101150 439911
EFT	11/22/2024	DYNAMARK GRAPHICS GROUP	1,209.32	PROGRAMMING	10101150 439910
EFT	11/22/2024	EBSCO INFORMATION SERVICES	49,762.05	BOOKS & MATERIALS	10126120 449000
EFT	11/22/2024	ELLIS MECHANICAL & ELECTRICAL	3,125.00	REP & MAIN	10126180 436201
EFT	11/22/2024	ESSENTIAL ARCHITECTURAL SIGNS, INC	362.00	OFFICE SUPPLIES	48302003 421500
EFT	11/22/2024	HOLLADAY CONSTRUCTION GROUP	608,027.15	BLDG IMPROV	48915180 444500
EFT	11/22/2024	INDIANAPOLIS ARMORED CAR, INC	5,605.30	OTHER CONTRACTUAL SERVICES	10126130 439905
EFT	11/22/2024	INDY COMMUNITY YOGA	80.00	PROGRAMMING	10101150 439910
EFT	11/22/2024	INGRAM LIBRARY SERVICES	37,191.18	BOOKS & MATERIALS	10126120 449000
EFT	11/22/2024	INGRAM LIBRARY SERVICES	1,253.38	PROGRAMMING	10101150 439910
EFT	11/22/2024	IRVINGTON PRESBYTERIAN CHURCH	1,008.33	REAL ESTATE RENTAL	10102004 437300
EFT	11/22/2024	J&G CARPET PLUS	2,250.00	OTHER CONTRACTUAL SERVICES	10126120 439905
EFT	11/22/2024	KRM ARCHITECTURE+ INC	2,160.00	R&M STRUC	10101180 436100

EFT	11/22/2024	MARIAN CELIS MARSHALL	240.00	PROGRAMMING-JUV.	10101150	439911
EFT	11/22/2024	MARSHALL SECURITY LLC	9,595.07	SECURITY	10126180	439903
EFT	11/22/2024	MICHAEL A. REUTER CONSULTING SERVICES, INC.	728.00	CONSULTING SERVICES	10126130	431500
EFT	11/22/2024	RELIANCE ENGINEERING, LLC	8,250.00	BLDG IMPROV	48915180	444500
EFT	11/22/2024	MIDWEST REMEDIATION, INC.	5,391.11	R&M STRUC	10101180	436100
EFT	11/22/2024	MIDWEST TAPE - PROCESSED DVDS	2,999.28	BOOKS & MATERIALS	10126120	449000
EFT	11/22/2024	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	2,088.83	BOOKS & MATERIALS	10126120	449000
EFT	11/22/2024	MIDWEST TAPE NON PROCESSED	1,855.91	BOOKS & MATERIALS	10126120	449000
EFT	11/22/2024	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	7,469.53	BOOKS & MATERIALS	10126120	449000
EFT	11/22/2024	ORACLE ELEVATOR HOLDCO, INC.	5,633.30	R&M ELEV	10101180	436104
EFT	11/22/2024	OVERDRIVE INC	46,226.66	MATERIALS CONTRACTUAL	10126120	439930
EFT	11/22/2024	PERFORMANCE VALIDATION, INC.	455.00	BLDG IMPROV	48915180	444500
EFT	11/22/2024	PRINTING PARTNERS	1,880.00	OUTSIDE PRINTING	10102001	433100
EFT	11/22/2024	REGIONS BANK PURCHASING CARD	22,941.14	IT OFFICE SUPPLIES	10126110	421500
EFT	11/22/2024	RICOH USA, INC. - 12882	4,070.06	EQUIPMENT RENTAL	10126110	437200
EFT	11/22/2024	SCHMIDT ASSOCIATES, INC	9,750.00	OTHER CONTRACTUAL SERVICES	48626180	439905
EFT	11/22/2024	SONDHI SOLUTIONS, LLC	676.58	COMPUTER SERVICES	10126110	439901
EFT	11/22/2024	STENZ CONSTRUCTION CORPORATION	25,443.78	R&M STRUC	10101180	436100
EFT	11/22/2024	STENZ MANAGEMENT COMPANY, INC	2,707.45	REP & MAIN	10126180	436100
EFT	11/22/2024	TECH-LOGIC CORPORATION	2,450.00	LIBRARY SUPPLIES	10126120	421600
EFT	11/22/2024	THE ETICA GROUP, INC	3,600.00	R&M STRUC	10101180	436100
EFT	11/22/2024	THOMSON REUTERS-WEST PUBLISHING CORPORATION	7,461.70	BOOKS & MATERIALS	10126120	449000
EFT	11/22/2024	SAMANTHA PUREVICH	70.00	PROGRAMMING	10101150	439910
EFT	11/22/2024	TRANSACTION NETWORK SERVICES INC.	500.00	BANK FEES/CREDIT CARD FEES	22600000	439904
EFT	11/22/2024	ULINE	147.95	LIBRARY SUPPLIES	10126120	421600
EFT	11/29/2024	ASLDEAFINED	4,038.00	MATERIALS CONTRACTUAL	10126120	439930
EFT	11/29/2024	AUSTIN BOOK SALES	41,116.71	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	BAKER & TAYLOR	3,910.83	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	BAKER & TAYLOR	2,080.86	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	BAKER & TAYLOR	19,522.00	BOOKS & MATERIALS	48626120	449000
EFT	11/29/2024	BAKER & TAYLOR	28,172.72	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	BRIGHT IDEAS IN BROAD RIPPLE	1,249.59	OUTSIDE PRINTING	10126160	433100
EFT	11/29/2024	BRODART COMPANY	16,820.35	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	CAMACHO JANITORIAL SUPPLY & SERVICES, INC.	128,082.33	CLEANING SERVICE	10126180	436110
EFT	11/29/2024	CENGAGE LEARNING INC	1,200.00	MATERIALS CONTRACTUAL	10126120	439930
EFT	11/29/2024	CHILDREN'S PLUS INC.	1,044.70	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	DACO GLASS & GLAZING INC	2,313.50	R&M STRUC	10101180	436100
EFT	11/29/2024	DIVERSITY PRESS LLC	5,691.00	OUTSIDE PRINTING	10126160	433100
EFT	11/29/2024	DYNAMARK GRAPHICS GROUP	1,787.86	OUTSIDE PRINTING	10126160	433100
EFT	11/29/2024	HOLLADAY CONSTRUCTION GROUP	504,249.33	BLDG IMPROV	48915180	444500
EFT	11/29/2024	INGRAM LIBRARY SERVICES	34,225.53	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	INSIGHT PUBLIC SECTOR, INC	13,609.00	IT OFFICE SUPPLIES	10126110	421500
EFT	11/29/2024	LEVEL (3) COMMUNICATIONS, LLC	3,344.51	DATA COMMUNICATIONS	10126110	432400
EFT	11/29/2024	MAIN EVENT SOUND & LIGHTING	14,890.20	EQUIPMENT	10126170	437200
EFT	11/29/2024	MARSHALL SECURITY LLC	522.60	SECURITY SERVICES	10103800	439903
EFT	11/29/2024	MIDWEST TAPE - PROCESSED DVDS	873.84	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	2,756.49	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	MIDWEST TAPE NON PROCESSED	555.58	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	7,585.43	BOOKS & MATERIALS	10126120	449000
EFT	11/29/2024	OVERDRIVE INC	58,868.58	MATERIALS CONTRACTUAL	10126120	439930
EFT	11/29/2024	RATIO ARCHITECTS, LLC	3,550.00	BLDG	48402023	443500
EFT	11/29/2024	RED OXYGEN INC	41.94	COMPUTER SERVICES	10126110	439901
EFT	11/29/2024	STENZ MANAGEMENT COMPANY, INC	1,449.59	R&M STRUC	10101180	436100
EFT	11/29/2024	STEVE KAELEBLE	550.00	CONSULTING SERVICES	10126160	431500
EFT	11/29/2024	THE HARMON HOUSE L.L.C.	265.00	CONSULTING SERVICES	10126160	431500
			Total		<u>3,900,139.90</u>	

**Summary by Transaction Type:**

Computer Check	726,557.00
EFT Check	3,173,582.90
Total Payments	3,900,139.90
Total Voided Items	-
Total listed	<u>\$ 3,900,139.90</u>

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY**

**BANK REGISTER**

**FINES ACCOUNT**

<b>Type</b>	<b>Date</b>	<b>Reference</b>	<b>Amount</b>	<b>Description</b>	<b>Fund</b>
CHECK	11/7/2024	AMY BETH MAYS	40.96	LOST ITEMS	10402016 351205
CHECK	11/7/2024	ASTER ZITA HEGER	13.90	LOST ITEMS	10402003 351205
CHECK	11/7/2024	ELIZABETH ESCOFFERY	8.84	LOST ITEMS	10402003 351205
CHECK	11/7/2024	MARY ELLA VIEHE	16.20	LOST ITEMS	10402016 351205
CHECK	11/29/2024	KATHERINE SCHULTZ	8.25	LOST ITEMS	10402014 351205
CHECK	11/29/2024	RYAN DIAL	6.99	LOST ITEMS	10402021 351205
		Total	<u>\$ 95.14</u>		

**Summary by Transaction Type:**

Computer Check	\$ 95.14
EFT Check	\$ -
Total Payments	<u>\$ 95.14</u>
Total Voided Items	<u>\$ -</u>
Total listed	<u>\$ 95.14</u>

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

Type	Date	Reference	Amount	Description	Fund
CHECK	11/07/2024	AMY BUELL	66.09	PROGRAMMING	80002003 439910
CHECK	11/07/2024	BETHANY ALLISON	69.67	PROGRAMMING-JUV.	80002007 439911
CHECK	11/07/2024	BRIGHTWOOD (PETTY CASH)	45.00	PROGRAMMING	80002005 439910
CHECK	11/07/2024	ERICA IRISH	223.57	PROGRAMMING	80001401 439910
CHECK	11/07/2024	MICHAEL J BROWN	283.10	BOOKS & MATERIALS	80026120 449000
CHECK	11/07/2024	SHELBY PEAK	61.48	PROGRAMMING-JUV.	80002003 439911
CHECK	11/07/2024	TOMAS LOZANO	1,200.00	PROGRAMMING	80001150 439910
CHECK	11/07/2024	WAYNE (PETTY CASH)	42.87	DEPT SUPP	80002019 421700
CHECK	11/07/2024	YOUNG AND LARAMORE	6,091.37	EVTS&PR	80026160 439907
CHECK	11/14/2024	AKOR LANGUAGES & MOR	150.00	PROGRAMMING	80001150 439910
CHECK	11/14/2024	CAROL THARP-PERRIN	410.00	PROGRAMMING	80001150 439910
CHECK	11/14/2024	ELEVATEPLUS LEADERSHIP DEVELOPMENT	200.00	PROGRAMMING	80001150 439910
CHECK	11/14/2024	GO FISHIN WITH CLINT LLC	500.00	PROGRAMMING	80001150 439911
CHECK	11/14/2024	HISTORIC LANDMARKS FOUNDATION OF INDIANA, INC	50.00	PROGRAMMING	80001401 439910
CHECK	11/14/2024	INDY'S KIDS INC	150.00	PROGRAMMING	80001401 439910
CHECK	11/14/2024	IRVINGTON PICTURE FRAME CO	1,575.00	PROGRAMMING	80002004 439910
CHECK	11/14/2024	JAGER PALAD	125.00	PROGRAMMING	80002029 439910
CHECK	11/14/2024	LAWRENCE (PETTY CASH)	12.83	PROGRAMMING-JUV.	80002013 439911
CHECK	11/14/2024	NATALIE ROBBINS	100.00	PROGRAMMING	80001150 439911
CHECK	11/14/2024	PROFESSIONAL BOWLING BALL SERVICE	68.50	PROGRAMMING	80002030 439910
CHECK	11/14/2024	ROBIN HANKS	300.00	PROGRAMMING	80002008 439910
CHECK	11/22/2024	BETH MENG	75.00	PROGRAMMING	80001150 439910
CHECK	11/22/2024	BRANDON S. GLENN	300.00	PROGRAMMING	80001401 439910
CHECK	11/22/2024	CAROL THARP-PERRIN	140.00	PROGRAMMING	80001150 439910
CHECK	11/22/2024	CHRISTIAN BOOK DISTRIBUTORS	932.20	BOOKS & MATERIALS	80002020 449000
CHECK	11/22/2024	ELEVATEPLUS LEADERSHIP DEVELOPMENT	200.00	PROGRAMMING	80001150 439910
CHECK	11/22/2024	IU INDIANAPOLIS	1,500.00	TUITION ASSISTANCE	80026100 413003
CHECK	11/22/2024	IU INDIANAPOLIS	1,500.00	TUITION ASSISTANCE	80026100 413003
CHECK	11/22/2024	IU INDIANAPOLIS	1,500.00	TUITION ASSISTANCE	80026100 413003
CHECK	11/22/2024	JOANNA CONRAD	467.33	PROGRAMMING	80002008 439910
CHECK	11/22/2024	LAWRENCE (PETTY CASH)	40.50	PROGRAMMING	80002013 439910
CHECK	11/22/2024	MONICA TABOADA	33.15	PROGRAMMING	80002013 439910
CHECK	11/22/2024	RITZ CHARLES CARMEL	5,872.75	EVENTS & PR	80026170 439907
CHECK	11/22/2024	TAMARA BUCHANAN	25.41	PROGRAMMING-JUV.	80002007 439911
CHECK	11/22/2024	VALDOSTA STATE UNIVERSITY	1,500.00	TUITION ASSISTANCE	80026100 413003
CHECK	11/22/2024	VALERIE LAFAVE	113.93	DEPARTMENT OFFICE SUPPLIES	80002019 421700
CHECK	11/22/2024	WAYNE (PETTY CASH)	24.60	DEPARTMENT OFFICE SUPPLIES	80002019 421700
CHECK	11/29/2024	ADAM TODD	186.99	PROGRAMMING	80002004 439910
CHECK	11/29/2024	DEEPLY INGRAINED INC.	250.00	PROGRAMMING	80001150 439911
CHECK	11/29/2024	ELIZABETH J VAN ALLEN	125.00	PROGRAMMING	80001401 439910
CHECK	11/29/2024	GO FISHIN WITH CLINT LLC	500.00	PROGRAMMING	80001150 439911
CHECK	11/29/2024	JAMIE JOHNSON	650.00	PROGMAC	80001412 439912
CHECK	11/29/2024	LUNA LANGUAGE SERVICES	2,186.52	CONSULTING SERVICES	80026160 431500
CHECK	11/29/2024	MIDWEST COLLABORATIVE FOR LIBRARY DATABASE (EMCLS)	47,614.64	BOOKS & MATERIALS	80026120 449000
CHECK	11/29/2024	MONICA TABOADA	60.99	PROGRAMMING-JUV.	80002013 439911
CHECK	11/29/2024	WAYNE (PETTY CASH)	44.29	DEPARTMENT OFFICE SUPPLIES	80002019 421700
CHECK	11/29/2024	WILLIAM SMITHER	62.16	PROGRAMMING	80002027 439910
CHECK	11/29/2024	YOUNG AND LARAMORE	13,006.22	EVENTS & PR	80026160 439907
EFT	11/07/2024	BAKER & TAYLOR	41.93	BOOKS & MATERIALS	80026120 449000
EFT	11/07/2024	DYNAMARK GRAPHICS GROUP	188.31	PRINTING	80026160 433100
EFT	11/07/2024	HEALTH & HOSPITALS CORP. OF MARION CNTY.	400.00	PROGRAMMING	80001150 439910
EFT	11/07/2024	INGRAM LIBRARY SERVICES	854.77	PROGRAMMING	80001150 439910
EFT	11/07/2024	LORALYNN E EADES	304.00	PROGRAMMING	80001150 439910
EFT	11/07/2024	SHAY WILLIS	250.00	PROGRAMMING	80001150 439911
EFT	11/07/2024	STAPLES	3.14	PROGRAMMING	80001150 439911
EFT	11/07/2024	SAMANTHA PUREVICH	140.00	PROGRAMMING	80001150 439910
EFT	11/14/2024	BAKER & TAYLOR	7,841.08	BOOKS & MATERIALS	80026120 449000
EFT	11/14/2024	BAKER & TAYLOR	186.63	BOOKS & MATERIALS	80026120 449000
EFT	11/14/2024	BAKER & TAYLOR	97.54	BOOKS & MATERIALS	80026120 449000
EFT	11/14/2024	CAMPGIRL LLC	350.00	PROGRAMMING	80001150 439911
VOID	11/15/2024	CHICAGO BOYZ ACROBATIC TEAM	750.00	PROGRAMMING	80002030 439910
EFT	11/14/2024	DYNAMARK GRAPHICS GROUP	480.20	PROGMAC	80001412 439912
EFT	11/14/2024	HEALTH & HOSPITALS CORP. OF MARION CNTY.	200.00	PROGRAMMING	80001150 439910
EFT	11/14/2024	INDIANAPOLIS ART CENTER	200.00	PROGRAMMING	80001150 439910
EFT	11/14/2024	INDPLS-MARION COUNTY PUBLIC LIBRARY	70,554.68	REIMBURSEMENT FOR SERVICES EXP	80002025 439909



EFT	11/14/2024 LAURA ESTALA LOZA MARTINEZ	400.00	PROGRAMMING	80001150 439911
EFT	11/14/2024 LORALYNN E EADES	75.00	PROGRAMMING	80001150 439910
EFT	11/14/2024 MARIAN CELIS MARSHALL	225.00	PROGRAMMING	80001150 439910
EFT	11/14/2024 NICOLE WHEELER	100.00	PROGRAMMING	80001150 439911
EFT	11/14/2024 BHE DESIGN LLC	140.00	PROGRAMMING	80001150 439910
EFT	11/18/2024 AAE HOLDINGS, INC.	19,000.00	PROGRAMMING	80001150 439910
EFT	11/22/2024 BAKER & TAYLOR	126.71	BOOKS & MATERIALS	80026120 449000
EFT	11/22/2024 BAKER & TAYLOR	97.98	BOOKS & MATERIALS	80026120 449000
EFT	11/22/2024 CHICAGO BOYZ ACROBATIC TEAM	1,500.00	PROGRAMMING	80002030 439910
EFT	11/22/2024 CYNTHIA REINHARD	150.00	PROGRAMMING	80001150 439910
EFT	11/22/2024 INDIANA WRITER'S CENTER	200.00	PROGRAMMING	80001150 439910
EFT	11/22/2024 INDIANAPOLIS ART CENTER	400.00	PROGRAMMING	80001150 439910
EFT	11/22/2024 INDPLS-MARION COUNTY PUBLIC LIBRARY	131,450.97	REIMBURSEMENT FOR SERVICES EXP	80001150 439909
EFT	11/22/2024 OVERDRIVE INC	89.70	BOOKS & MATERIALS	80026120 449000
	<b>Total</b>	<b><u>327,433.80</u></b>		

Summary by Transaction Type:

Computer Check	90,636.16
EFT Check	<u>236,047.64</u>
Total Payments	326,683.80
Total Voided Items	<u>750.00</u>
Total Listed	<b><u>\$327,433.80</u></b>

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY**  
**DECEMBER 16, 2024**  
**PERSONNEL ACTIONS**  
**RESOLUTION 93-2024**

**NEW HIRES:**

- Jamal Hyde, Library Security Assistant, Martindale Brightwood Branch, \$18.30 per hour, Effective: November 21, 2024
- Jonathan Le Vay, Page, College Avenue Branch, \$16.00 per hour, Effective: November 21, 2024
- Louis Hasenstab, Page, College Avenue, \$16.00 per hour, Effective: November 21, 2024
- Sydney Joseph, Public Services Associate II, InfoZone, \$19.00 per hour, Effective: January 15, 2024
- Travis Thomas, Library Security Assistant, Warren Branch, \$18.30 per hour, Effective: November 21, 2024
- Amanda McCarty, Library Assistant II, College Avenue Branch, \$18.00 per hour, Effective: January 15, 2025

**INTERNAL CHANGES:**

- Carri Genovese from Manager, Neighborhood Branch, Spades Park Branch, \$28.60 per hour to Public Services Librarian, Central Adult Reference, \$27.60 per hour, Effective: December 15, 2024
- David Dyer from Public Services Librarian, Central Library, \$26.24 per hour to Manager, Community Branch, Garfield Park Branch, \$31.50 per hour, Effective: December 15, 2024
- Jacob Smith from Library Assistant II, Central Library to Library Assistant II, Glendale Branch, No Change in Pay, Effective: December 1, 2024
- Ryder Durham from Page, Franklin Road Branch, \$16.00 per hour to Library Assistant II, Franklin Road Branch, \$18.00 per hour, Effective: November 17, 2024
- Kimberly Cage from Public Services Librarian, Wayne Branch, \$22.88 per hour to Interim Supervisor Librarian, Wayne Branch, \$23.65 per hour, Effective: December 1, 2024
- Mikaela Smith from Manager, Community Branch, Garfield Park Branch, \$27.60 per hour to Circulation Supervisor II, Glendale Branch, \$24.98 per hour, Effective: December 15, 2024
- Stressca Nathaniel from Circulation Supervisor II, Glendale Branch, \$22.00 per hour to Library Assistant III, Glendale Branch, \$19.70 per hour, Effective: December 15, 2024
- Alton Parks from Computer Assistant II, Garfield Park Branch to Computer Assistant II, East 38<sup>th</sup> Street Branch, No Change in Pay, Effective: December 29, 2024

**RE-HIRES: (None Reported)**

**SEPARATION:**

- Janette Dollar, Library Assistant II, Central Borrowers Services Station, 16 years, Effective: November 25, 2024
- John Ridge, Supervisor Librarian, Wayne Branch, 23 years and 5 months, Effective: November 30, 2024

- Katherine Jourdan, Library Assistant III, Irvington Branch, 17 years and 8 months, Effective: January 1, 2025
- Marissa Cohen, Computer Assistant II, Martindale Brightwood Branch, 1 year and 10 months, Effective: November 26, 2024
- Allison Muterspaw, Public Services Librarian, Spades Park Branch, 2 years and 5 months, Effective: December 21, 2024
- David Mass Gutierrez, Technology Learning Specialist, Program Development Area, 0 months, Effective: November 13, 2024
- Holley Huber-Hopkins, Team Member, Shipping & Receiving, Collection Management Services Area, 12 years, Effective: September 18, 2024

**INACTIVE: (None Reported)**

**RE-ACTIVATE:**

- Cole Weidenbach, Page, Irvington Branch, \$16.00 per hour, Reactivate: November 25, 2024

**PAY ADJUSTMENT: (None Reported)**

**RECLASSIFICATION: (None Reported)**

**CORRECTION: (None Reported)**





## CEO REPORT

November 25, 2024

### SUMMARY

In November, the Center for Black Literature & Culture (CBLC) hosted various programs to foster creativity, engagement, and community connection. The *Gurl Code* events, held on November 2nd and 30th, allowed young women to explore coding, equipping them with valuable technical skills.

The *2024 Fall Fest*, held on November 16th, was a festive, community-driven event supporting the AAHC, creating an enjoyable atmosphere while contributing to a meaningful cause.

We continued the "Tell Us" Survey to gather important patron feedback on customer service and branch cleanliness.

Additionally, the Star Awards committee recognized outstanding staff members for their dedication to serving both patrons and colleagues.

*Gregory A. Hill, Sr., CEO*

Indianapolis Public Library



## Staff Day

Staff Day was a huge success, with employees from various locations coming together to enjoy a day of connection, relaxation, and professional development. The event featured multiple activities, including massages, yoga, dance, and learning opportunities, which allowed staff to unwind and engage with peers. The day also provided a great opportunity for staff to interact and share ideas across locations, fostering a sense of community and collaboration.

Several board members joined the event to help kick off the day, showing their support for the staff and reinforcing the importance of their contributions. The feedback from staff was overwhelmingly positive, with many expressing how much they appreciated the chance to relax, learn, and connect with one another. The diverse activities offered something for everyone, helping to strengthen team bonds and boost morale.

Overall, Staff Day was a wonderful opportunity to celebrate the hard work and dedication of the team while providing valuable moments for relaxation and growth. The great feedback received highlights the success of the event in promoting a positive and supportive work environment.



## Center for Black Literature and Culture (CBLC)

The CBLC hosted a series of fun, positive, and enriching programs to bring the community together and foster creativity and engagement. On November 2nd and 30th, the *Gurl Code* events provided opportunities for young women to explore coding, empowering them with valuable tech skills.

On November 12th, the *CBLC Artist Reception* featured the work of Abby Morgan, celebrating local talent and offering an inspiring art experience. Finally, on November 16th, the *2024 Fall Fest* was held in support of the AAHC, offering a festive and community-driven event to enjoy the season while contributing to a great cause.

Our special guest speaker was Yolanda Renee King, granddaughter of the late Dr. Martin Luther King, Jr. and Coretta Scott King. These programs were designed to uplift, inspire, and bring joy to all participants.



## IndyPL in the Media

Welcome to our uplifting journey through our library's latest and greatest highlights! In this media summary, we're thrilled to share a collection of upbeat stories that showcase our community hub's vibrant and dynamic spirit. From heartwarming events to remarkable achievements, each link within this report is a testament to our library's positive impact in the last month.

Join us in celebrating the inspiring moments, connecting with the community, and embracing the joy that resonates within our library's walls. Let's dive into a world of optimism and discover the countless reasons why our library stands as a beacon of positivity and enthusiasm!

### **Press Releases:**

### **Selection of IndyPL News Coverage:**

[Martin Luther King Jr.'s granddaughter carries on his legacy, hopes to inspire Indy youth](#) - WRTV 6

[Martin Luther King, Jr.'s only grandchild talks about life as a teen activist](#) - Indianapolis Recorder

[Indy Now Book Club with The Indianapolis Public Library: Fostering Literacy with the World Languages Collection](#) - Fox 59 Indy Now

[You might not know about these free perks at the library | What's the Deal?](#) - WTHR 13

[Four IndyPL employees awarded scholarship in honor of state's first Black librarian](#) - Indianapolis Recorder.

[Library Employees Receive Scholarships](#) - Weekly View

[Dear zine lovers and zine curious: Unite at this library event!](#) - Mirror Indy

[Acceso Total: Biblioteca Publica de Indianapolis](#) - Telemundo Indy

[Acceso Total: Autora Juana Martinez-Neal](#) - Telemundo Indy



### **STAR Award Recognition**

#### **★ Patron Services – Alice Selm ★**

Alice goes above and beyond when it comes to helping patrons. She often helps create signs in Spanish to make our space more inclusive for our patrons. Before you can even ask her to do anything, Alice is already up and about getting things done

without question. If there is anyone you want on your time to get the job done and give the patrons the attention they need, then Alice Selm is your girl.

Also nominated: Brittany Burris

### ★ Peer Support – Irene Rosier and Rebecca Staley ★

Irene and Rebecca consistently go above and beyond to keep the ordering process going. Their attention to detail and precision are significant to the selectors' work. While there are always orders in the works and quirks that must be dealt with, their workload, due to the fallout of a publisher/vendor situation, increased significantly this fall as thousands of orders that were not received had to be canceled and reordered. Even when the number of tasks that need attention seems overwhelming, they have both responded incredibly to the numerous purchase requests from five selectors.

Irene's eye for detail means potential issues are often fixed before anyone else even knows they exist. This can stop many problems before they become bigger problems later on. Rebecca has helped work with people and vendors who are not traditional book publishers to acquire items for the ISCR, the World Language collection, and the general collection, which requires extra steps and navigating various ordering processes. She has been persistent in getting the final pieces of the orders worked out. Some of the organizations she has worked with recently with include Scouting America, Rolls Royce Heritage Trust, Indiana Hiking Club, Indiana Daughters of the American Revolution, and the Louisville division of the U.S. Army Corps of Engineers. Their hard work, diligence, and impact add incredible value to our team. The selectors could not do what we do without Irene and Rebecca!

Also nominated: Tarya Patterson, Ashley Luna, Kellie Terry, Shael Weidenbach, Danielle Cave, Nick Terrio

### ★ Community Involvement – Donna Sever ★

I have never seen someone born to be a children's librarian more than Donna. She has the most creative ideas, always offers to help groups with their story times, and does a fantastic job with our local branch story times. The kids LOVE Donna and her pajama story times. Recently, her Halloween-themed story time was a real party for the kids. It is such fun to watch her connect with the community, and I know the parents appreciate her commitment, too.

### ★ Page Excellence – The Nora and Pike Pages ★

Jane (Beverly) Graham: Jane is famous for being detail-oriented and always finding you that one "weird" item in the stacks that needs mending, evaluation, or otherwise put where it needs to be. It's never about shelving books for Jane; she always goes the extra mile. Since PIK has been under renovation, Jane has been at COL.



Mohammad Zaman: You will never find an individual more giving and philanthropic than Mohammad...but he'd be the last to want recognition for it. As a Page, he is a valued team member who always brings a smile and is the kind of colleague who brings everyone closer together. EAG has been Mohammad's temporary home while PIK has been closed.

Elexis Smith: Elexis has dealt with the many changes involved with the extensive renovation of the PIK branch with thoughtfulness and grace. Since PIK has been closed, she's been at GLD, which, as the newly constructed branch, is also full of changes and challenges.

Angela Koors – Angela has been working at Glendale AND College. She considers how people experience the library and is willing to share her insights to make items accessible.

Rhonda Tweedy – Rhonda's knowledge and curiosity are something staff notice. Rhonda often asks questions that prompt discussion- such as how to improve a situation or why something is arranged a certain way.

Mary Tauber – Mary is organized and readily shares ideas to improve things. She mentored/helped train a new page.

#### ★ Other Duties as Assigned – Sara Kress ★

Sara Kress is a dynamo! Sara has been my left- and right-hand planning Staff Day. She takes everything in stride with her calm demeanor and is highly professional with staff and our vendors. I jokingly say that Sara runs the Development Department, and she indeed does. Sara is a calming influence when things are hectic, or there are different opinions during meetings. I've learned to appreciate her problem-solving skills and her demeanor. Sara came to the department as a Page, and it's been a joy to see her grow and evolve; she helps me to grow and develop as her manager. I'm thrilled she's a part of our team!

#### ★ Volunteers and Partnerships – Patricia Rodriguez ★

Miss Patricia is always very thorough with her job, but she also cares about the people that she is helping. She spends extra time with people who need encouragement, and she's always friendly. Miss Patricia's presence can be a beacon of light on a dreary day, and she deserves recognition for all she does. We appreciate you, Miss Patricia!

#### ★ Committee's Choice – Mike Coghlan ★

Mike Coghlan, no matter the situation, always greets things head-on with a smile on his face. In the past month alone, I've had to wander back to his office to deliver multiple lousy news situations. Whether it was a water leak in the LSC garage, a rattling sound from the heater, or the parking lot gates not working, he never hesitated to jump up and address the situation. I appreciate Mike's 'can do' attitude and willingness to always help others.



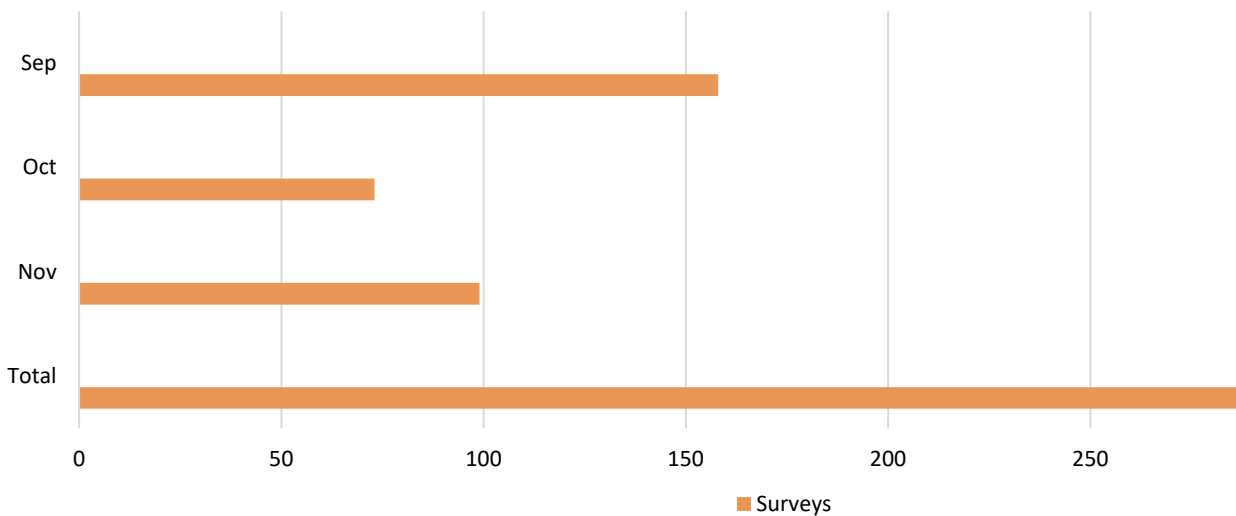
## Patron Engagement Survey

We continue to engage our patrons using the "Tell Us" Survey for Patrons to gather essential feedback on our Customer Service and Branch Cleanliness.

The survey is designed to be quick and easy, taking less than one minute to complete – usually around 30 seconds – and patrons are encouraged to participate after each library visit. Patrons can access the survey through links provided on certain receipts, in email renewal notices, and on our public PCs. Patron feedback is invaluable as we strive to enhance the patron's library experience and ensure the highest service and cleanliness standards.

	September	October	November	Total
Tell Us Surveys	158	73	99	330

Surveys by Month





# Board Action Request

# 10c

**To:** IMCPL Board

**Meeting Date:** December 16, 2024

**From:** Strategic Planning Committee

**Approved by the Library Board:**

**Effective Date:** January 1, 2025

**Subject:** Resolution 94-2024  
Resolution to Adopt a Long-Range Plan for the Period 2025 – 2027

**Recommendation:**

IndyPL Strategic Planning Committee recommends Board approval for the attached action (Resolution 94-2024) to adopt the 2025 - 2027 Strategic Plan's Strategic Priorities, Goals, and Key Performance Indicators.

**Background:**

In accordance with Indiana Administrative Code § 590 IAC 6-1-5(j)(6), the library board must adopt a long-range plan of service. The current long-range plan expires at the end of 2024. The proposed plan is three (3) years with an annual update and revision planned for 2026 and 2027. The enclosed 2025 - 2027 Strategic Plan's Strategic Priorities and Goals, Key Performance Indicators (KPIs), and Appendix 1: Indiana Public Library Standards are the foundation of the long-term plan. In response to these adopted Strategic Priorities and Goals, annually the CEO will develop an Appendix 2: Strategic Objectives containing the current strategic actions identified by the CEO in support of the plan.

**Strategic/Fiscal Impact:**

The 2025 - 2027 Strategic Plan adoption has no direct fiscal impact on the 2025 budget. The indirect impact to 2025 - 2027 Budgets due to actions taken to support the 2025 - 2027 Strategic Plan are or will be accounted for in the budget process.

**DEI Impact:**

The 2025 – 2027 Strategic Plan was developed with direct engagement of the community including efforts to engage community members and community partners who reflect the diversity of the community served.



## Board Resolution

94

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 94-2024  
RESOLUTION TO ADOPT A LONG-RANGE PLAN FOR THE  
PERIOD 2025 – 2027**

**December 16, 2024**

**WHEREAS**, the Indianapolis-Marion County Public Library ("IndyPL") adheres to the Indiana Administrative Code § 590 IAC 6-1-5(j)(6) requirements for a long-range plan.

**WHEREAS**, the 2025 - 2027 Strategic Plan's Strategic Priorities and Goals, Key Performance Indicators (KPIs), and Appendix 1: Indiana Public Library Standard provides a new mission, vision, values, strategic priorities, and strategic goals that provide a framework to guide the development of Strategic Objectives and Actions; and

**WHEREAS**, IndyPL has engaged community members, community partners, and library staff to inform the development of the 2025 - 2027 Strategic Plan's Strategic Priorities and Goals; and

**WHEREAS**, IndyPL formed a Community Strategic Planning Committee, Staff Strategic Planning Committee, and Board Strategic Planning Committee to interpret the gathered community feedback and data and oversee the drafting of the 2025 - 2027's Strategic Priorities and Goals; and

**THEREFORE BE IT RESOLVED** that the 2025 - 2027 Strategic Plan's Strategic Priorities and Goals, Key Performance Indicators (KPIs), and Appendix 1: Indiana Public Library Standard are adopted to guide IndyPL's Strategic Objectives and Actions for the period of 2025 to 2027.

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY**

**RESOLUTION 94-2024  
RESOLUTION TO ADOPT A LONG-RANGE PLAN FOR THE PERIOD 2025 – 2027  
December 16, 2024**

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

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ATTEST: \_\_\_\_\_  
Secretary of the Board

## THEME: Equitable ACCESS

### Mission

The Indianapolis Public Library enriches and supports communities by inspiring lifelong learning through stewardship and engaging service.

### Vision

To be a premier urban public library that delivers world-class service and champions equitable access to knowledge and resources for all.

### Values

**We are The Indianapolis Public Library.**

A - We Provide Equitable **Access.**

C - We Listen and Share to Encourage Respectful and Inviting **Communication.**

C - We **Champion Diversity, Equity, Inclusion, and Accessibility.**

E - We Deliver **Exceptional Experiences.**

S - We **Support Intellectual Freedom.**

S - We Make **Sustainable Choices.**

### Learning

L1: Reading and Writing

L2: Languages Spoken in the Community

L3: Digital Resiliency

L4: STEAM and Emerging Needs of Learners

L5: Educator Support

L6: Small Businesses

L7: Nonprofits

### Belonging

B1: Connection

B2: Community Space

B3: New Cardholders

B4: Diverse Perspectives

B5: Civic Literacy and World Cultures

B6: Community Legacy

### Wellbeing

W1: Social Service Connection

W2: Mental and Physical Wellbeing

W3: Socioeconomic Wellbeing

### Workplace of Choice

C1: Workplace of Choice

C2: Inclusive and Equitable

### **We are The Indianapolis Public Library.**

#### **We Provide Equitable Access.**

Offer free, open access to our resources, regardless of format or delivery method, to create a more vibrant community with greater opportunity and participation.

#### **We Listen and Share to Encourage Respectful and Inviting Communication**

Communicate with integrity and seek understanding by being clear, consistent, and honest.

#### **We Support Intellectual Freedom.**

Cultivate and protect resources to support independence to choose materials and make informed decisions, while respecting each individual's dignity.

#### **We Champion Diversity, Equity, Inclusion, and Accessibility.**

Commit to leadership in advancing Diversity, Equity, Inclusion, and Accessibility (DEIA) in all we do.

#### **We Deliver Exceptional Experiences.**

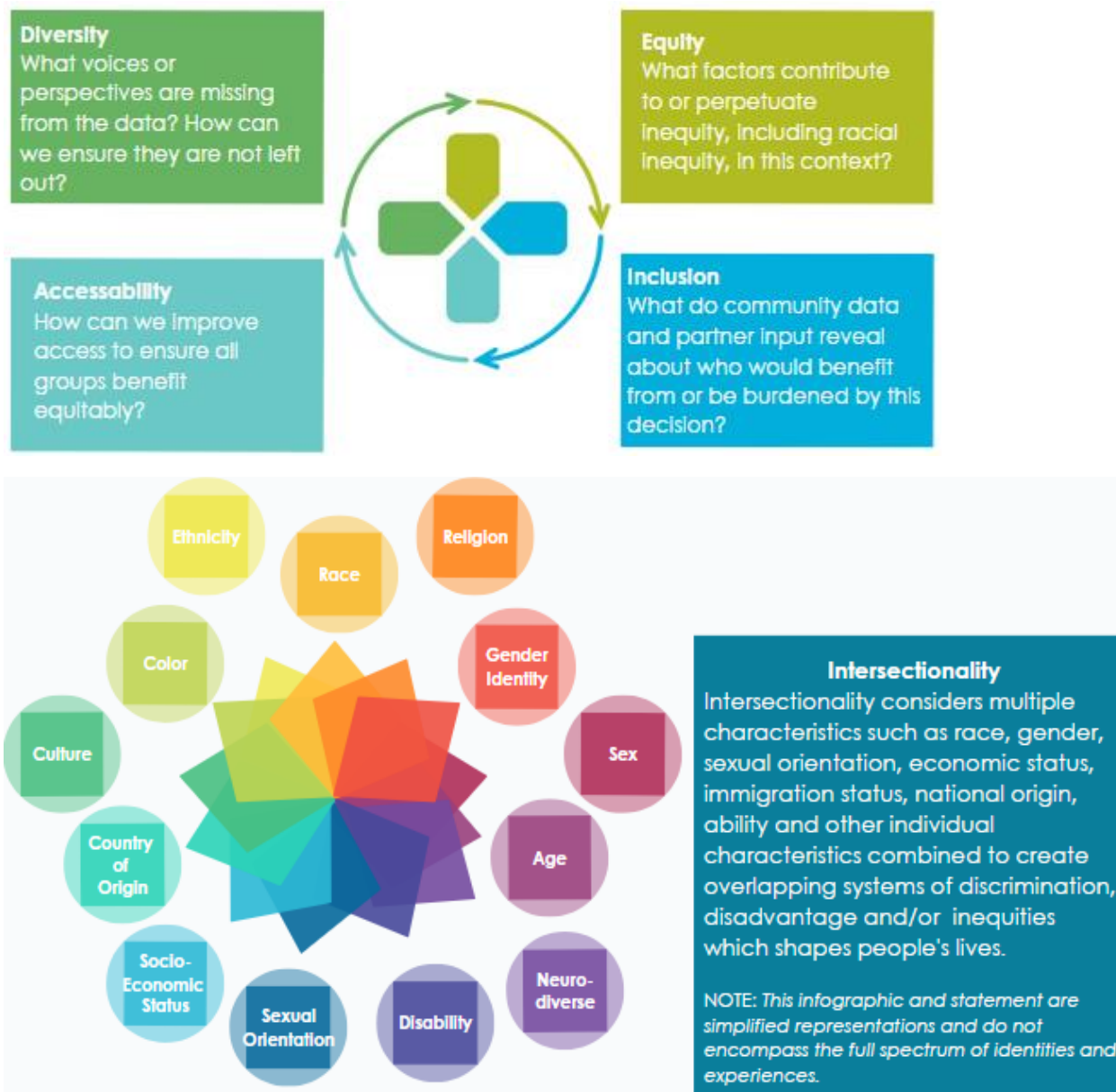
Collaborate to deliver hospitable service and welcoming experiences.

#### **We Make Sustainable Choices.**

Make choices that are mindful about the environment, preserve The Library's resources, and treat everyone equitably.

### **Strategic Filter: Diversity, Equity, Inclusion, Accessibility**

In our 2021–2024 Strategic Plan, the Library adopted the Government Alliance on Race and Equity (GARE) framework. We are using a Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Filter to guide implementation of this plan and access to library resources. We define library resources as including library materials, library programs, library public spaces, library information services, and general library services. This framework includes key questions to guide the development of objectives and actions. An abbreviated version is provided here, while the full version can be found in our organizational Racial Equity Toolkit.



## Partnerships

Establishing robust partnerships with community organizations and public libraries is crucial to The Indianapolis Public Library's mission and vision, and long-term success. We are committed to enhancing our community by nurturing current partnerships while forging new, strategically aligned partnerships for each strategic priority that are sustainable and mutually beneficial. Our partnership relationships prioritize aligning with community needs, enhancing our capacity, and ensuring equity is at the forefront.



## Learning

The Library supports lifelong learning through equitable access. We awaken curiosity, inspire exploration, and help all ages discover that gaining knowledge is a fun, fulfilling, and meaningful experience. Literacy is knowledge or competence in a subject and by supporting learning we support the various literacy needs our community has identified.

### L1: Reading and Writing

Offer opportunities for people of all ages and abilities, including pre-readers and non-English readers, to connect with resources and staff that nurture a love of reading and writing for enjoyment. The Library will connect families and individuals with resources to help them achieve their reading and writing literacy goals.

### L2: Learning Languages Spoken in the Community

Build the library's capacity to support learning the languages spoken in the community to support access to The Library's resources offered in those languages.

### L3: Digital Resiliency

Support digital equity by providing access to the technology needed to live, work, and learn. Help develop digital resiliency with resources that encourage safe and effective technology use, exploring emerging technologies, and understanding the impact and potential for innovation technologies offer.

### L4: STEAM (Science, Technology, Engineering, Art, and Mathematics) and Emerging Needs of Learners

Deliver resource that encourage STEAM learning. Stay responsive to learners' emerging needs, embracing opportunities to support learning acceleration with resources that help families and the community achieve literacy goals.

### L5: Educator Support

Connect educators with library resources that support their needs and strengthen their students' connection to The Library. Continue to deepen the impact of The Shared System.

### L6: Nonprofits

Provide access to resources for nonprofits that support the multiple stages of their growth, from determining if you should start a Nonprofit, enhancing effectiveness, to sustainability for existing Nonprofits.

### L7: Small Business

Provide access to resources that develop skills that support small businesses and entrepreneurs.

## Belonging

The Library responds to our community's need for belonging and connection by cultivating inclusive spaces and collections so that everyone feels confident to connect, explore, learn, and thrive. We create a welcoming and caring community that embraces diverse people and perspectives.

Belonging is strengthened through diversity, equity, inclusion, and accessibility (DEIA). As outlined in our DEIA Strategic Filter, we champion equity and develop partnerships with the communities most impacted. We engage their community leaders and our partners to support sustainable equity.

### B1: Connection

Encourage meaningful engagement with the library's programs, events, services, collections, and opportunities for volunteering. Ensure community members understand the value that a library card offers them at each stage of life. Deepen community members' understanding of navigating library resources through strengthening their connection to the support offered by staff and volunteers.

### B2: Community Space

Enrich everyone through open access to a welcoming third place. Celebrate the unique character of each neighborhood served. Offer spaces that encourage connection and strengthen the communities we serve.

### B3: New Cardholders

Develop strategies to increase cardholders by leveraging existing partnerships, community engagement and targeted promotions to new residents and families with children. Provide intentional outreach that communicates cultural context for those unfamiliar with The Indianapolis Public Library.

### B4: Civic Literacy and World Cultures

Provide information, space, and a neutral civic forum for discussion that stimulates curiosity and civic involvement. Build understanding and appreciation for the diverse world cultures within our communities and the positive impact and enrichment that immigration brings to our civic life.

### B5: Diverse Perspectives and Experiences

Serve as a hub for celebrating the fullness of intersectional identities. Provide resources that encourage the exchange of diverse perspectives and experiences allowing for exploration of multiple dimensions of identity.

### B6: Community Legacy

Reflect, connect, and preserve neighborhood and community stories prioritizing expanding our story through inclusion of communities whose histories have been under-documented. Build Partnerships with these communities to expand collections in Digital Indy and the Indianapolis Special Collections Room, develop new entries in the Encyclopedia of Indianapolis, and with programs and exhibits that celebrate these collaborations.

## Wellbeing

The Library provides access to credible sources and helps with navigating information for the community's identified areas of need: physical health, mental health, and socio-economic wellbeing. We are connectors to resources, leveraging community events, partnerships, and co-location of services. In response to the advice of the community strategic planning committee, we will prioritize our efforts in areas with high literacy needs.

### W1: Social Service Connection

Provide staff, volunteers, and community partners resources that support connecting to wellbeing services and overcoming access barriers. Leverage existing navigator models in the community and explore The Library's capacity for developing a peer navigator model for social services.

### W2: Mental Wellbeing and Physical Wellbeing

Offer access to resources that support mental and physical wellbeing. Support families with social-emotional development resources. Build strategic partnerships centered on physical and mental health information. Promote the Library's commitment to privacy, creating a safer space for exploring sensitive topics and accessing reliable health information.

### W3: Socioeconomic Wellbeing

Be a resource hub for those seeking employment opportunities. Connect community member to employment services and resources that meet their diverse needs to support career growth. Provide reliable resources to support informed personal finance decisions. Connect community members to partners that support access to unbiased financial literacy education for all ages.

## Workplace of Choice

The Library provides a workplace culture that encourages collaboration, connection, and continuous learning while valuing diverse perspectives and experiences. We provide our staff with the tools and training to deliver world-class service.

### S1: Be a Workplace of Choice

The Library attracts, retains, and develops talented staff and volunteers who are dedicated to providing exceptional service. We share a commitment to wellbeing, engagement, and professional growth for staff and volunteers so that they feel secure, valued, and supported. We navigate change with data-informed decisions, clear guidance, and strong internal communication plans.

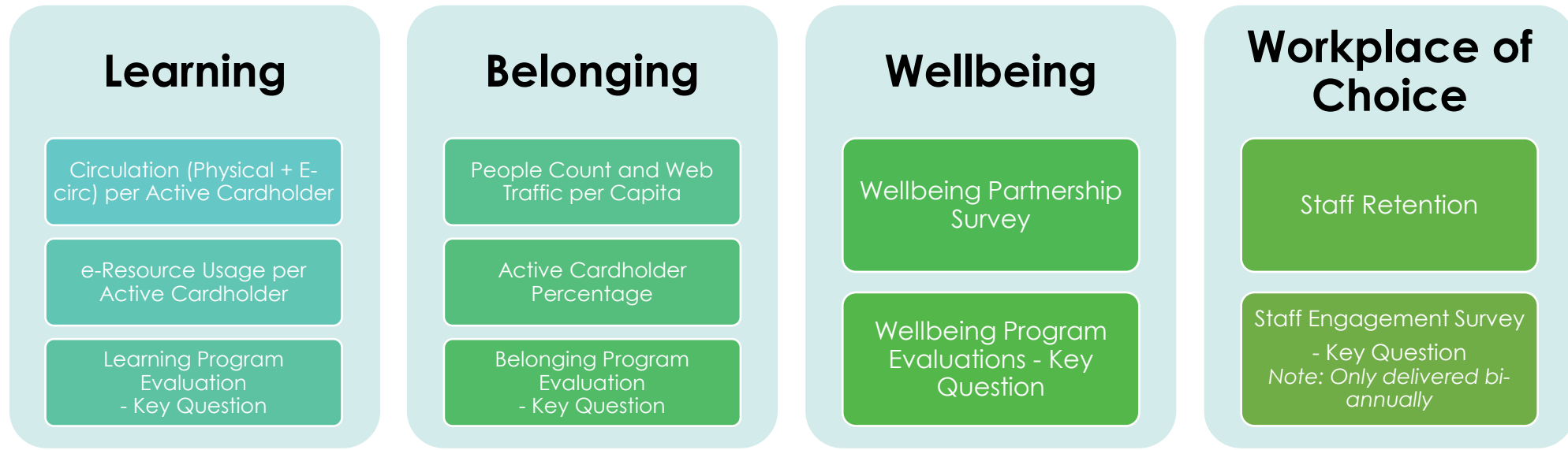
### S2: Inclusive and Equitable

The Library supports belonging for our staff and volunteers through implementing our Diversity, Equity, Inclusion, and Accessibility Plan.

### Professional Development

The Talent and Development team, along with the Diversity Equity and Inclusion (DEI) Officer, provides trainings to support our staff professional development and culture at IndyPL. We strive to offer trainings to strengthen learning, leadership, and overall professional development in the areas of technology, DEIA, leadership, mental health, customer service, and related skills-based trainings

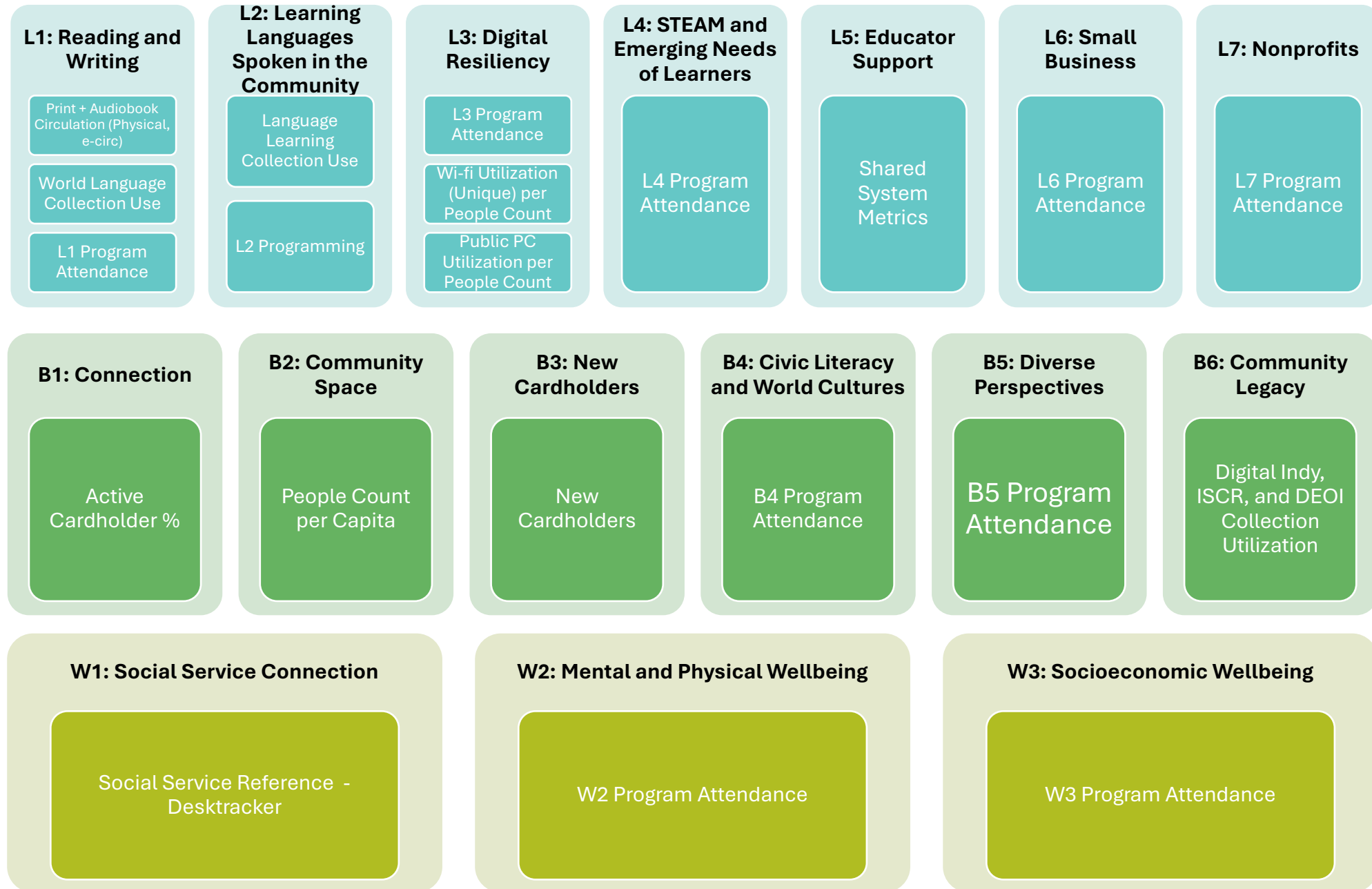
## Strategic Plan: Key Performance Indicators (KPIs)



## Values KPIs



## Goal KPIs



## Appendix 1 - Indiana Public Library Standards - Long-Range Plan of Service

The following sections fulfill the Indiana Public Library Standards in 590 IAC 6-1-5(j)(6).

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(D) An ongoing evaluation process. ....	12
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### Indiana Public Library Standards (590 IAC 6-1-5(j)(6))

**(6) A long-range plan of service for between three (3) to five (5) years. The plan, updates, and revisions must be filed with the Indiana state library.**

The Indianapolis Public Library 2025-2027 Strategic Plan is 3 years. Updates and revisions will be filed annually with the Indiana State Library.

At a minimum, the plan shall include the following:

**(A) A statement of community needs and goals.**

The library identified three strategic priorities in response to community input. Each priority has a list of key areas of focus in those priorities and an associated aspirational goal describing how the library will provide a strategic response to that identifies need.

Strategic Priorities and Goals were identified through analyzing community data and a multi-stage community input process including a public survey (paper and online), community partner survey, teen survey, 15 focus groups offered in key areas around Marion County and virtually, a focus group of community members who do not currently use the library, and

community strategic planning committee that included diverse community stakeholders. In total, over 1100 members of the community were engaged.

## (B) An assessment of facilities, services, technology, and operations.

In 2022, the Public Library procured a Facility Condition Assessment (FCA), reviewed all facility capital assets and detailed deferred maintenance items and future capital asset needs. In 2023, the Public Library procured a 20-year Facility Assessment and Analysis Study, expanding on the FCA to determine which facilities need to be maintained in their current state, renovated/remodeled, expanded, or relocated.

The Strategic Priority of Belonging has a goal *B2: Community Space* where key recommendations from that assessment are included in our objectives for implementation during this long-term plan's 2025-2027 time period.

In addition, the Indianapolis Public Library's Operational Services Team constantly monitors and assesses our facilities to ensure they are maintained and in proper working condition in addition to identifying any necessary improvements. The Public Library is currently working with a vendor to upload all the capital asset data into a software package that will allow dynamic planning for capital asset replacement during the 2025-2027 Strategic Plan, with near real-time updates once projects are complete. This tool will provide accurate information to address facility needs across the entire inventory of facilities.

## (C) Measurable objectives and service responses to the community's needs and goals.

The Key Objectives use a SMARTIE goal framework to outline measurable objectives taken in response to the community need (strategic priorities) and goals:

- Specific: Closely Aligned with a specific strategic plan priority and goal
- Measurable: Able to be tracked and worth the time and energy to do so
- Ambitious: Should present a challenge that will stretch your department or the organization to make significant progress towards
- our goal or priority
- Realistic: Mindful of resources, capacity, or execution to ensure not so challenging it is unattainable
- Time-Bound: Clear deadlines and a plan to report quarterly milestones and progress
- Inclusive: Considered, invited, and incorporated input from the stakeholders inclusive of those that are underrepresented or marginalized.
- Equity-informed: Through use of the DEIA Strategic Filter for Planning and Implementation



### (D) An ongoing evaluation process.

The Indianapolis Public Library will evaluate the plan in the following way:

- Quarterly evaluation of Key Performance Indicators data for each goal
- Annual evaluation of data related to and measured progress towards all objectives (See Appendix 2).
- Annual process for revision of current objectives or adoption of additional objectives in response to the results of the evaluations. Revisions will be included annually as an addendum to Appendix 2.

### (E) Financial resources and sustainability.

The Indianapolis Public Library had adopted a value of sustainability. We review our Long-Term Fiscal Plan annually as part of our budget development process. This includes inputs from forecasting revenues, debt service projections, and capital improvements plans. We focus on long term needs and look for ways to increase financial resources to maintain our future operations.

The Library also maintains, updates, and monitors a five year financial plan to ensure sustainability and to operate within its means. Key objectives in the 2025-2027 strategic plan, including those relating to wages, materials, and operations, are evaluated for inclusion in both our annual budget and 5 year financial plan to ensure we have budgeted for our long-term plan while balancing a sustainable financial future.

Annually, we face the challenge of meeting increased demand for library services as revenue sources decrease. The Library is addressing this challenge by maintaining conservative budgeting practices as well as maintaining adequate reserves to allow for flexibility in timing of any necessary changes to expenditure levels. The Library plans to continue the pursuit of increased public funding and control expenditures by holding some expenditures flat and/or reducing costs and pursuing additional sources of revenues through grants, endowments, and Foundation support.

### (F) An equipment replacement schedule.

The Indianapolis Public Library conducted a Strategic Information & Technology Assessment for the Innovation & Technology Department, formerly known as the Information & Technology Department. This assessment was adopted and implemented in 2022, which included recommendations for the updating and management of hardware throughout its lifecycle. Currently, we follow the depreciation schedule outlined in The Indianapolis Public Library Policy Manual, Policy 121.25, under Depreciation Methods. The schedule specifies the following timelines for equipment replacement: Office Equipment – 5 years, Computer Equipment – 3 years, and Specialized Equipment (e.g., A/V, printing, bindery, microfilm

readers) – 7 years. As new equipment and technologies are deployed systemwide, we regularly update our equipment depreciation schedule to ensure compliance with the policy.

(G) A professional development strategy.

This is included in the section “Workplace of Choice.”

(H) Collaboration with other public libraries and community partners.

This is included in the section “Partnerships”

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
DIVERSITY, POLICY, AND HUMAN RESOURCES COMMITTEE MEETING
DECEMBER 3, 2024

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The Indianapolis-Marion County Public Library Board Diversity, Policy and Human Resources Committee met in-person at LSC Room 226 and via Microsoft Teams on Tuesday December 3, 2024, at 11:30a.m. pursuant to notice given.

Committee Members Present: Mr. Raymond Biederman, Dr. Luis Palacio

Other Attendees Present: Gregory Hill, Russell Brown: IndyPL Legal Counsel, Mary Barr, Lolita Campbell, Reginald Laratte

Virtual Attendees: Tisha Galarce, Shanika Heyward

Chairman Biederman called the meeting to order at 11:30 am.

1. Acceptable Use Standards for Internet and Indianapolis Public Library Computer – Shanika

- Shanika presented the updated resolution and the redline version to show the changes to the policy. The changes occurred in the wireless and hotspot access to our internet. Terms were added related to the safety and security of minors while using our electronic communications to be in accordance with the children internet protection act.
Dr. Palacio asked does it cover video games. Shanika states this includes the use of computers at the library and if they use games at the library it is included in the policy.
Dr. Palacio made a motion for a Do Pass Recommendation and Ray Biederman and Dr. Palacio voted Yes. No members opposed.
Chairman Biederman mentioned it is worth thinking about developing a video recording policy for patrons at the library since we do not have one in place and would like to start that process.

2. Adjournment

- Chairman Biederman adjourned meeting at 11:35 am

3. Next Proposed Meeting Date

- TBA

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY**  
**NOTES OF THE**  
**STRATEGIC PLANNING COMMITTEE MEETING**  
**November 12, 2024**

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The Indianapolis-Marion County Public Library Board Strategic Planning Committee Meeting met in-person at LSC Room 226 and via Microsoft Teams on Tuesday, November 12, 2024, 2:30 p.m. pursuant to notice given.

Committee Members Present: Chairman Dr. Luis A. Palacio, Dr. Lisa Riolo

Other Attendees Present: Dr. Eugene White, Gergory Hill, Mary Barr, Kim Ewers, John Helling, M. McKenzie, Adam Parsons, Deb Lambert, Nate Weber, and Lolita Campbell

Virtual Attendees: Shanika Heyward

Chairman Dr. Luis A. Palacio called the meeting to order at 2:34 p.m.

M. McKenzie discussed the agenda and materials for this meeting.

- 1) Strategic Plan Draft Materials
  - a. Strategic Plan – Draft 3.0

Committee discussed document *1.a. Strategic Plan - Draft 3.0*. McKenzie requested final edits so that the design process can begin on November 15.

M. McKenzie shared that a proposed theme or title for the plan was *Equitable ACCESS*. An acronym for the values of A.C.C.E.S.S. had been identified by Tisha Galarce and was being recommended for adoption.

M. McKenzie identified key adjustments to the DEIA filter and changes in response to recommendations from the consultant for inclusive language and clarity. Key changes were adjusting the questions to fall under the categories of Diversity, Equity, Inclusion, and Accessibility as well as agreeing with the committee's advice of incorporation of neurodiversity into the intersectionality diagram.

M. McKenzie identified some changes made for conciseness and clarity including reducing headlines down to key words, reducing paragraph lengths, and reducing listings of responses (programs, materials, services, etc.) to be referred to as resources. Deb L. added that resources should be defined, and M. McKenzie discussed adding a definition on resources under the DEIA filter. Dr. Palacio, Deb L, Adam P, and McKenzie discussed what is encompassed by the term resource and what should be included

in a definition. McKenzie agreed to share a draft this week and send out for review.

M. McKenzie discussed the partnership statement and how it meets requirement for the plan from Indiana Administrative Code and there were no comments.

The discussion continued onto the SP Priorities (Learning, Belonging, and Wellbeing). M. McKenzie noted that goals for small business and non-profits have been relocated to fall under the priority learning to address some clarity concerns about what the priority Wellbeing included. She also noted that Belonging's goal B5 (Civic Literacy and World Culture) and B4 (Diverse Perspectives) had been re-drafted to better differentiate between what actions fell in each goal.

Dr. Riolo added that inherent to the values, especially belonging in workplace of choice, concerns have been addressed. Values are clear and should allow us to lobby for resources. Although we don't have actions, we clearly cover what we mean.

M. McKenzie stated that previous strategic plans we have allowed for taking an action that may not support a specific goal, but that supports the strategic priority.

Dr. Palacio asked to review the adjustments in B4 (Diverse Perspectives). McKenzie stated that B4 (Diverse Perspectives) covers both civic literacy and world culture which has overlap with sharing diverse perspectives. However, if an action or program's primary goal is to celebrate cultural identity or educate on world cultures it will be measured under B4 (Diverse Perspectives). Programs on diverse perspectives where the primary focus is not world cultures, even if it is influenced by them, will be measured under B5 (Civic Literacy and World Cultures). McKenzie stated that goals were ordered so that more specific goals were ordered first, like a filter. So, if when there is overlap, then it is measured under the higher ranked goal.

Deb L., M. McKenzie, Dr. Riolo, Dr. Palacio, and Kim E. had a discussion around what is measured under L1 (Reading and Writing) and L2 (Languages Spoken in the Community).

- Deb L. added that currently and previously World Language Books fell under L2 (Languages Spoken in the Community), but it has shifted to L1 (Reading and Writing), and there is a concern that there may not be many (CAPs) under L2 (Languages Spoken in the Community). Deb L. noted that many goals are now going to fall under L1 (Reading and Writing) and L2 (Languages Spoken in the Community) won't have much to measure.

- Dr. Riolo added that L1 (Reading and Writing) and L2 (Languages Spoken in the Community) could be combined.
- Dr. Palacio suggested reframing to focus on the purpose of the action or the persons goals – if the goal is to learn a new language it is under L2 (Languages Spoken in the Community) and if it to read or write in a language you know it is L1 (Reading and Writing).
- M. McKenzie stated she will review the discussion and rework L2's (Languages Spoken in the Community) heading to focus better on language acquisition and consider if we can rephrase as “Individuals learning goals for an additional language” versus “language spoken in the community” to make the intention clearer.
- Kim E. shared she had met with a community contact that was focusing on language accessibility and if that should be considered in L2 (Languages Spoken in the Community). McKenzie stated that would fall under Belonging in The Library's plan because that was about having an experience where your needs for accessibility were considered and that most language and physical accessibility would fall under B1 (Connection) as it's about building a connection through considering the diverse needs of the community.

McKenzie reviewed the changes to L4 (STEAM and Emerging Needs of Learners) and L5 (Educator Support). Both were edited for clarity so that each piece of the goal was a separate sentence.

Adam P. inquired about the Professional Development statement in workplace of choice. McKenzie shared that a strategy for professional Development is part of the state requirements, so it was included in Workplace of Choice since it was focused on staff experiences.

b. Appendix 1 – Indiana Public Library Standards – Long-Range Plan of Service – Draft 1.0

M. McKenzie discussed the IPL Standards documents, and this is the first the board has seen this document. It is suggested that the board review this prior to the December Committee meeting. The conversation continued with a quick run through of the document, reviewing each criterion from the stat. McKenzie stated that this document is up to date in Boardable.

- 2) Update on Objective Generation Process with Staff (At Meeting)
  - a. Updated Strategic Plan Key Performance Indicators (KPIs)

M. McKenzie discussed the document and added that the measurements had not changed but the layout had been updated to reflect the latest goals and numberings in the strategic plan draft 3.0. KPIs have been identified that will allow us to identify positive outcomes from each priority or goal.

In addition, all staff have been given the opportunity to submit Strategic Objectives, which are the actions take. Each goal will have around 5 objectives which are the actions we will take to support the goal. Each objective is required to have a measurable outcome with a goal of reporting those measurements quarterly. The deadline for those is in mid-November. This will be brought to the board committee as an update in December.

McKenzie inquired of the committee how much time they would like to be given to review objectives. Dr. Palacio inquired if the objectives would change the KPIs. McKenzie stated no that the staff have the KPIs as reference to know what they're trying to support as they develop them.

The discussion around KPIs continued and how those relate to the values and objectives. M. McKenzie gave an overview and examples on how they relate based on questions in the discussion.

Dr. Palacio inquired about the KPI for Access and the total number of objectives per goal. The plans' theme is access but only one measurement is identified. McKenzie stated that thy tried to map a single KPI to each value, so there we other measurements of access in the KPIS, but that active cardholder per capita was the one that most strongly tied to total access. Dr. Palacio and Mckenzie had a brief discussion on if that measurement accurately captured access and the types of barriers – accessibility, socio-economic. McKenzie outlined the strategy for selecting KPIs, including using what we already measure where possible, and ensuring what we measure isn't burdensome. She reviewed the new measurements and the ways that access accessibility, and socioeconomic may be captured in the goal KPIs and/or objective measurements.

Dr. Riolo expressed concerns over staff's ability to understand the comprehensive view of the plan and measurements, that it requires interpretation by McKenzie to understand it. McKenzie stated The KPIs, and objective measurements will be assigned to staff so that there is accountability on achieving these goals and to help break the plan into meaningful and understandable pieces. Each piece will have a champion or steward, so that the plan become a collective effort but also nothing is lost in the complexity. McKenzie stated that the goal is also

that there will be a guidebook for staff to understand the plan and the measurements.

3) Discussion: Final Steps and Resolution for Adoption

It was discussed that a resolution is recommended to adopt the plan. Discussion of timeline occurred and December is targeted to approve the strategic plan. It was noted the resolution would have public facing plan and key materials to be filed with the state library. However, the objectives would not be finalized to file until January, so those would not be presented with the resolution. The goal is that board members would be given an opportunity to review and provide feedback on objectives prior to filing with the state library. However, McKenzie noted that objectives start to get into library operations, which historically has been delegated to the CEO, so it's not unusual for that to be handled under that purview and relationship.

Dr. Palacio stated that the board may not need to approve the objectives, but that they do need information about targets for the KPIs to measure the CEO's performance. McKenzie states that currently the plan is to measure and grow from where the last Strategic Plan left off. So, each KPI will be compared to the KPI's measurement at the end of 2024. Some objectives may set specific growth targets for a KPI, but that the success of the plan is projected to be defined as growth from the 2024 baseline. Dr. Palacio, Dr. White, and McKenzie had a brief discussion on KPIs and target measurement.

- 4) Next Meeting: Tentatively scheduled for December 3, 11:30 a.m., Library Services Center, Room 226,  
Note: Projected to be the Final Meeting for this committee

Dr. Luis A. Palacio adjourned the meeting at 3:44 p.m.