



Library Board Meeting Agenda

Indianapolis-Marion County Public Library

Notice Of The Regular Meeting
February 27, 2023

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

Martindale-Brightwood Branch Library
2434 North Sherman Avenue
At 6:30 P.M.

For The Purpose of Considering The Following Agenda Items
Dated This 22nd Day Of February, 2023

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

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

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

HOPE C. TRIBBLE
President of the Library Board

-- Regular Meeting Agenda --

1. Call to Order
2. Roll Call

3. Branch Manager's Report

Jena Mattix, Branch Manager, Martindale-Brightwood Branch, will report on their community and services. (at meeting)

4. Public Comment and Communications

a. Public Comment

The Public has been invited to the Board Meeting.

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

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

5. Approval of Minutes

- a. **Special Meeting, January 17, 2023** (enclosed)
- b. **Regular Meeting, January 23, 2023** (enclosed)
- c. **Executive Session, February 16, 2023** (enclosed)
- d. **Special Meeting, February 16, 2023** (enclosed)

COMMITTEE REPORTS

6. **Finance Committee (Dr. Patricia A. Payne, Chair; Mr. Raymond J. Biederman, Dr. Khaula Murtadha)**
 - a. **Report of the Treasurer – January 2023** (enclosed)
 - b. **Resolution 10 – 2023** (Resolution for Transfer Between Classifications and Accounts) (enclosed)
 - c. **Resolution 11 – 2023** (Resolution for Approval of Amended Contract with Innovative Interfaces, Inc.) (enclosed)

7. **Diversity, Policy and Human Resources Committee (Mr. Raymond J. Biederman, Chair; Mr. Curtis W. Bigsbee, Dr. Khaula Murtadha)**

8. **Facilities Committee (Mr. Curtis W. Bigsbee, Chair; Mr. Stephen Lane, Dr. Patricia A. Payne)**
 - a. **Informational Facilities Update** – Adam Parsons, Facilities Director, will provide the Update. (at meeting)

9. **Library Foundation Update**

10. **Report of the Acting CEO**
 - a. **Confirming Resolutions:**
 - 1) **Resolution Regarding Finances, Personnel and Travel (12 – 2023)**

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

- c. **Report from Collection Management Services Area** – Deb Lambert, Director, Collection Management, will provide the report on the following items: (at meeting)
 - 1) IPS Expansion in the Shared System
 - 2) Encyclopedia of Indianapolis -
 - (a) Indiana Library Federation (ILF) Collaboration Award
 - (b) EOI Redlining Article

- d. **CEO Search Evaluation Update** – Anita J. Harden, Chief Administrative Officer, will give the Update. (at meeting)

UNFINISHED BUSINESS

11.

NEW BUSINESS

12.

DISCUSSION AND AGENDA BUILDING

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

Items suggested for upcoming Board Agendas are as follows:

March 2023 – Social Services
Climate Improvement Plan

INFORMATION

14. Materials

- a. **Notes of February 14, 2023 Finance Committee Meeting** (enclosed)

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

- a. **Board Meeting Schedule** for the remainder of 2023 is as follows:

March 27 – Southport Branch

April 24 – Michigan Road Branch

May 22 – Irvington Branch

June 26 – Central Library

July 24 – West Perry Branch

August 28 – Warren Branch

September 25 – College Branch

October 23 – Haughville Branch

November 27 – Spades Park Branch

December 18 – Franklin Road Branch

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

16. Notice of Special Meetings

17. Notice of Next Regular Meeting

Monday, March 27, 2023, at the Southport Branch Library, 2630 East Stop 11 Road, at 6:30 p.m.

18. Other Business

19. Adjournment



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE SPECIAL MEETING
JANUARY 17, 2023

The Indianapolis-Marion County Public Library Board met at the Library Services Center, 2450 North Meridian Street on Tuesday, January 17, 2023, at 12:00 p.m., pursuant to notice given in accordance with the rules of the Board.

1. **Call To Order**

President Tribble presided as Chairman. Secretary Biederman was present.

2. **Roll Call**

Members present: Mr. Biederman, Mr. Bigsbee, Dr. Murtadha, Dr. Payne, Judge Salinas and Ms. Tribble.

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

At this time, Ms. Tribble addressed the meeting as follows:

Good afternoon, everybody. Happy New Year to Board Members I haven't seen this year yet. I want to begin today by thanking my fellow Board Members and Trustees for making time for this Special Meeting of the Board. I also want to welcome all members of the community and our library staff who've taken time out of their lives and schedules to be here today. I know that for many of you your presence here is motivated by feelings of anger, hurt or frustration. I also know and appreciate how deeply you care for this Library. In fact, the one thing that every person in attendance today has in common is how deeply we all care for the Indianapolis Public Library.

The people in this room represent a wide variety of opinions on the outcome of last year's CEO Search. Virtually every single one of us believes our own opinion is right and someone else's is wrong. Coming to different conclusions doesn't mean one person cares more or less than another. I hope that disagreeing with each other without disrespecting each other can be our goal here. If, however, there are attendees who cause disruptions that prevent the Board from proceeding through our Agenda in a reasonably efficient manner, I will warn them to cease the disruptive behavior. If they persist in disrupting the meeting, they will be removed from the meeting.

The next regularly scheduled meeting of this Board will be held in six days from now on Monday, January 23, 2023 at 6:30 p.m. The Agenda for that meeting will include time for public comment. As today's meeting is a Special Meeting of the Indianapolis Public Library Board of Trustees, public comment will not be taken. Anyone wishing to share comments or feedback with the Board is invited to do so at the January 23rd meeting, or through the online portal prior to the meeting. I want to thank each of you in advance for being respectful of one another as the Board conducts discussions today.

The purpose of this Special Meeting is to consider a resolution to hire a qualified and neutral interim administrative caretaker for the Library drawn from outside the Library's ranks. The resolution presented today would add Anita J. Harden, the principal of Interim Executives LLC, to the Library's leadership team as an independent contractor as the Chief Administrative Officer for the Library. Before I talk about Ms. Harden, I want to briefly outline why it would be useful to obtain the Interim Executive services for the Indianapolis Public Library at this time. Some of this rationale is also included in the resolution that we will hear and consider today.

Interim Executives are commonly engaged to bridge transitional periods in organizations after the sudden loss of experienced executive leadership. As we are all aware, the Library ran a national search process under the guidance of a professional search firm, but the process did not yield a permanent CEO. While two internal Library employees served in interim status over that time, the Library has been without permanent executive leadership for 16 months now. It is during interim periods such as this one that we are currently experiencing that Interim Executives can provide critical thought leadership and executive direction to navigate organizational transition.

An experienced executive like Ms. Harden will be of great assistance to the continued operation of the Library's services and programs without interruption, including meeting identified outcomes, the needs of the community and expectations of constituents. An external leader like Ms. Harden will focus solely on the improvement of the organization and can bring new talents and skills from which the organization may benefit.

Ms. Harden is a seasoned executive who has provided executive leadership for several organizations and worked through difficult times. In addition, she has served as both interim President and President of Community Hospital East, as well as Community Health Network Foundation. It is my opinion that the role of Ms. Harden will take on for a period not to exceed one year will be of the utmost importance to allow all stakeholders of the Library staff, Board, members and patrons to refocus on the Library's critical mission to our community.

The resolution to come before my fellow Trustees is the Consulting Agreement which is attached and outlines how Ms. Harden will be asked to assist Library leadership in moving through 2023. The resolution provides that the role will report to the Acting CEO so that the Library continues to be in compliance with applicable administrative code and statutory requirements. The job duties included in the agreement have been reviewed and discussed between Ms. Harden and the Acting CEO. They will allow Library leadership to adequately focus on fulfilling the important role this organization serves. The attached draft contract for executive leadership services provides information about the proposed role that Ms. Harden would fulfill at the Indianapolis Public Library.

In addition to Ms. Harden's efforts assisting the Acting CEO and executive team with accomplishing goals within our Strategic Plan and implementing recommendations of the Climate Improvement Plan, Ms. Harden has expressed the desire to assist Library staff in continuing to build internal leadership capacities, including identifying training and mentorship opportunities to build Library leadership from within. Before we proceed, I would like to ask Acting CEO, Gregory Hill, to share a few remarks related to this resolution with Ms. Harden

Gregory Hill, Acting CEO of the Indianapolis Public Library, then made the following statement:

Good afternoon, Board President and Board Members. As I understand the role of the Chief Administrative Officer, she will work collaboratively with myself as Acting CEO and with the rest of the Library's executive leadership team as we move forward with planning, evaluating and directing operations of the Indianapolis Public Library.

I believe this collaboration will be beneficial for the executive leadership team, particularly as we review the 2022 CEO Search Process and begin planning for a new search in 2023. This collaboration will afford us an opportunity to integrate some best practices used by large organizations in Indianapolis and to build leadership capacity with existing Library personnel.

I'm also looking forward to the leadership the CAO can bring to implementation of the changes recommended in the climate study. Even positive change can be difficult to navigate and is often more easily accomplished by someone from outside an organization than from within. I remain optimistic that the Library can and will come through this period of transition a stronger, healthier organization for the next CEO to lead.

Ms. Tribble then stated:

My desire as Board President is that the presence of Ms. Harden, as a recognized leader in our community, who will not be a candidate for the permanent CEO position, will allow space to collaboratively work as a Board and with all staff and leadership inclusive of our Library Union and Staff Association to execute a search for the next permanent CEO.

Each of you was offered an opportunity to talk with Ms. Harden in advance of today's Special Meeting. I also know that some of you are familiar with her from previous roles within our community. That said, we do have a resolution prepared and provided to the Board to bring her on in the role I've described. I'd entertain a motion regarding that resolution and following such, a second on that motion. I'll open the table for discussion regarding the proposed resolution. Is there a motion concerning Resolution 1 - 2023?

At this time, Mr. Biederman moved for the favorable approval of Resolution 1 – 2023, for the engagement of Interim Executives LLC, headed by Anita Harden, for the temporary role of Chief Administrative Officer. The motion is in the form of a written resolution as follows:

Resolution 1 - 2023

ENGAGEMENT OF CHIEF ADMINISTRATIVE OFFICER

January 17, 2023

WHEREAS, the Indianapolis Marion County Public Library (“Library”) has been without a permanent director and chief executive officer since September 1st, 2021; and

WHEREAS, following the successful completion of a search process for a permanent CEO, no candidate to whom an offer of employment with the Library was made accepted to offer resulting in Gregory Hill becoming the Acting CEO; and

WHEREAS, the Board of Trustees (“Board”) will be considering plans and timeframes for restarting the search process to identify a new permanent CEO (“CEO Search”); and

WHEREAS, during the pendency of the CEO's Search, the Board desires to add leadership from outside the library system to assist and support the Board, the Acting CEO, the Library's Executive Committee and staff in refocusing on the mission statement and vision of the Library, as well as the goals necessary to accomplishing the Library's Strategic Plan and to further implementing the results of the Climate Improvement Study; and

WHEREAS, the Board believes it's in the best interest of the Library to select from outside of the Library an experienced leader from the community who is recognized for successfully providing short-term leadership assistance and organizational stewardship, to provide coordination with and support to the Acting CEO on identified initiatives that will benefit Library and current and future Library leadership; and

WHEREAS, the Board supports the creation of a new temporary contractual role for the position of Chief Administrative Officer ("CAO"), which will be filled on an independent contractor basis; and

WHEREAS, the CAO will work under the direction of the Acting CEO and in conjunction with the Board supporting the mission statement and vision of the Library, supporting the organization goals provided in the Library's Strategic Plan, implementing recommendations of the Climate Improvement Study, building leadership capacity in the current Library personnel and other duties as recommended under the direction of the acting CEO and as may be properly delegated to the CAO; and

WHEREAS, the CAO will provide assistance to the Acting CEO on identified initiatives and objectives and will not displace or interfere with any duties and obligations of the Acting CEO as required under the laws and regulations of the State of Indiana nor the By-Laws of the Library Board; and

WHEREAS, the Library will benefit from an experienced external leader working with the Acting CEO to bring new talents and skills to the organization to assist with facilitating a smooth transition to a permanent CEO and to assist with providing stability for the organization, its staff and constituents; and

WHEREAS, looking to members of the Indianapolis community with experience in serving in the role of providing short-term outside leadership support for organizations, Anita J. Harden, the owner of Interim Executives LLC, was identified as an individual with significant strategic and operational leadership experience serving a variety of organizations and initiatives, primarily non-profit in nature, including serving in short-term leadership roles for organizations in transition; and

WHEREAS, following conversations with leadership of the Board and the Acting CEO, Harden has expressed interest to serve in the capacity role of CAO.

IT IS THEREFORE RESOLVED, that the Acting CEO is hereby authorized and empowered to complete negotiations of and enter into the consulting agreement by and between the Library and Harden as the owner of Interim Executives LLC not to exceed twelve (12) months from the date hereof.

IT IS FURTHER RESOLVED, that Harden's role as CAO is pursuant to the Consulting Agreement shall include but not be limited to, providing assistance to the Acting CEO in supporting the overall goals and the Library's Strategic Plan, implementing recommendations of the Climate Improvement Study, building a leadership capacity of the current Library personnel.

IT IS FURTHER RESOLVED, that Harden's role as CAO shall not include any duties which displace or interfere with any duties and obligations of the Acting CEO as legally required under the laws and regulations of the state or the By-Laws of the Library Board.

IT IS FURTHER RESOLVED, that the Consulting Agreement with Interim Executives, LLC for Harden to serve as CAO shall be in general conformance with the terms and conditions of the Agreement attached hereto as "Exhibit A" with such revisions and modifications as approved by the Acting CEO following consultation with the Library's legal counsel and any agreement execution and delivery affected by the Acting CEO be and hereby is confirmed and approved.

At this time there were several individuals in the audience that began shouting out and attempting to ask questions.

Ms. Tribble reminded everyone that this Special Meeting is without public comment. She noted that public comment will be taken at the Board's meeting next Monday.

Ms. Tribble then asked for a second on the motion which had been made by Mr. Biederman to approve Resolution 1 – 2023.

Judge Salinas seconded the motion.

Ms. Tribble advised that the motion had been moved and seconded. Discussion will now begin.

Dr. Payne noted that she wished to make a motion to amend and delay the vote on the resolution until new Board Members are seated. The motion was seconded by Dr. Murtadha.

It was mentioned that it would take four votes of the Board to pass this amendment.

There was then discussion on the proposed amendment.

Dr. Murtadha made the following statement:

There are new Board Members that will be appointed by the Indianapolis Public Schools and by the City-County Council, so we ask the question - Why the rush? Why the rush to hurry up and get someone in? The justifications for leadership tend to be overinflated. We have executive leadership that possesses a significant amount of direction and guidance. I looked up the leadership qualifications of this executive team and our Acting CEO.

Our Acting CEO right now has exhibited significant leadership and understands the significance of bringing together the individuals responsible for Facilities. We just met last week with the Director for our facilities, an excellent leader. I met two weeks ago with the person responsible for HR. We have so many leadership qualifications. I just want to speak to the leadership that already exists within our Library.

Gregory Hill has served as the Chief Public Services Officer for over 16, I believe, 17 months. He has served as an Area Resource Manager from 2012 to 2019. He's been a Regional Branch Manager for Lawrence. He's also served as the Community Branch Manager for Decatur. He's been a Librarian for Central, and an Adult Public Services Librarian and a Library Assistant.

The individuals who are responsible for our finances, for our facilities, for our communications, and other areas have demonstrated enormous leadership.

So, I wonder why the rush? For discussion purposes, why is, according to the resolution, additional leadership needed? Significant leadership is being exhibited by our Union, by our staff, by our branch managers, many of whom have written into us as the Board to express their support for the existing leadership of the Acting CEO, as well as for Nichelle Hayes.

For that amendment, I wonder why the rush? Help us understand why someone who is already our Acting CEO needs to have another person, at a dollar amount still to be determined, when we've already paid for a search firm; we've already paid for consultants to handle our communications; we've already paid for so many aspects of this. We are of the public trust.

The last point I want to make in addition to this is our conflicts of interest. Library Board Members, according to our By-Laws, in the capacity of trust imposed upon them, shall observe ethical standards with absolute truth, integrity, and honor. Library Board Members shall promote a high level of service while observing ethical standards. Library Board Members shall avoid situations in which personal interests are served or financial benefits gained at the expense of Library users, colleagues, or the institution. Library Board Members will not use the Library or their position with the Library for personal advantage or the personal advantage of friends or relatives. Any Library Board Member should disqualify himself or herself immediately whenever the appearance of a conflict of interest exists. Library Board Members shall conduct themselves in accordance with the conflicts of interest principles set forth in the By-Laws and with the established Code of Ethics for IMCPL, Board of Trustees and employees, as may be amended from time to time. I read these and I kept trying to understand, why the rush?

To the last point, I wanted to also point out, which to me is a really important one, I have declined phone calls and text messages asking me to attend to a particular issue. Like, oh, here's a text message, "What committee do you want to serve on?" Here's a phone call, "I'd like for you to talk to me about this." When we, as a collective body, should be in these discussions even when disagreements occur. Instead, individuals have called me or texted me or sent a message and I thought, no, this is not the way a public trust should be handled.

So, we will move forward with this kind of movement before the appointees that you have amended this resolution for are made, individuals who are really looking at conflicts of interest when it comes down to procedural justice and due process. Which requires us to meet, discuss, and confirm the kinds of things that we will believe in. I will not just take phone calls from individuals saying, "I want to meet with you." No, we are a Board of Trustees with the public trust handling over \$70 million. We will just continue to say, dole it out to individuals.

Thank you, Ms. Payne, for the amendment. I hope that our Board Members, even though they've already had discussions, as I found out just a little while ago, said they will continue to move forward on a Chief Administrative Officer outside of the established leadership that our internal individuals, like Gregory Hill, like Lolita Campbell, like the individuals who are already providing leadership for this Library. We'll continue to do so until we appoint the CEO.

Ms. Tribble then announced that we would take a vote on the proposed amendment that had been moved and seconded but she pointed out that we talked about getting started with the process of a new CEO search.

She agreed that it's a testament to the team that is already in place that things have gone well but there's a CEO for a reason. We are looking to bring someone in to start to bridge that gap and to help and support the organization in this interim. Sixteen months is a long time. We probably have at least six to nine more months to go based on the plan that we're planning to pursue. So, time is of the essence and we want to move forward.

Dr. Payne then mentioned that she failed to see how bringing in another person is going to bridge any gaps, particularly when we already had Nichelle Hayes. She stated that she is so much not in favor of this idea of bringing in a Chief Administrative Officer.

Dr. Murtadha then asked how much the Chief Administrative Officer would be paid.

Ms. Tribble advised that it was an amount not to exceed \$190,000.

Dr. Murtadha commented that this is another aspect. She said as we look at the total expenditures for the searches, for those individuals who are consulting with us, for our legal fees that we're paying to Clark Quinn and how much of this work goes forward. She keeps asking herself about due process and the collective deliberations of this Board that allow for these kinds of contracts.

Dr. Murtadha then asked Dr. Payne, as Chair of the Library Board's Finance Committee, if she had been consulted with regard to the cost of this contract.

Dr. Payne responded that she had not been consulted.

Dr. Murtadha commented that she, as a Board Committee representative to this body for deliberative purposes, goes back to this whole idea of the By-Laws for the powers and governing body. And under powers it says, "The Board shall govern and set policy for all the affairs of the Indianapolis-Marion County Public Library. It may make rules for the discharge of its responsibilities and it may manage and ensure all real and personal property belonging to the Indianapolis-Marion County Public Library." The way that we have discharged was to set up committees, and each of the Board Members were to be responsible on those committees. That was the procedural approach. Which has not been done according to what you're saying, Dr. Payne. Is that correct?

Dr. Payne confirmed that she had not been consulted.

Dr. Murtadha then asked Mr. Bigsbee, the Chair of the Facilities Committee, about sending out information pertaining to the Committee ahead of time.

Mr. Bigsbee responded that he does send things out ahead of time if possible but there are times we get things right at Board Meetings.

Ms. Tribble advised that if there was no more discussion on the amendment, we would take a vote.

After full discussion and careful consideration of the proposed Amendment to delay the vote on Resolution 1 – 2023 until new Board Members are seated, it is noted that the Amendment failed on the following roll call vote:

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

Dr. Payne – Aye
 Judge Salinas – Nay
 Ms. Tribble – Nay

Ms. Tribble confirmed that the Amendment did fail on a vote of four to two and discussion would now continue on Resolution 1 – 2023.

Dr. Murtadha then made several points as to the motion. She noted that she had received the resolution for review yesterday, which was a national holiday, at 4:48 pm. This is inappropriate for due process for this Board to move forward on a resolution not giving us any time for deliberation as a collective body. And to receive phone calls or individuals to contact us individually, and not speak to us as a collective group involved in this kind of work.

She was concerned because, over the weekend, she received message after message after message speaking to the Board, and but there was no conversation about that. No conversation about the many comments that have been made about the prior resolution at all. Dr. Murtadha noted that she and Dr. Payne had not been asked to participate when Gregory Hill was appointed as an Acting CEO. They were not consulted at all.

Dr. Murtadha went on to discuss the letters that have come through to the Board from a concerned tax paying citizen in Marion County, “I am concerned about your leadership after viewing a post on social media concerning your refusal to hire Nichelle Hayes as a CEO. I must share my opinion as a college educator for...” These messages go on and on and on. And we act as if nothing has come in for us to discuss as a collective body with due process. We just say, let's go ahead and vote. Let's move these resolutions forward. We have been called dysfunctional. We have been called these names. So, Mr. Hill and the executive team have stepped up, convened and said they will be going to the different branches to meet and to talk.

At this time, Mr. Hill confirmed that was the case.

Dr. Murtadha then referenced talking about and planning next steps. These are the things that require deliberation. They don't require us just to go ahead, pass another resolution and tell someone who is a highly qualified person to handle many issues out in the community. But the Library requires Library leadership. This is for discussion purposes.

She went on to apologize saying that she didn't want to fuel vitriolic responses. She wants the Board to be a thoughtful, deliberative body. She noted that the whole time that she has been advised by legal counsel, she has asked again and again, let us know what these deliberations are about but this has not been the case.

Dr. Payne agreed that it had not been the case.

Dr. Murtadha then thanked everyone who had spoken both for and against Nichelle Hayes and for those that decided that this is the direction to go.

Lastly, she spoke about the costs. Searches, consultants and communication experts are costing the public dollars. Those on the Board persist that it's okay to hire another person who does not have library experience.

We have the public trust to respond to. She wanted to know how the Board can react as if this does not affect the public trust dollars that the Board is responsible for.

She continued by saying that being first is not easy. Nichelle Hayes stepped up to the plate to be the first person that's within the Library system to take on the role of CEO. It was not easy. She was straightforward. She talked about what she needed to do to be even a better CEO. She worked with the existing executive team, some of whom said all kinds of concerns and good things about her leadership, and we ignored it without further deliberation. In fact, the Board received resolutions turned over upside down and expected us to turn them over and then go ahead and sign. Thankfully, the legal team at least sent us something last night, yesterday evening at 4:48 p.m. for us to look at. This is not the way.

There was a question about the definition of democracy in this process.

Dr. Murtadha responded that the democratic process here means that the minority of votes does not count. That's why the amendment that was offered before where we get additional opportunities for new people to come and think with us as a Board is critical. She commented that the By-Laws speak to the ethics of this work. It repeats it again and again in terms of the conflicts of interest. There are many things that are legal, but unethical.

3. **Resolution 1 – 2023** (Engagement of Chief Administrative Officer)

After full discussion and careful consideration of Resolution 1 – 2023, the resolution was adopted on the motion of Mr. Biederman and seconded by Mr. Bigsbee, to approve Resolution 1 – 2023, the Engagement of Chief Administrative Officer. Resolution 1 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Nay
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Nay	Ms. Tribble – Aye

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

4. **Other Business**

None.

5. **Adjournment**

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

The Chairman declared the Special Meeting adjourned at 12:40 p.m.

Raymond Biederman, Secretary to the Board



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
JANUARY 23, 2023

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana on Monday, January 23, 2023 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

Members present: Mr. Biederman, Mr. Bigsbee, Mr. Lane, Dr. Murtadha, Dr. Payne and Ms. Tribble.

Members absent: None.

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

Good evening. I want to welcome all of the members of the community who are here this evening. Your presence illustrates you care for the Indianapolis Public Library. Thank you for coming and for being engaged community members. I also want to say thanks and welcome to the members of our wonderful Library staff who are in attendance tonight, and to continue to express the Board's deep appreciation for your dedication to our Library, to its patrons, and to this community. Thank you to all of our Board Members for your presence tonight and a special welcome to our newest member, Mr. Stephen Lane.

Mr. Lane is familiar to the Board in many ways, including as a former employee and as a frequent contributor to our Public Comments section of the meeting. We're glad to have you at the table, Mr. Lane, and I look forward to working with you to move the Library forward, not only to address the matters in front of us today, but as we work on shaping the Library over the long haul.

One of the things that I found useful as a new member was the opportunity to meet with staff and with the other Board Members especially, and in fact, getting to know the other Board Members is the first priority that's set out in the Library Trustee manual, called "In the Public Trust." And I look forward to meeting with you and finding out more about your interests and concerns as a Board Member and I encourage all the other Board Members to do the same. So welcome again and welcome to all of our Trustees tonight.

Finally, I want to welcome someone who has known me all of my life and that is my

mother, Hazel Tribble. I wanted to thank her for coming out tonight with support for me and I thought my Dad was going to be here, but sometimes Tribbles run late, so we'll look for him.

Okay, this is our first Regular Meeting of the year and in my new role as President, I would like to suggest a way forward for this Board, as we set about doing the five tasks that are assigned to a Library Board under state law and also prescribed In the Public Trust. Those five tasks are: Setting board governance policies, hiring a director to manage the Library; planning for the future of the Library; monitoring and evaluating Library effectiveness; and advocating for the Library. With those tasks in mind, I would like to highlight what I see as 2023 priorities, which I've also shared with the Trustees in an earlier email.

Over the coming years, as we work to improve overall Board governance and the Board's impact on the Library climate and culture, my hope is that we will work collaboratively to improve our communication and operations as a Board. In that vein, and using the climate improvement recommendations as a guide, I've identified three areas for the Board's attention this year.

Board governance and operations is the first one, re-unifying the Board under an agreed upon protocol to create and support a healthy, functional culture that keeps us mission focused, even and especially when we disagree. This is a key to our ability to create the right governance for the organization and to increase staff confidence in the Board. The second is climate and culture. Supporting the implementation of recommendations of the 2022 Climate Study report with a relentless commitment to accountability and measurement of our progress toward improving the climate and culture of the organization. One of the things that showed up in the climate recommendation is that staff has low confidence in the Board and improving that confidence can be helpful for improving the entire organization's climate and culture.

Third is Library leadership. Identifying and installing and supporting a creative, engaged, proactive Library leadership to lead the Library in our strategic goals as we strive to reach the highest potential for our library system and service to the residents of Marion County. And further our work under goals number one and two, needed to make it more conducive to finding the person for the role who will lead the Library forward.

Our differences notwithstanding, this Board as a group is dynamic. Some of us are outspoken, a few of us have strong opinions about how things should go, and every once in a while we clash, but the strength and the diversity of our team is evident. We are diverse professionally as well as personally. In aggregate, we bring expertise in law enforcement, education, law, library science, public policy, government, and business, just to name a few.

We are all committed to public service. If proven only by the time and the energy that we devote to this institution as unpaid volunteers. If we combine these strengths with our individual and collective commitment to move forward in a constructive, healthy way, keeping the mission and the health of the organization always in front of us, I know we can confront and navigate the change required of us as leaders of this institution.

As our Acting CEO said last week, it is never easy to confront change. To do so effectively, we will need strong collaborative relationships that are resilient in the face of conflict and

we certainly have an opportunity there. I am committed to developing a relationship with each of you and I invite you to join me in the work of building strong relationships with each other. I can tell you that I serve this Board because I love this institution and what it stands for.

I searched card catalogs, if anybody remembers what those are, at the Eagledale Branch for my first speech about gorillas in the fifth grade. Our teachers used to call those speeches “Morning Talks”, and any proper Morning Talk had to have visual aids. It was a three to five minute speech. I will never forget it. I was so excited to find out that I could not only check out books, but also photos mounted on cardboard, which was big stuff back then, of gorillas to use as visual aids during my speech.

So, the Library has been part of my history and I'm grateful for the resources it's provided to me well before the age of now when we can Google and print photos directly from the Internet. And even with these advances, the Library is still a source of opportunity and resource for our community. I accepted the invitation to serve on this Board as a way to give back to the institution and to help it continue to be a place of wonder and learning for our community. I am sure that other Board members have memories and reasons for their service on this Board, and I invite all of us to think of those reasons and to use them as the impetus for us to move forward.

I will continue to push for all of us to be able to disagree with each other without disrespecting each other. Disagreements are inevitable. Disrespect is a choice from which we as Trustees have a duty to refrain. I look forward to working with you to support the realization of the vision, the mission, and the values of the Indianapolis Public Library. As I wrap up, I want to remind us what they are as set out in the Library's Strategic Plan 2021-2023. Our Mission – The Indianapolis Public Library enriches everyone and strengthens communities by inspiring lifelong learning. Our vision is to be a center of knowledge, community life, and innovation for everyone in Indianapolis. Our values are racial equity, adaptability, communication diversity and inclusiveness.

Thank you for your attention to my opening remarks. In a few moments, we will invite those who have signed up to give comment to come before the Board and share their thoughts. I encourage all participants to endeavor to express any points of disagreement without disrespecting the members of this Board, or your fellow library staff, or patrons, and to receive others' ideas and comments with the same level of respect. This has been a challenge in several of the Board's recent meetings, but I believe we can set a new precedent tonight. Under Indiana's Open Door and Public Access Laws, community members have the right to attend and to observe these meetings, but not to disrupt them. The Board and staff dedicates significant time in these meetings for the public to share their thoughts and feedback. But this participation does not extend to discussion between the Board and members during the meeting.

In accordance with Indiana Code, if there are attendees who cause disruptions that prevent the Board from proceeding through our Agenda in a reasonably efficient manner, they will be warned by the chair to cease the disruptive behavior. If they persist in disrupting the meeting, they will be removed from the room. For everyone's safety, attendees are not permitted to approach the Trustees' table, unless invited to do so. And we ask that everyone refrain from using vulgar or profane language during the comments. We're a Library folks. I'm hopeful that there will be no need to enforce this Code tonight, but I will take the steps

necessary to ensure everyone's safety, and to ensure that we can do the business we're responsible for handling here tonight. Thank you for your cooperation and your understanding.

I think that our Communications Director described that we have a little bit of a new setup tonight. So Angie Gilbert, who is Executive Assistant to the Board and the CEO, will read the names of those who have signed up to speak. Each person should come forward and be seated at the table. There's a five-minute time limit, which has always been the case, and we have a clock here that will assist you with the countdown. So we ask that you observe that time limit, when you come forward. And with that, Ms. Gilbert., would you please call for the first public comment?

3. a. Public Comment

The Public was invited to the Board Meeting.

Speakers -

Sarah Parker - I live in Pike Township. I really didn't want to come, but I've been fighting with myself. I'm a retired educator. I like leaning back in my recliner, with my husband, just watching TV. Although, that's not all I do. I participate in a lot of organizations. I still work with youth, even though I'm retired. And I never came to the downtown library so much, until Nichelle Hayes became a part of it. I was so excited about the section (CBLC) that I know that she helped to establish.

I came down, because it showed that African-Americans have done so much, which being a social studies teacher, I already do, but not everybody knows. And I was just real excited about that, but my excitement didn't just go away with that one time visit. I came back several other times, because of programs that were here. And each time, I was really proud of those programs. I invited my oldest cousin to ride and come along with me, and we had a great time. And also, one of my organizations, we brought our youth. And our youth came down, and they enjoyed it. A lot of young people don't use the Library as much as we did. They have their cell phones, they have their computers, they have other way. But when you have young people and older people that are encouraging this, they can get that excitement, too.

I looked at the art program, during Black History Month. I looked at a lot of things, because I also still involve young people in competitions. I retired... I started in IPS, but... This will tell you how old I am. I got a pink slip, not because I wasn't capable, but because I taught social studies, and most social studies teachers were also coaches. So they let some of us that had more seniority go and kept the coaches/social studies teachers. I ended up being a home-school advisor, where I did a lot of CPS reports. Because I'm a trusted employee, that I would do the right thing, whether it involved a parent, or a teacher, or somebody in the community. They know I believe in doing the right thing, and that's why I'm here tonight.

I could no longer stay at home and suffer in silence of what I saw going on. And I kept saying, "Hmm, it must be deeper than her knowledge. She must have upset somebody, personally. What did she do?" I kept asking myself, because I knew she had the knowledge, she had the degree, she had everything. And I'm thinking, I've

been hurt by people before, and boy, I wanted to get back at them. But I remember, as a Christian woman, vengeance belongs to Him. And I didn't want that to be the reason, and I said, "If that's the reason, you need to pray over it. And you need to let God handle it, because He will handle it." Because professionally, all I've seen... And I'm not her best friend. We don't hang out together. I might want to in the future, but that is not the case. We don't even belong to a certain organization... I belong in one organization, she belongs in the other one. I just put it like that, in one of the areas.

But I have seen her on so many levels, and I'm the type of person... I'm shaking now, because I'm an emotional person. Because I love people, even those they disagree with what I'm saying right now. I still love you. We are just going to be disagreeing, but I'm not going to hate on anybody. But I'm shaking right now, because I hate to see anybody put through what I've seen this woman put through, and still be strong. I recently heard her, where all her credentials and everything, and she's up here speaking. I'm thinking, "How can she even do that, being attacked the way she's been attacked?" And I don't mean by physically. I'm talking about emotionally. That has to hurt, because it hurts me, and I'm not the one being attacked. I hate to see anybody mistreated, and it's not all about color, either. Because a young girl, I saw a couple of black guys beating up on a white guy, and I wanted to go rescue him. That's just me. I love people.

And I'm just saying that this young woman, if it's a financial problem, then why are we spending so much money trying to find somebody, when we got somebody right here staring us in the face, that can do the job? I just celebrated... And I speak in parables sometimes. Sometimes my sons say, "What does that have to do with anything?" But I just celebrated 48 years of marriage to a man that I knew in grade school, and in high school, and lived a few blocks away from me. Surely, I went off to school and had other boyfriends. He had other girlfriends. What I'm saying for sometimes, we can search all over, can't find nothing no better. So, we need to look at what we have. And how many more minutes, because I want to be respectful, do I have?

I'm just want to express myself, because there's that old saying is, "They came after this group, and I didn't stand up. And they came after that group, and I didn't stand up. They came after me, and there was no one left." And I just don't want to be that person, that in my heart, I wanted to support this young woman that has shown me, the students I brought, and a lot of people in the community. Somebody wanted to hand me a sign. I said, "I don't need a sign. I'll let my words speak my heart, of what I'm feeling." And I'm not here to attack any of you, but I'm telling you, I've had young women that got in my way in certain areas. It could have been with a boyfriend or something else, but when they came up for something, I would not mistreat them.

My heart is not like that. I still be kind to them. I would still give them water and if they needed to be on something, and they could do a good job, go ahead and let them do it. I might step aside and help from afar, so I don't have to mingle with them. But at the same point, I don't believe in mistreating anybody. And I'm not saying you got to take somebody in, just so you don't mistreat them. She's qualified. She has the paperwork. And if she wasn't qualified, why in the world would you want someone unqualified person even as an interim? That makes no sense, to me. I wouldn't want somebody as interim for me on anything that I didn't feel comfortable with. She

would not be there in the first place. Why would somebody come in and set up a whole section on diversity?

And I see you have a diverse group, in the way you look. But what's in your heart? And I'm asking you, if you have any animosity toward this young woman, pray about it. If she didn't speak one day to you, or she had a crossword, maybe she was going through something.

There was a man on my job. I was one of the people that stood up for the teachers, go to the meetings, and all this. He was in the other organization. And he said, "Teachers shouldn't strike. Teachers shouldn't do this." I said, "Okay. I do what I got to do, and you just hope." But I spoke to him every morning, and when he didn't speak, I thought he didn't like me. Well, I didn't want that. I kept on speaking. Somebody said, "Sandy, it's not you. He has a daughter that's in the hospital with leukemia, and he's probably got his mind on his child." So from that point on, I realized everything ain't about me. Sometimes people don't speak, sometimes people are not nice, but if they're doing their job and doing it well, that might just have been a bad day. So if that is a problem, erase all that. Look at her qualifications, look at her work, look at the people that are supporting her. Please do the right thing. Do the right thing.

Kyle Reeser – Hello. So yes, my name is Kyle Reeser. And, like the previous speaker, I'm a resident of Pike Township. I'm also the Circulation Supervisor at the InfoZone Branch of the Library. First of all, I'd like to thank Hope Tribble, Curtis Bigsbee, Raymond Biederman, and Jose Salinas for their letter to the City-County Council, explaining why Nichelle Hayes was not selected as the CEO, after Gabriel Morley declined the position. It was enlightening, and it answered a lot of questions that I had. But portions of the letter raised further questions, so I'd like to ask them here.

"The trustees made no promises or guarantees that the person assuming the interim position would advance or be promoted to the permanent role." Did anyone really claim that such promises or guarantees had been made? While many people, myself included, thought that Ms. Hayes was a shoo-in for the position, that belief was based on what we saw as her superior qualifications, rather than some implicit or explicit promise the trustees had made. Perhaps some in the community did believe that such promises have been made, in which case I can see the necessity for that statement by the signees.

That section of the letter also noted that, "At the time Ms. Hayes agreed to serve as Interim CEO, she stated that she was undecided about whether she would participate in the CEO search process." How is that relevant? There could have been any number of factors preventing Ms. Hayes from making a decision at that time, and her reasons were her own. Nevertheless, she did decide to participate in the search process, and she did so with a will and a passion that I can only admire.

"It is also important to note that the level of experience and skills required to serve as the Interim CEO are quite different from those who trustees sought in a permanent CEO. While many have assumed that having the capacity to act as Interim CEO is a defacto illustration of having the necessary skills and experience to act as a

permanent CEO, this is not the case. The trustees were willing to accept an Interim CEO with far less managerial, leadership, and fiscal oversight skill, and experience, than expected of a permanent CEO, at an institution as large as the Library." Now, that doesn't name Ms. Hayes directly, but given the context, it makes it clear that most of the trustees didn't think that she had what it took, didn't have the skill and experience needed to be the CEO. And that's fair enough, but that level of skill and experience should have been factored into the minimum requirements of the job.

Later on, we get this quote, "The Library's past practice and precedent have been to allow internal candidates to interview when they apply for internal positions, provided they meet the minimum qualifications. That practice did not change for the CEO search process." Again, it doesn't name Ms. Hayes directly, but it does imply that she did at least meet the minimum requirements. And true, it was the CEO Search Committee, rather than the trustees, that made that determination. But the fact that it was mentioned in the letter, that it brought up the Library's past practice precedent in this manner, is sort of a tacit acknowledgement, I think, that the authors felt that Ms. Hayes was an adequate candidate, but not quite as experienced as they would've liked.

"The fact that Ms. Hayes was one of the three final candidates should not be construed as an indication that the majority of the trustees believed Ms. Hayes, or any of the other final candidates, to be a viable option to be selected as the permanent CEO." I may be splitting hairs, but the addition of "any of the other final candidates" here, implies the majority of the trustees didn't really believe that Mr. Morley was a viable option, either. But they still selected him, rather than deciding then and there to restart the CEO Search Process, a possibility the writers of the letter acknowledged, when they wrote, "In fact, many public institutions, even some in the city, have failed on leadership searches, and restarted processes multiple times, because they did not determine any of the candidates to be viable." Granted, the trustees would've received a lot of pushback from staff and the public, had they done that from the get-go, but not nearly the pushback the trustees received by selecting Mr. Morley over Ms. Hayes.

And why was Gabriel Morley selected? There's information to which I'm not privy, but there were a number of red flags. Former employees accused him of mismanagement during the COVID pandemic, and misleading voters, regarding a bill that would've slashed library revenue by 50%. When serving as the Director of the New Orleans Public Library, it was pointed out that he seemingly didn't meet a residency requirement. And then within hours, he'd resigned as director, with no real explanation. But the CEO candidate presentations on December 7th, he claimed that four years was "a long time" to serve as Director of the library, all but guaranteeing that by selecting Morley, we'd need to have another CEO search in just a few years.

Knowing those things, the majority of the trustees still voted to offer him the position. My concern, and I hope it's unfounded, but is that the Board just wanted another Linda Mielke, someone to come in, make a lot of unpopular decisions, and vanish into the night, leaving everyone else to clean up the mess. I don't know what exactly the trustees are looking for in a CEO. For my part, I want someone who can lead the entire system, and who serves as the public face of the Library. I've worked for IndyPL for over 20 years, and a number of CEOs have come and gone.

And in eight months, Nchelle Hayes did more to lift up staff and build community trust than any of those others did over the course of years. Thank you.

Mashariki Jywanzon - Greetings and thank you for this opportunity. My name is Queen Mother Mashariki Jywanzon. I represent several different organizations here in the community. I have been before you before, not because I wanted to be, and not that I want to be here tonight. But this is a matter that is very critical. I attended a Dr. Martin Luther King Jr. Program in Lexington, Kentucky. I was asked by some of the leadership in Lexington, "What is going on in Indianapolis, in the public school?" There were people there from Cincinnati, that asked, "What is going on in Indianapolis?" This has really become a national embarrassment, in terms of how this Board has handled this situation, which is why we have called for the resignation of those, Tribble, Bigsbee, and Biederman. Because we have no confidence in your decision-making.

I have stated that the last time I was here, and since then, you continue to make bad decisions. You continue to ignore the community. I, like so many others, were at that last presentation that Nichelle presented, along with the gentleman. There was only two of them left. Someone dropped out, which was of no fault of Nichelle's or anyone. And then, when the gentleman dropped out, anybody who's ever been in any type of human resources and hiring people, would know that she should be next. Now, why she wasn't, I have no idea. And all the excuses that you all are making, make no sense. Because how did she get to be number two?

So again, I believe, because we have no confidence in your ability to make good decisions for this community and for this Library, that you could do us all a favor, and just resign. I was very appalled when I came to the special meeting, and you had hired someone for over \$100,000, to work with the interim that you had brought in, to do the work that Nichelle has done by herself. Again, a waste of taxpayers' money, and I don't take that lightly. I'm retired and I'm on fixed income, and I watch where my tax dollars go. I don't know if any of you have any political ambition, but I'm just here to tell you personally, I would never vote for you.

So, thank you for listening to me. And again, our position is that Nichelle Hayes should be seated, and those three board members should resign. Thank you very much.

Adam Stant - Hello, my name is Adam Stant. I'm a Pike Township resident, and regular Library user. Oh, okay, I have to speak into the mic. My name is Adam Stant. I am a Pike Township resident, and a regular Library user. I am here to speak on behalf of myself, as a homeowner and a voter in this city. And there are many moral issues that surround this decision. I don't know if I can appeal to your morals. But I would ask to appeal to your financial responsibility, your fiduciary duty, as members of this Board, to not create another contract that will use money that could be used to purchase books, to educate this community, to grant a contract to a company that will come in here... And I tell you what, the public knows. The public has told you what they want. And I would ask that any of the members of this Board who work for an institution that contracts with the City of Indianapolis, or any other public institutions, recuse themselves from this decision. And I would ask you, don't spend the money on telling you again, what the public has already said. Thank you.

Barbara Ann O'Leary - All right. My name is Barbara Ann O'Leary. I care passionately about our community, and the Library workers, who show up every day to meet their diverse needs. It's time for a new era of thoughtful, engaged, sustainable leadership at IndyPL. Stephen Lane joining the Board offers a glimmer of hope. Stephen has a deep commitment to the Indianapolis community, and to building a truly inclusive, equitable library system, that can support workers and patrons. His lived experience as an IndyPL library worker and union member will be of tremendous value, as he contributes to the Board's deliberations, and helps guide its actions moving into the future. I look forward to the City-County Council acting quickly to fill the remaining vacant Board position with someone who shares this commitment, so the IndyPL Board can correct course and work together as a fully functioning body, to make decisions in the public's interest.

I invite any current Board members who do not share a heartfelt commitment to working in service to the community, together with all of those on the Board, to step down and make space for someone else to do this important work at this time. I serve as a VP of AFSCME Local 3395, and I work as a Youth Multimedia Learning Specialist at Central Library's Learning Curve. Youth Multimedia Learning Specialist is the new title for what had previously been known as Activity Guide. I joined the Learning Curve team almost 18 months ago, filling the space opened up after Bree Flannelly left, and subsequently went public with her concerns about systemic racism within the library. I take seriously the responsibility to dismantle systemic racism, and to help create a culture where workers and community members can thrive. Each day, I commit myself to taking actions that will open up possibilities for transformation.

I have worked tirelessly to seek ways for IndyPL to better serve kids, teens, and families, and to dismantle patterns that hold us trapped in the past. I know that there are many other Library workers within the system who are dedicated to this, as well. But, without strong visionary leadership, we will not attain our goals. The same month I joined the Learning Curve, Jackie Nytes vacated her position as CEO, in the wake of Flannelly's allegations. Since then, we have been without permanent leadership, not only in the CEO position, but in many other roles throughout the system. At that time, the Board insisted that a CEO could not be hired until a climate study was conducted. The CEO search process has been a debacle. The latest example of this is the Board's recent decision to push back the hiring of the CEO for perhaps another 12 months or more, while creating a completely new Chief Administrative Officer, a consultant position, and filling it with someone with no library experience, who freely admitted to the press, she had not even read the climate study report.

This new CEO envisions yet another round of listening sessions. Library workers have shared their experiences over and over again. We want responsive leadership, and we want it now. Library workers are drawn to this field by a deep desire to help people thrive. We are resilient and tenacious. But every day, I encounter coworkers, frontline workers, as well as managers, who express dread at the thought of coming to work, given the upheaval in leadership and the lack of clarity about whether this organization has the resolve to tackle the issues laid out in the climate study report. And what is perhaps most saying is that we had the kind of leadership we need, in Nichelle M. Hayes. The mishandling of the CEO search has disrupted the progress we were making. In April of last year, shortly after the publication of the climate

study report, Hayes replaced John Helling as Interim CEO.

During her eight plus months as Interim CEO, Hayes showed great skill, and made dramatic headway in beginning to address the climate study recommendations. Staff regularly commented that they appreciated her transparency, her resolve, her skill and her vision. We all know we have a long way to go, but we were feeling confident that we were heading in a favorable direction. Hayes is a highly educated, experienced librarian and community organizer, who is a leader in librarianship at the national level. And she is a change agent. Her vision is clear, grounded, community and worker focused, and her commitment to diversity, equity, inclusion, as well as intellectual freedom is unchallenged. So she is fiscally responsible, practical. She listens, she takes actions. She's the kind of leader we need. Any organization attempting to dismantle systemic racism within its policies and practices will find resistance among those who have benefited from the structures that have been in place during their tenure.

We must not allow ourselves to be held back by those who are fearful of change, or who are out of step with IndyPL's stated intention to move beyond the patterns of the past, to forge a bold new path forward. Indianapolis deserves a Library Board that actively seeks to engage with members of the community, and is able to recognize the kind of CEO we need at this time. Please take action to set us on a viable course forward. Indianapolis will thrive, if we are able to meet this moment. Thank you.

Wildstyle Paschall - Hello, I live in Center Township. Let me start by at least trying to be classy. Thank you, Dr. Payne and Dr. Murtadha, for your leadership and grace throughout this. Congratulations to Stephen Lane. To Tribble, Bigsbee, and Biederman, y'all have truly united the community. You brought blacks, whites, Latinos, gays, straight people, and everything in between, Democrats, Republicans, socialists, communists, you've brought them all together, and have probably boosted the attendance at these meetings, by at least 400%. So, through your actions, congratulations.

We're going to have to talk about ethics, though. In the opening remarks, we talk about respect and everything, but we haven't talked about ethics. I haven't heard the word "ethics" said. And respect is not lying to the community. So when I have to FOIA request about what's really going on, and I discovered that at least several of you Board members have had the website changed, to reflect inaccuracies about the resolution you passed. That's lying to the community. And how do you demand respect from the community, but you won't give it back? It's incredible. We talk about DEI, diversity, equity, and inclusion, and accessibility, because I did read the climate study report and then we create, we rig a system to get a CEO that by weighing DEI in the category out of 10, four times lower than some of the other categories, and then perpetrate to the community that we care about DEI and perpetrate to the library workers too. You've maligned Nichelle in so many ways with that letter. It was embarrassing. Y'all should be ashamed of y'all selves and y'all should resign. Absolutely, but I don't understand. I think that you made it a point of saying that y'all are unpaid volunteers. What are you gaining out of this? Is it legacy? Is it a hope that you'll be able to leverage other political positions for this later? Because I can tell you that there's enough people here, we're not going to vote for you and we might protest your next appointment.

I know we did with Mr. Bigsbee there, at City-Council, and this may go on. But if it's legacy, if it's legacy that you're doing this for, just understand that this room, and the protests, and the comments, and the petitions have been filled with historians, authors, writers, musicians, culture leaders, educators from grade school, to high school, to college professors and in large numbers. We will write your legacy, your great-grandkids will be hearing about what you did in this moment from us. And so if you care about your legacy, please resign now. Don't drag this out, don't continue to hold the Library hostage, resign. Try to take a road to redemption.

I'm sure the community may forgive you, I probably won't, but the community may forgive you for your crimes and that are crimes. You violated ethics, that meeting that you had last week, knowing that another appointee was on the way and you rushed to spend \$190,000 of my money. \$190,000 for somebody with no library experience when you wrote a letter of maligning the woman's, saying that she didn't have enough experience for your taste. It's hypocritical. You've gaslighted the community, you've disrespected us, and then you have a whole police, you have a whole military force waiting out there and you tell us how much you're going to have us removed and you talk about respect, but you haven't given it. Just go home and look in the mirror, look at yourselves and what you've become, and please resign when you get done.

Michael Torres - Good evening. My name is Michael Torres. I'm a Public Service Associate at Central Library, and I am president of AFSCME Local 3395. My comments and questions tonight come from the feedback pertaining to the Board from the climate improvement process since last April. Trust and transparency are just two issues the data the CPI revealed. In the past year you've had a few special board meetings and denied public comment at every one of those meetings. I'd like for you, or the attorney, to tell the public what code or by-law allows you to exclude public comment at any board meeting special or not. Also, for several months there have been no public comments that were sent to the website, read aloud nor has the Board President asked if there are any. Normally, those comments sent through the website were read after in-person public comment at each meeting and were always included in the board meeting notes the following month.

I inquired about not seeing any of those comments submitted to the online link, and I was informed by the director of communications, who said he believed that the decision was made to stop having those read aloud during the meeting several months ago by Judge Salinas in April or May. At that time, we updated the contact form to just say that it would be send a message to the library board. The decision at the time was to include them in the meeting minutes. So I am not aware of what happened or what changed. The staff of the public were not aware of those changes and had I not inquired, who knows how long we would've been in the dark.

Why didn't you tell the public or staff of these changes? It's not fair nor transparent to the person submitting comments that they will not be read aloud at the meeting or that their comments will not be included in the meeting minutes like they used to be. The meeting notes are public domain and document the business of the board and should include all business that occurred in person or virtual. Will you publish those comments sent to the board? If not, will you tell those who cannot make it to the meeting, how their comments they submit online can be read out loud or published in the meeting minutes? Thank you.

Tony Davis - I'm going to chew this gum in no disrespect, it's because I produce no saliva, because after my chemo and therapy radiation treatments, I don't produce it. So it's no disrespect. So if you can excuse me for that. I came here today to basically echo everything that this community has spoken about. First, I want to say congratulations to Stephen Lane.

I really do mean it, as a community activist, seeing you on this Board is very refreshing. It says there is a way, there is a way to turn around what we've so often see go on through not just this area, institution, but across the city, across the nation. The blind sides of this institutionalized racism that we see going on and the way it plays out in our daily lives is something that some people just don't get, no matter how you begging to the better angels of their hearts. No matter how much you sit there and give them evidence time and time and time again, it just falls on deaf ears and you all will continue to do the same thing that historically people have done generation through generation, through generation. This isn't an attack on any individual. Even though Nichelle Hayes was attacked.

She wasn't given that due respect unfortunately, which maligned her name and discredited her publicly, that put a harsh echo on her name. Did you all even take into consideration in that when that letter was put out? I have not heard anyone come out to rectify that situation neither. So that would be number one thing that I would ask that this Board would rectify to truly mean. Those words that was said tonight is to rectify that disrespect that Nichelle Hayes was publicly embarrassed about.

Secondly, I'm going to play to a different aspect on what we need to do as a community. These are appointed people, by elected officials who also will not listen to the community. They have it messed up out here. They get into these positions because they were elected. Now, they have forgotten who got them there. It is the people. And it's quite ironic that for the City-County Council, which is basically the last appointing body as well as the County Commissioners are the last people left as far as the Board here that appoint these people to the positions. We went to the Council meeting and voiced our opinion. We were told it's not the time. But the time is coming, election time is coming.

And I'm organizing to get everyone, I don't care what personal connections you all have that have promised you whatever things for the future. You better be aware that I'm going to do everything within my power to organize people, to get them moved out the way until we can get someone on them doggone City-County Council to speak for the people and not for themselves. And then we'll see where the chips fall then. We got to stop doing the same thing over and over again begging to the better hearts of angels of these people who do not see people. We got to become more organized in the way that we do things in this community and beyond. We have to learn the corruption of only getting the majority of people on these boards in these areas in order to push through what they want. That's really what's going on. It doesn't matter that Stephen is on there.

If he was the only one, excluding Dr. Murtadha and Dr. Payne, that you have recognized, have you not. And that's the unfortunate thing. We're talking about working with each other, it should have been done when you all sat in them seats to begin with. So I beg you all to look at a different way, elected officials that are

coming up. We need to organize in a way to remove these people out of their seats once and for all. These grifting folks that get in there and only are concerned about themselves and their little clique to get what they want and they've forgotten where they've come from. So, let's get them out the way people, that's what I implore to you, not only in this crowd but also who may look at this online and those that may hear the words. Go back and listen to Nicole Carey from the IPS, what she said when she installed Stephen Lane. Thank you all for your time.

Jim Mulholland - My name is Jim Mulholland. I'm from Wayne Township and let me be clear that I have no inside information about the workings of the Search Ccommittee, or the deliberations of the Board, or the interactions of the Board with Nichelle Hayes. Since this process began Nichelle and I have not spoken and I'm not here today because she asked me, but I do know Nichelle Hayes. In 2017, when Jackie Nytes, the then CEO of the Library hired Nichelle Hayes as the director of the Center for Black Literature and Culture, Jackie called me and asked me to come and meet with Nichelle. Jackie was aware of my work in Indianapolis on racial equity and reconciliation and thought Nichelle could benefit from my support. At the end of that long and very productive conversation, Jackie said something which seems rather ironic and prophetic now. She said, "We both know Nichelle is going to face racist resistance and opposition to building and promoting the Center, and I hope you'll help her."

Those were prophetic words. Sadly, in the summer of 2021, we discovered that some of the racist resistance was internal and systemic to the Library. And that summer I stood before this Board and asked for new leadership, leadership that would help the Library resolve its inequities and create a more inclusive culture, and I was not alone in this request. In April 2022 when the Board appointed Nichelle Hayes as the Interim CEO, I and many others were encouraged. This past fall when Nichelle was selected as one of two finalists in a national search we were excited. In December when this Board voted four to two to hire a white man, Gabriel Morley, instead of a Black woman, Nichelle Hayes, to help the Library address inequities and create a more inclusive culture, we were flabbergasted. I'm an old white man and even I can see that's a problem.

Even Gabriel Morley quickly realized that was a horrible decision and refused the offer. Now in response to county resolution, recommending the hiring of Nichelle Hayes, three present members of this board decided to defend their decision by disparaging the qualifications and capabilities of Nichelle Hayes. But let me be clear, Nichelle Hayes holds absolutely no responsibility for the fiasco of this CEO search, it is those three members. If we should question the qualifications and capabilities of anyone, we should question those of those three board members.

And if we are to take the claim seriously that Nichelle Hayes was unqualified, then the Board chose an unqualified person as Interim CEO during a time of difficult transition. If we are to take your claim seriously that Nichelle Hayes was unqualified, the Board created a search process that allowed two unqualified persons to be finalists in a national search. Nichelle, who you say was unqualified, and Mr. Morley, who disqualified himself. If we take your claim seriously that Nichelle Hayes was unqualified you're also claiming whether you admitted that your national search could not find a single person of color in the entire United States who was qualified for this job, that is disturbing. But you and not Nichelle Hayes are responsible for

this mess. You failed to anticipate or prepare for the pushback that you would clearly receive for hiring a white man from outside the system over a Black female from within the system. Mr. Morley obviously felt ambushed and decided rightly that working for all of you was a bad decision.

You have failed to take any responsibility for this fiasco in your resolutions or responses. I came last week to the special session hoping to hear the Board admit to some fault in these events and I heard none. And finally, you failed to respond positively to the resolution by the City County Council to hire Nichelle Hayes for the position and instead you chose to publicly disparage Nichelle Hayes and open the library system to future legal suits for hiring discrimination. There is only one statement in your recent response to the City-County Council resolution with which I agree, we need a fresh start. And that fresh start begins with the resignation of the members of the Board who voted for Mr. Morley. Without that fresh start, there's no reason for the employees, patrons, and community members to have any faith in this Board's ability to repair the mess that you have created.

Eli Morey - Hi, my name is Eli Morey. I'm a member of the Indianapolis branch of the party for Socialism and Liberation, and I've been in this struggle since we first worked to fire Jackie Nytes back in 2021. Before I say anything else, I'd just like to say shame on this Board for bringing four armed police in here to try to intimidate us. We haven't threatened or intimidated anyone. Nothing we've done was threatening or intimidating. How do community members getting passionate about making the Library a better place, how does that warrant bringing armed police officers into the meeting, bringing men with guns into the meeting to intimidate us? So, I'll just say shame on you one, and two, we won't be intimidated.

So, on paper, I'm addressing the Board here, but my comment is really mostly addressed to all the beautiful people in this room and in the audience on the livestream. I actually just want to talk briefly about an important lesson that we've learned over the past year and a half of hard work. The most important lesson that all of us have learned in this struggle, especially the workers at the Library, the patrons, and the masses of working poor and oppressed people in this city, is that when we struggle, we win. One of the biggest challenges before any working class organization in the United States today, be it political, labor, et cetera, is to teach our class that we truly do have power and that we have the right and the duty to exercise it in our own interests. Before this struggle kicked off, nobody knew that we would be able to take it this far.

There were certainly those who doubted that we'd be able to fire Nytes in 2021, but we did it. It was far from certain that she'd be replaced with an interim like Nichelle Hayes, a real community member who rose up through the ranks of the Library workers, but she was. What seemed like a major defeat at first was the decision of the Board to hire Morley, ultimately became a victory when he was forced to decline the offer because of the struggle of the people. Without the struggle of the people, it was not inevitable that Board members would resign as they have, or that someone like Stephen Lane who really fights for the community would be appointed in the vacant seat of Salinas, but that happened too. So, time and time again, we've learned the value of struggle and we've been rewarded for our boldness and for our effort and there's still a long way to go before this struggle is over. We all know that.

But seeing this community activated and interested in seeing this through, I do believe that a brighter future is ahead for the IndyPL. I can see it on the horizon, as long as the workers, and the patrons, and everyone else in the community keeps showing up and keeps fighting, which we will, we will. Lastly, I'd just like to say to the members of the Board who insist on standing in the way of the appointment of Nichelle Hayes, I have one thing to say to you, which is one way or another the will of the people of this community is going to be respected. Hope Tribble, Curtis Bigsbee, Raymond Biederman, we demand that you stop mismanaging the IndyPL and resign immediately. Thank you to Stephen Lane, Dr. Payne and Dr. Murtadha for standing on the side of the people this whole time. All power to the people.

Mahasin Ameen - Good evening members of the Board. Mr. Lane, congratulations. Thank you Dr. Murtadha and Dr. Payne for your continued work with the Library. I'd like to actually go back in time to before the climate study took place, because I would like to know how you can have an open and transparent climate study when you have a gag order on your staff. I'm going to be reading section 311.1, Loyalty of the Employee from the handbook for Indianapolis Public Library employees. Loyalty to the Library, an active interest in its improvement and development as an integral part of the community is expected from each employee. Library employees will not publicly criticize the Library, its administrative policies or administrators. Constructive suggestions, complaints, or criticisms should be appropriately directed through the employee's chain of command, first to their manager or the appropriate services area director, and a position to act upon them, and should not be directed at a patron or the public. At the employee's request, such criticism will remain confidential. Anonymous complaint or criticism will not be considered.

You want to talk about openness and transparency, but there is a gag order on current staff. I was asked to speak on this because y'all can't fire me. I quit. I gave this institution almost 14 years of my life and Mr. Scott, can you remember how much police presence in all the time we were at board meetings together we had, because rolling up here to four unmarked police cars does not make a welcoming environment. And you can smirk and make snide comments all you want, the reason you thought you could get away with this is because it's a library. The only thing that happens here is people read books. Little did you know that libraries have long been the bastion of civil engagement.

There should not be armed police officers outside of a Library Board Meeting. The only reason this much police presence is needed is because you are afraid of us exposing you. You are afraid of us making you be held accountable, that is what you are afraid of, that is why the police are here. We don't need constables, or sheriffs, to tell us how to run a Library. We need librarians and educators and people who are invested in this community to tell us how to run the library. To appoint a CAO with no library experience is asinine. And I mean that in the dictionary definition. So please don't have me removed for language.

This Library deserves competent leadership, it does. And that starts at the Board. You shouldn't show up to Board Meeting looking unkept, looking unprofessional. You shouldn't show up to Library Board meetings without having read the documentation. Especially, I will give acceptance to those of you who did not receive the notifications beforehand to read beforehand. I personally was responsible for making sure that the board packets were loaded up on iPads for several years. Mr.

Scott can attest, he remembers he was there. So, I know what goes into making those documents available. How many of you did the pre-reading? How many of you cared to do the pre-reading? Or how many of you are sitting there smirking, because you have better political aspirations that you will not be able to achieve, because we are watching. We are wise. Owls are symbols of wisdom for good reason, because they are watching. And we're going to ask who's in your pocket?

Doris Jones - Good evening. My name is Doris Jones. I first and foremost would like to say that I am a past member of the Party for Socialism and Liberation. I have much respect for Dr. Payne and Dr. Murtadha, and also show some respect to the comrade Stephen Lane. All right. To the three of you on this Board I'm talking to you, you can smirk all you want because I'm talking to you, ma'am. You can smirk all you want, because don't forget, I'm from Chicago. We hold people accountable. We kick butt, and take names, and ask questions later. So, the fact that you can smirk all you want, because you think you get away with what you did, believe me, we going to come back bigger and better, and we going to fight harder. Don't get it twisted ma'am. And you can take that smirk out of your face, seriously. On everything I love, because the fact of the matter is the way that y'all had ignored these two doctors is ridiculous.

The ridiculousness, even from the last meeting that wasted \$190,000. Wasted our money for what? What are you afraid of, huh? What you afraid of? Why you keep on asking the police to come on and protect you? Police ain't going to protect you. Sorry butts anyway. What's it going to do? Nothing. And the reason why I bring my kids here as a former substitute teacher for Headstart, is to teach my kids to stand up against bullies like you, Ms. Tribble. You, Mr. Biederman, and the other gentleman as well. All three of you got to go, and I mean all three of y'all, on everything I love, y'all got to go. For Dr. Murtadha, Dr. Payne, Stephen, continue to fight for us. We going to support you. We going to come back bigger and stronger. Believe that and don't get it twisted. We will be back.

Susan Preble - Good evening. My name is Susan Preble and I, unlike most people here, I actually know Hope personally. We've known each other for about 15 years and I can honestly say that she is someone of great personal and professional integrity. I know her only agenda here is to do what's best for the Library. She's already had an amazing career. I'm pretty sure she doesn't want to run for elected office. And the idea that she would have any role in supporting institutional racism is just bananas to me. The rhetoric I'm hearing is so completely opposed to what I know about Hope that I just have to say that I really respect Hope. I think she's doing a good job. I know what she wants is the best for the Library, it's staff and the community at large. Thank you.

Dr. Murtadha then made the following comments:

I like to always, at the end of the Public Comment section, to just give a note of thanks as you were getting ready to do Hope. Thank you. Sandra Parker, when you were talking about what's in your heart. Thank you, Sandra. That's it. It's so critical. It's so very important. And Kyle, when you were talking about what are those minimum requirements that we require, how very much we have to look at those minimum requirements and representing community organizations, we cannot

ignore the community. We have to pay attention to the tax dollars. Adam, when you spoke about the financial responsibility, it was right on point, we have to be responsible. That's part of the charge that we must have. Barbara Ann O'Leary, when you started talking about and giving a heads-up for Stephen, we thank Stephen for his coming onboard, in the right course.

We need a bold path forward. And the way that you said it, Barbara, was right on point. We have to have a bold path forward. There was talk about the importance of being ethical and how powerful ethics are. In our last meeting, I read about ethics and how invaluable they are. Michael, you talked about online communication and how important public comments are, and we have to do the right thing to make sure those public comments are made public in this forum, as they used to be. That's critical. Tony Davis, you asked the Board to rectify the wrong, and this is significant, because when we harm someone, we need to understand that it is harmful to someone's character. Jim, you talked about questioning qualifications and we are clearly questioning qualifications, and we clearly know that there are people who were responsible and qualified who came before this Board and we have to pay attention to that and we failed to respond. We need a fresh start.

Eli, you talked about how you won't be intimidated, and you're right, there's no need for any kind of intimidation. I don't know why I did not vote to have four armed police guards here. That was not in the decision that I was a part of, but I see that we have to keep strong and keep up the fight to do what is right.

Mahasin, thank you. The gag order on staff for the Library is unethical and we cannot move forward with it. And again, you really edify it. We don't need an armed police force.

Doris, we will keep up the fight to do what is right and good and advocating for the community just as you've pointed out. And, Susan, you know Hope and you respect Hope. Thank you for sharing your beliefs. Thank you to all of you who have come and shared and understand that we have to be a responsible Board..

At this time, Mr. Lane commented as follows:

Point of order. I would also like to respond to the Public Comments. I want to thank everyone from the community for coming out tonight. I disagree with President Tribble's assessment of public libraries. Public libraries are not about decorum, they're about human expression. They're about community and communication. We have a lot of stories in the Library that we collect, a lot of those stories about our hopes, our love, our joy, our fears, our nightmares, and sometimes those stories make us uncomfortable. But in those stories, we see the greatest change and we're going to have change on this Board. We're going to have change in this community. So thank you all for being here. Thank you.

- b. **Dear CEO Letters and Responses** were distributed for the Board's information.
- c. **Correspondence** for the Board's general information was distributed.

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

a. **Special Meeting, December 8, 2022**

Mr. Lane shared that he wished to bring up the statement for the Diversity, Policy and Human Resources Committee. It mentioned that it was not reflected in the notes the Dr. Payne had not received prior communication of a document that was read that night. So, he wanted this information to be noted.

Dr. Murtadha noted she had said the same thing that she had not received prior notification when it was presented at the Board Meeting. She did note that she was unsure if it was within this meeting or in the next one.

Mr. Bigsbee advised that he believed that was only a statement by the Chair at the Board Meeting and not an action item that was put on the meeting minutes.

Mr. Lane confirmed that this was something that was discussed during a Board Meeting so it should be reflected in the notes.

The minutes from the Special Meeting held December 8, 2022 had been distributed to the Board.

The minutes were approved on the motion of Mr. Biederman, seconded by Mr. Bigsbee, and the following roll call vote:

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

b. **Regular Meeting, December 19, 2022**

The minutes from the Regular Meeting held December 19, 2022 had been distributed to the Board.

The minutes were approved on the motion of Mr. Biederman, seconded by Mr. Bigsbee, and the following roll call vote:

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

COMMITTEE REPORTS

5. **Finance Committee (Patricia A. Payne, Chair; Curtis Bigsbee, Dr. Khaula Murtadha)**

a. **Report of the Treasurer – December 2022**

Lolita Campbell, the Library's Chief Financial Officer, reviewed the Report of the Treasurer that had been distributed to the Board.

Ms. Campbell noted that beginning on Page 39 of the document it reflects the Table of Contents. Let's start with Page 40. This is for the month end, year-end December 31, 2022.

On Page 40 are the Operating Fund Revenue and Expenditures for month-end December 31, 2022. Our Annual Budget for 2022 was \$48,015,971 and we ended the year at \$49,288,438. This is 3% over Budget, which is favorable for us. The Expenditures of the Annual Budget was \$53,833,126. We ended with a year-to-date amount at \$45,101,800. We're 16% under Budget, which is favorable for us. This is unaudited because we still have to have an audit that sometimes have year-end journals that will change.

Page 42. This is the month ended December 31, 2022 detailed Income Statement. It reflects the Revenue, and Pages 43 through 44 are the Expenditures line items. Page 45 is the Cash Flow. It reflects the year-end cash flow amounts which balance back to the first page on Page 40 of the ending balance of the Revenue. Page 46 is the Receipt Disbursement report. Page 47 is the Investment Report.

Page 48 is the Bond and Interest Fund report, Page 49 is the Rainy Day Fund report. Page 50 is the Library Improvement Reserve Fund report.

Pages 51 through 54 are the Gift and Grants reports for the year end. Page 55 is the Parking Garage report, and Page 56 is the summary of Construction Fund cash balance.

Page 58 is the Shared System report.

Dr. Murtadha made the motion, which was seconded by Dr. Payne, that the Report of the Treasurer be filed for audit.

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

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

b. **Resolution 2 – 2023** (Disclosure of Waived Fines and Fees for 2022)

Ms. Campbell commented that this resolution did not go through our Finance Committee this past month. So, it needs to be approved this evening. This is for Disclosure of Waived Fines and Fees.

She reminded everyone that state guidelines require the Board to disclose the amount of fines and fees waived on patrons' accounts. These are fines and fees and miscellaneous charges that the Library has deemed uncollectible during the year. For the year ended December 31, 2022, uncollectable fines and fees totaled \$100,228. This amount was due to fines and fees waived at branches. The fiscal impact is a reduction in the Accounts Receivable reported on the Library's Financial Statement.

After full discussion and careful consideration of Resolution 2 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 2 – 2023, Disclosure of Waived Fines and Fees for 2022.

Resolution 2 – 2023 was approved on the following roll call vote:

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

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

b. **Resolution 3 – 2023** (Outstanding Purchase Orders 2022)

Ms. Campbell advised that this resolution addresses the outstanding purchase orders for 2022. The state guidelines require the Board to authorize the outstanding purchase orders at year-end. These outstanding purchase orders were not paid prior to December 31, 2022. Therefore, it will be necessary to carry them forward into the next fiscal year, 2023. The appropriation to cover the purchase orders once expensed will come from the 2022 Budget. There's no fiscal impact on the 2023 Budget as these appropriations were provided for the purchase orders in the 2022 Budget.

Dr. Murtadha commented that a great deal goes to the Regions Bank Purchasing Card. She asked what that card is used for.

Ms. Campbell replied that is used for expenses that require payments with a credit card. Because a lot of expenses are going from ACH to credit card instead of utilizing checks to pay for expenses. It's a quick payment.

Mr. Lane then asked who has access to the credit card.

Ms. Campbell advised that there is one that's locked up. HR has one and Purchasing has one.

He also noted that on Page 65 there is a line item where Ice Miller's listed for an amount to be paid of over \$38,000 for the Climate Assessment Services. He asked if that amount was on top of the \$100,000 they were paid to do the Climate Study.

Ms. Campbell advised that it is an open purchase order which means that the original purchase order was created for the higher amount. So, this is the amount that's still open, that if they wanted to bill for something that we haven't received for 2022, they can still do that within the first 60 days.

Mr. Lane asked what would they want to bill for if they've already completed their work?

Ms. Campbell responded that right now there shouldn't be an invoice, but it's called an open invoice. So, just in case that we missed something that we were unaware, those invoices can come. It goes through an approval process before it's even paid.

Dr. Payne then wondered if they can really get \$130,000 if they choose to use that \$30,000?

Ms. Campbell noted that only if it's for services rendered.

There was then a discussion and Ms. Tribble asked Ms. Campbell to provide what the initial agreement was for the services and the amount that's been paid to date on that agreement, because usually you open a P.O. for the amount of the contract. She requested that this information be sent to the Board

After full discussion and careful consideration of Resolution 3 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Mr. Bigsbee, to approve Resolution 3 – 2023, Outstanding Purchase Orders 2022.

Resolution 3 – 2023 was approved on the following roll call vote:

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

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

Dr. Payne then asked about the \$190,000 that had been approved for the Chief Administrative Officer. Where does that money come from?

Ms. Campbell responded that she had not received a signed contract yet but the funds will come from Consulting Services.

Ms. Tribble noted that the contract is still under negotiation.

c. **Resolution 4 – 2023** (Confirm Marion County Board of Finance)

Ms. Campbell shared that this resolution is pursuant to Indiana Code 5-13-7-2B. The Indianapolis Public Library fiscal body may designate the Marion County Board of Finance to serve as the Library's local Board of Finance. It has been the practice of the Library to designate the Marion County Board of Finance to serve in this capacity in the past. Library management recommends that the Library continues with this relationship for 2023. By designating the Marion County Board of Finance to serve in this capacity, it allows the Library to benefit from the investment practices implemented by other government entities. In 2023, the Board of Finance meeting has been scheduled for January 31, 2023. Time and location has not yet been determined.

After full discussion and careful consideration of Resolution 4 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 4 – 2023, Confirm Marion County Board of Finance.

Resolution 4 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye

Dr. Murtadha – Aye

Mr. Bigsbee – Aye

Dr. Payne – Aye

Mr. Lane – Aye

Ms. Tribble – Aye

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

d. **Resolution 5 – 2023** (Revised Capital Assets Policy and Lease Accounting)

Ms. Campbell advised that Resolution 5 – 2023 addresses the following: Capital Asset Policy amended Policy 121-20, 121-21, and 121-22 and 121-26. In addition, there is the policy section 121-37, which is lease accounting. Lease accounting has changed the accounting requirement for leases. Conforming changes as required by the Capital Asset Policy, a new policy section is added to provide the accounting requirements.

Additionally, the Library's current Capital Asset Policy provides thresholds for assets that are capitalized. In the past version of the Library Policy, language has been included to guide staff when determining whether assets below the capitalization threshold were considered supplies or non-capital furniture and equipment. The Library would like to add the language back into the Capital Asset Policy 121-22 to provide clarity and ensure consistency when categorizing assets. The Policy revision has no impact in the total budget for 2023. The revision of the Policy is on Pages 74 through 76. So, this revision clearly outlines what is capitalized and what is non-capitalized assets. It's adding the language back into the policy.

Ms. Campbell also confirmed that it serves to safeguard the investments of the citizens.

Dr. Murtadha requested, for the purpose of the public, that it's important to note what the definition of capital assets are because they do include that of land, includes buildings, improvements, constructions in progress, and quite a bit of that.

Ms. Campbell confirmed that it was also leased equipment and everything.

Dr. Murtadha went on to say that we should be reading the info into the record so that the larger public knows that you've been on top of making sure that we have the policy in place to protect those assets for the public.

Ms. Campbell thanked Dr. Murtadha.

Mr. Lane had a question about the Special Collection stated on here, which provides so much of our history. That was a collection he worked on when he worked for the public library. There was a piece in here that mentioned that there would be periodic appraisals of that collection.

He wanted to know how often those appraisals happen. Because he doesn't remember ever having to do an appraisal, but he knows there are appraisal records, but he didn't think there was a timeline for when those appraisals happen.

Ms. Campbell advised that she can research it and send an email to the Board when the last appraisal was done and also address getting it on a regular timeline.

After full discussion and careful consideration of Resolution 5 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 5 – 2023, Revised Capital Assets Policy and Lease Accounting.

Resolution 5 – 2023 was approved on the following roll call vote:

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

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

e. **Resolution 6 – 2023** (Basic Maintenance of Existing Network Infrastructure)

At this time, Ms. Campbell advised that Shanika Heyward, the Library’s IT Director, would discuss the resolution.

Ms. Heyward advised that she is seeking approval for the Library’s annual basic maintenance of our existing networking infrastructure. She is asking the Board to approve and award a contract to Logicalis in the amount of \$165,000. She explained that they are our current vendor that we utilize for our maintenance service, for our network equipment and our firewall. There is no financial impact to our Budget because we actually budget for it, it's an annual expense.

Dr. Murtadha thanked Ms. Heyward for making sure that the Library’s technology is up to speed.

Mr. Lane then mentioned that he had a question about Page 81. There are two things on here that look like duplications. Why is that on there twice and it has the same charge? Can you explain that one?

Ms. Heyward explained that it's on here twice because it's our software to maintain our network for Central and LSC. So, we have two different locations.

After full discussion and careful consideration of Resolution 6 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 6 – 2023, Basic Maintenance of Existing Network Infrastructure.

Resolution 6 – 2023 was approved on the following roll call vote:

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

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

6. Diversity, Policy and Human Resources Committee (Raymond J. Biederman, Chair; Stephen Lane, Dr. Patricia A. Payne)

- a. **Resolution 7 – 2023** (Approval of Resolution for Annual Review of IMCPL Acceptable Use Policy)

Mr, Biederman explained that the resolution addresses the Annual Review of the IMCPL Acceptable Use Policy. Every year we look at Indiana Code Section 36-12-1-12, which covers the policy for internet and computer network usage for libraries. It's required to be reviewed annually. There are no suggested changes for this year. We are basically just changing 2022 to 2023.

Dr. Murtadha commented that it's important that we protect the children in our community and that this speaks to that protection. The idea that it requires libraries to have an internet safety policy adopted by the Board to be eligible is critically important. Young people are being exposed to so many different things, and so your work and attentiveness to the protection of our young is very important. So, thank you.

After full discussion and careful consideration of Resolution 7 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 7 – 2023, Approval of Resolution for Annual Review of IMCPL Acceptable Use Policy.

Resolution 7 – 2023 was approved on the following roll call vote:

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

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

7. Facilities Committee (Curtis W. Bigsbee, Chair; Stephen Lane, Dr. Khaula Murtadha)

- a. **Resolution 8 – 2023** (Second Addendum to Irvington Parking Lot Lease)

Mr, Bigsbee noted that the Facilities Committee had met on January, 10, 2023 to discuss the one resolution that we have tonight. We had a lengthy discussion, not only about Resolution 8 - 2023, the approval for the leased parking space at Irvington, but we also discussed the housekeeping and janitorial services contract. We also reviewed and received updates about some of the other branches that are having work done to them and the new facilities at Fort Ben Harrison and Glendale Branch are still staying on track, as well as discussing things with the Curve at Central Library.

Adam Parsons, Facilities Director, explained that when the Irvington Branch was built, there were no parking lots available, so we decided to lease the parking lot from Irvington Presbyterian Church nearby. This was for a 30-year lease with two

subsequent terms for 15 years each, so this could go out to 2059. The initial term was \$10,000 per year for the first 10 years, followed by two 10% increases for the subsequent 10 years. And this started in October of 1999. So, the increases were supposed to happen in October 2009 and October 2019.

The first increase did occur. However, it did not occur at a flat 10%. It occurred at a variable rate starting at 6%, working its way up through 12.5% in 2019. We should have had a flat 10% increase to \$12,100 per year in October 2019. He doesn't know what happened because he wasn't there but that never got completed. Then, less than six months later, we were in the middle of a pandemic, so it dropped to the bottom of everybody's priority list. We're catching up on that now.

In this resolution, there are two items, one to rectify a small accounting discrepancy that was under \$800 over the 13 years of payments. And number two is to change the responsibility for snowplowing the parking lot. Initially, the church was responsible for snowplowing and landscaping and the Library would reimburse them. Over time, the Library became responsible and had our snow plow contractors plow the parking lot. And we want that accurately reflected for both payment and for liability.

Lastly, Mr. Parsons welcomed Mr. Lane to the Board.

After full discussion and careful consideration of Resolution 8 – 2023, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Dr. Murtadha, to approve Resolution 8 – 2023, Second Addendum to Irvington Parking Lot Lease.

Resolution 8 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Abstain	Ms. Tribble – Aye

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

8. Library Foundation Updates

Ms. Tribble announced that Roberta Jagers, President, IndyPL Foundation, could not attend the meeting this evening so she would provide the Updates for December 2022 and January 2023 to the Board.

For the December 2022 Update -

News

The Library has the Library Foundation's full support during this challenging time. We are grateful to Nichelle M. Hayes for her work with us as Interim Library CEO. We will continue to fund the Library programs and services while keeping donors informed about the Library's direction.

It is an honor to partner with our donors and the Library to provide engaging cultural and lifelong learning opportunities at no cost for the community.

For example, the Library's holiday concert series is a beloved annual tradition. Beech Grove Branch hosted a performance for the first time and it was a resounding success as one staff member shared, "This was the first time at Beech Grove and they decided to hold the concert in the open area next to their circulation desk where people walked through to come and go. They had about a dozen chairs set up and those quickly filled. It's exactly the purpose of having concerts out at branches. And we ended up with about 50 people over the hour."

Donors

We thank 220 donors who made gifts last month. The following are our top corporate and Foundation donors: Blue & Company, Meridian Investment Advisors, Inc. and Old National Bank Foundation.

Program Support

This month, we are proud to provide more than \$138,000 to the Library. Examples of major initiatives supported include the Digital Encyclopedia of Indianapolis digitization efforts and Fall Fest.

For the January 2023 Update -

News

Circulate Night at the Library, the annual fundraiser, is Saturday, March 4th at Central Library. This year's theme is Escape. Activities will include escape rooms led by Library staff, music and art activities, and a live animal show. We are proud to offer Library staff discount tickets. You can learn more about the events and buy tickets online at <https://indyplfoundation.org/circulate>. We hope to see you there.

Early next month, we will begin a search for a new Director of Development. This position oversees development, communications, and our investments in Library programs and services. We will share the posting with you in early February and would appreciate any referrals you may have.

Many thanks to Dr. TD Robinson for serving on the Library Foundation's Board of Directors.

Donors

We thank the 313 donors who made gifts last month. The following are our top corporate and foundation donors: Ayres Foundation, Citizens Energy Group, FORVIS, Harris Center, Hulman & Company Foundation, Indiana Education Savings Authority, JD Finish Line Foundation, McAllister Machinery Company, RB Annis Educational Foundation, Sycamore School, Tanglewood Publishing, the Swisher Foundation, Woodley Farra Manion Portfolio Management.

Program Support

This month we are proud to provide more than \$130,000 to the Library. Examples of major initiatives supported include 2023 Meet the Artist XXXV #Masters Exhibit, Concert Series, Seed Library, International Festivals and Celebrations, On the Road to Reading, Teen Community, Book Clubs, and the McFadden Lecture.

9. Report of the Acting CEO

a. Confirming Resolutions

1) Resolution Regarding Finances, Personnel and Travel (9 - 2023)

Gregory A. Hill, Interim Chief Public Services Officer and Acting CEO, made a recommendation that the Board approve Resolution 9 - 2023 Regarding Finances, Personnel and Travel. He reminded everyone that this is a routine, procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Mr. Lane advised he had noticed in the Separations section of the resolution that there were a lot of PSA-2's, LA-2's who have been here a short amount of time. One person zero months, another four months, another seven months. And then the longest LA-2 is from Nora branch who was here one year and three months. Is there an explanation of why a lot of the separations are PSA-2's or LA-2's, low level library staff?

Mr. Hill noted that he did not have an answer for that. He offered to check and obtain some information.

Mr. Lane mentioned that he is concerned with retention here. If the Library is losing a lot of the lower level employees, he believes we should know what the reasons are that they're leaving.

Ms. Tribble asked Mr. Hill to explain what PSA and LA stands for.

Mr. Hill noted that there is a Public Service Associate II and a Library Assistant II. Those are assistants to the librarians. They do a lot of the duties as assigned. That can be anything from computer help to even reference. He agreed that it would be great to see why they're not staying so long and how that's being addressed.

Ms. Tribble suggested reaching out to the Human Resources Department. We could look at the turnover rate with regard to those levels and maybe even organization-wide and historically to get a sense if that's something that's happening at an accelerated rate now or if that's the norm, which sometimes can happen at entry level positions.

Mr. Bigsbee made the motion, which was seconded by Dr. Payne, to approve Resolution 9 – 2023, the Resolution Regarding Finances, Personnel and Travel.

Resolution 9 – 2023 was approved on the following roll call vote:

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

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

b. **Acting CEO December 2022 Update**

Mr. Hill shared the following letter with the Board at the meeting:

Good evening,

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

System Wide Communication

We continue to hold meetings with staff at branch locations as well as departments. In December the Executive Committee held meetings at the Pike Branch, and West Perry Branch.

The Area Resource Managers held it’s meeting at The InfoZone

Programming

Adult - English Conversation Circles has had 278 in attendance through October 2022 at Michigan Road, Nora, Pike, Southport and Online. Conversation Circles provides a safe place for English Language Learners to practice speaking English and to ask questions with trained TESOL instructors.

The IndyPL Seed Library circulated 25,500 packets of seeds in 2022. As of 12/5/22 we have packed 7,225 envelopes of seeds with a goal of 70,000 packets by March 2023. There are 32 core seeds and 11 niche seeds planned for 2023.

In 2022 we hosted the annual Meet An Author, Be An Author (aka IndyPL Author Fair).

- 87 authors applied, invited 51 to attend, 39 were in attendance
- 4 workshops (10-16 attendees each)
- 30 books donated to library by authors for inclusion in the collection
- 263 attendees

Northstar Digital Literacy platform – first quarter of launch.

- 106 Assessments delivered – each provides targeted advice on skills a patron should learn.
- 87 “Learning Hours” engaged in (this is self-directed learning on the platform)
- 61 Users registered

Most popular topics...

- Computer Basics
- Internet Basics
- Windows 10
- Email

Over time, the assessments and outcomes will provide us with data on which topics patrons are most interested in learning AND which ones they need the most support/training on at a branch or branch level. The hope is that this data will allow us to provide targeted digital literacy classes, so we offer the right topic at the right branch.

Climate Improve Process

The Executive Committee has been working diligently on the Climate Improvement Study Recommendations. We have submitted the progress summary to board members for review. The plan is to update the library’s website with information and progress the week of January 23, 2023. The specific items under each of the recommendations from the CIP report are a culmination of information from the Ice Miller report as well as input from and discussions with the DICE committee and members of senior leadership. IndyPL will continuously strive to be an inclusive and equitable place for both library patrons and staff.

Recent Highlights at IndyPL

This information was distributed to the Board.

Sincerely,

Gregory A. Hill, Sr., MLS, MSM

Acting CEO / Chief Public Services Officer (Interim)

Indianapolis Public Library

UNFINISHED BUSINESS

10. None.

NEW BUSINESS

11.

AGENDA BUILDING

12. **Future Agenda Items** – This time was made available for discussion of items not on the Agenda which were of interest to Library Board members and the opportunity was given to suggest items that should be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

February 2023 - See below for items suggested --

Dr. Murtadha advised that she had three items, not necessarily in this order:

What's happening now is the need for us to start thinking about our public Strategic Plan and how does it really get developed? Dr. Terri Jett in the past worked with Garrett Mason and myself to start thinking about and planning for that Strategic Plan. The latest edition of the *Public Libraries* talks about a very comprehensive way of thinking about the Strategic Plan, including advocacy and awareness, organizational excellence, transformation, and professional growth.

Right now, many libraries, and another trend that is occurring, is that there's an escalating intensity in attacking the books and the circulation and the types of books that are available in our libraries. And so I'm hoping that, as we think about the Strategic Plan for the Library, we are very much attuned to the national and the local issues that are surfacing in regards to those attacks on the types of books that we have, the individuals that come to speak, and the ways that we address that, especially when we think about the advocacy and awareness that our public library builds and the awareness that the books that we have are often under attack now.

The second thing has to do with our Library's social worker. She's working as a singular individual with the executive team, from what I understand, to move things forward. And there are lots of issues, including homelessness issues, that are so important for the social worker, Yanna McGraw, to address. And if we could ask her to come and speak with us again, it's been a long time since she last spoke to us. And I think if the Board is willing to accept that, we should consider having her come back and speak.

And the last has to do with the escalation of some of the things that are happening with our young people. Thankfully, Mr. Bigsbee has responded to what Adam has asked in terms of our security and planning of our sites. But our young people need to be attended to because they come to after school programs a great deal in our branches and I believe here at Central, as well. And so, how do we attend to the needs for our young people so that they can get the kind of opportunities they need to further their learning and opportunities, but also see themselves as supported and not necessarily ones that are just causing trouble? How do we put the best foot forward for that?

So, I think if we could have the appropriate individuals speak to that, that would be great. Is that all right, Chair?

Ms. Tribble responded that she thought those were great suggestions and wondered if they all would be at next month's meeting.

Dr. Murtadha noted that they should be spaced out but she commented that they are all needed but preparing for the Strategic Plan takes time and if we start now, we can probably have a really strong Strategic Plan going forward.

She went on to say that the issue that is pressing all right now is the attack on libraries, its contents, the circulation, the books, and whoever comes to speak. The Library's Communication Department did a great job of making sure that the Board knew that a person whose politics might not be everyone else's politics had rented a room at Central Library. How do we take on this whole challenge of the increasing intensity of and escalating intensity of individuals who say that we can and cannot have certain books and materials and speakers in our libraries?

Ms. Tribble shared that the Acting CEO, Mr. Hill, had already started talking about the Strategic Plan because the current Plan runs out at the end of this year. He's already poised to start thinking about how that process works and excited to get started on that.

Dr. Payne then commented about the problems that occurred at Pike and Warren a couple of years ago and it dealt with police being called on young people. How is that going now? Are there any reports of the same thing happening?

Mr. Hill responded that Pike is much better and we don't use the police nearly as much as we have in the past. So, it's gotten much better at both locations. He noted that there is a new manager at Pike that's been there for three or four months and he has had a lot of experience with teens, working with teens and being a coach and that kind of stuff. So, that may have some effect on what was going on there. And then at Warren, maybe it's just the cycle of how it goes. Things are going pretty well, so far.

Dr. Murtadha mentioned that she thought that stepping up the teen support program will make a big difference. And as noted by Mr. Hill, having the right individuals in place who are intentional about that make a big difference. So, thank you.

Ms. Tribble then inquired if there were any other future Agenda items.

Mr. Lane shared that he is hearing from a few patrons about book purchase requests being very much delayed or they're not getting any kind of communication when they put in a book purchase request. These are books that have not been added to the catalog quite yet. And so, you can go online and fill out a form to get books purchased. He was wondering if maybe we could have the CMSA Director, Deb Lambert, come to a future meeting and give us an update on how long they usually takes to get through a book purchase and what is the typical process and what to do if a patron hadn't heard from CMSA or Collection Management.

Dr. Murtadha suggested that perhaps this could be tied to the other issue.

Ms. Tribble responded that's what she was thinking also but we don't have to wait for another meeting to find out about that. We can get some information about the operations of it in the interim. But to hear from Ms. Lambert about how the collections area works, is a fascinating process anyway. So, it'll be good for the Board to get an update on that, too.

Dr. Murtadha then inquired about the report the Board had previously received about the incidents happening at the different branches. She said that perhaps that's tied to that other comment about what do we do in terms of things that are going on. If we could have some of that report come back to us, that would be helpful.

Mr. Hill acknowledged Dr. Murtadha's request.

INFORMATION

13. Materials

- a. **Notes of the January 10, 2023 Facilities Committee Meeting**

14. Board Meeting Schedule for 2023 (Notice and Place of Meeting) and Upcoming Events/Information

- a. **Board Meetings Schedule** for March – December 2023 is being finalized.
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

15. Notice of Special Meetings

None.

16. Notice of Next Regular Meeting

Monday, February 27, 2023, at the Martindale-Brightwood Branch, 2434 North Sherman Drive, at 6:30 p.m.

17. Other Business

None.

18. Adjournment

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

The Chairman then declared the meeting adjourned at 8:45 p.m.

Raymond Biederman, Secretary to the Board



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE EXECUTIVE SESSION
FEBRUARY 16, 2023

The Indianapolis-Marion County Public Library Board met in Executive Session at the Library Services Center, 2450 North Meridian Street, Indianapolis, IN on Thursday, February 16, 2023 at 5:35 p.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Tribble presided as Chairman. Secretary Biederman was present.

2. Roll Call

Members present: Mr. Biederman, Mr. Bigsbee, Mr. Lane, Dr. Murtadha, Dr. Payne and Ms. Tribble.

Members absent: None.

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

3. Discussion

a. Pursuant to IC 5-14-1.5-6.1(b)(6)(A) to receive information concerning the alleged misconduct of an individual over whom the governing body has jurisdiction.

b. Pursuant to IC 5-14-1.5-6.1(b)(8) to discuss a job performance evaluation of individual employees.

4. 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.

Raymond Biederman, Secretary to the Board

CERTIFICATION

I, Raymond Biederman, Secretary to the Board of the Indianapolis-Marion County Public Library, hereby certify that the foregoing minutes are true and correct.

Raymond Biederman, Secretary to the Board



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE SPECIAL MEETING
FEBRUARY 16, 2023

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana on Thursday, February 16, 2023 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

Members present: Mr. Biederman, Mr. Bigsbee, Mr. Lane, Dr. Murtadha, Dr. Payne and Ms. Tribble.

Members absent: None.

3. Election of New Treasurer

Ms. Tribble welcomed everyone and reminded all in attendance that it is past practice that public comment will not be taken at this Special Meeting tonight. Anyone wishing to make public comment may do so at the upcoming Regular Board Meeting scheduled for 6:30 p.m. on February 27, 2023.

She noted that the purpose of tonight’s Special Meeting is to elect a new Treasurer for the Board of Trustees. A vacancy in the position of Board Treasurer was created when Lolita Campbell, Chief Financial Officer, tendered her resignation as Treasurer to the Board. Ms. Campbell will continue to serve IndyPL as an employee. For various reasons which the Board was recently made aware and discussed in Executive Session, we need to fill the vacancy in the position of Treasurer in short order to ensure that daily activities of the organization are not disrupted.

To fill a Board officer vacancy at a meeting other than the next regularly scheduled meeting will require a motion and vote to temporarily suspend Article V, Section 5 of the By-Laws and allow this vacancy to be filled at tonight’s meeting. She advised that she would entertain a motion to temporarily suspend Article V, Section 5. She reminded everyone that suspension of the By-Laws requires the affirmative vote of five Board members. She then asked for a second on the proposed motion.

After full discussion and careful consideration, the motion to suspend Article V, Section 5 of the By-Laws was approved on the motion of Dr. Murtadha and seconded by Mr. Biederman and the following roll call vote:

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

At this time, Ms. Tribble advised that given the vacancy of the Treasurer to the Board, the Acting CEO, the Chief Administrative Officer, the CFO and HR have worked to identify the duties of the Treasurer which must be transitioned from the former Treasurer to the incoming Treasurer. State statute requires that the Treasurer be a member of the Board or an employee of the organization. After a review of the duties to be transitioned to the Treasurer, it was determined that Jennifer Carter, a current IndyPL employee, would be willing and able to step into the role of Treasurer. It was noted that Jennifer’s resume was circulated to the Board in advance of tonight’s meeting for consideration for the role.

Mr. Lane commented on Ms. Carter’s resume and said it was impressive.

Ms. Tribble advised that she would entertain a motion to elect Jennifer Carter to assume all duties assigned to the Treasurer by the IndyPL By-Laws, state statute and by the 2023 Annual Resolution of this Board that was adopted in November 2022.

After full discussion and careful consideration, Jennifer Carter was elected Treasurer on the motion of Mr. Biederman and seconded by Dr. Murtadha and the following roll call vote:

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

At this time, Ms. Tribble congratulated Ms. Carter. She thanked her for being willing to step up and assist the Board and the organization in this important role.

Ms. Carter thanked the Board and said she was excited to serve as Treasurer.

4. Adjournment

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

The Chairman then declared the meeting adjourned at 6:40 p.m.

Raymond Biederman, Secretary to the Board



Indianapolis-Marion County Public Library
Report of the Treasurer for January 2023
Prepared by Accounting for the February 27, 2023 Board Meeting

5a

Table of Contents

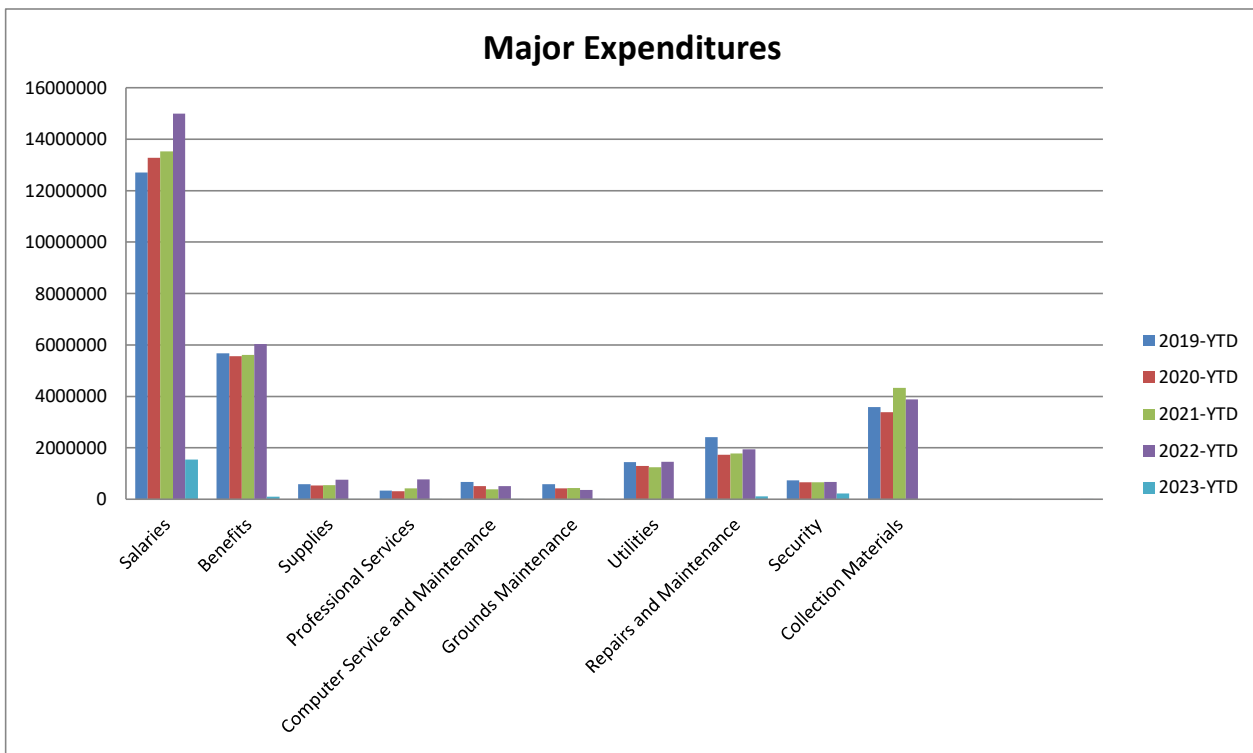
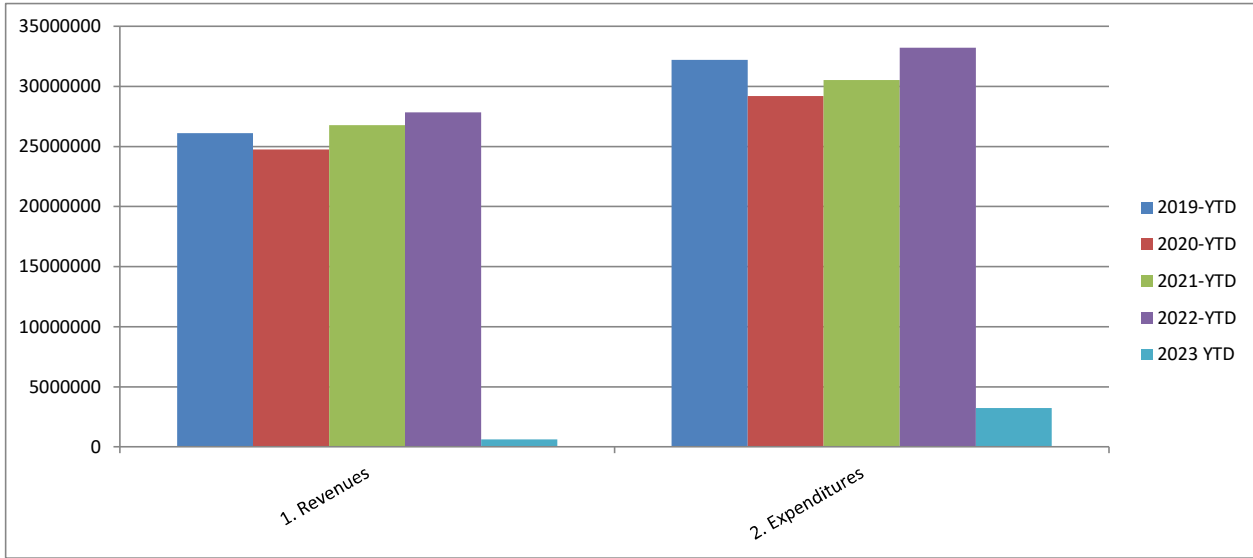
Operating Fund Revenues and Expenditures	1
Operating Fund – Charts	2
Operating Fund – Detailed Income Statement	3
Operating Fund – Cashflow Projections	6
Status of the Treasury – Cash Balances	7
Status of the Treasury – Investment Report	8
Bond and Interest Funds – Detailed Income Statement	9
Rainy Day Fund – Detailed Income Statement	10
Library Improvement Reserve Fund – Detailed Income Statement	11
Parking Garage – Detailed Income Statement	12
Shared System - Detailed Income Statement	13
Gift & Grant Fund - Detailed Income Statement	14
Summary of Construction Fund Cash Balances	18

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

Revenue		Annual			% Budget Received
		2023 Revised Budget	Actual MTD 1/31/2023	Actual YTD 1/31/2023	
Property Taxes	31	36,871,032	-	-	0%
Intergovernmental	33	8,501,617	379,217	379,217	4%
Fines & Fees	35	133,313	8,711	8,711	7%
Charges for Services	34	582,908	58,555	58,555	10%
Miscellaneous	36	704,520	154,998	154,998	22%
Total		46,793,390	601,481	601,481	1%

Expenditures		Annual			% Budget Spent
		2023 Revised Budget	Actual MTD 1/31/2023	Actual YTD 1/31/2023	
Personal Services & Benefits	41	36,576,400	2,026,339	2,026,339	6%
Supplies	42	1,272,430	181,810	181,810	14%
Other Services and Charges	43	14,515,131	959,882	959,882	7%
Capital Outlay	44	3,022,000	51,683	51,683	2%
Total		55,385,961	3,219,714	3,219,714	6%

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



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

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE							
TAXES							
311000	PROPERTY TAX	50,208,312	50,208,312	-	-	-	50,208,312
311300	PROPERTY TAX CAPS	(13,337,280)	(13,337,280)	-	-	-	(13,337,280)
TAXES Total		36,871,032	36,871,032	-	-	-	36,871,032
INTERGOVERNMENTA							
332200	E-RATE REVENUE	240,000	240,000	13,151	13,151	-	226,849
335100	FINANCIAL INSTITUTION TAX REV	443,294	443,294	-	-	-	443,294
335200	LICENSE EXCISE TAX REVENUE	3,111,698	3,111,698	-	-	-	3,111,698
335400	LOCAL OPTION INCOME TAX	3,854,584	3,854,584	321,215	321,215	-	3,533,369
335500	COUNTY OPTION INCOME TAX	523,541	523,541	44,851	44,851	-	478,690
335700	COMMERCIAL VEHICLE TAX REVENUE	303,422	303,422	-	-	-	303,422
339000	IN LIEU OF PROP. TAX	25,078	25,078	-	-	-	25,078
INTERGOVERNMENTA		8,501,617	8,501,617	379,217	379,217	-	8,122,400
CHARGES FOR							
347601	PUBLIC PRINTING REVENUE	280,000	280,000	23,445	23,445	-	256,555
347602	FAX TRANSMISSION REVENUE	74,468	74,468	7,262	7,262	-	67,206
347603	PROCTORING EXAMS	4,130	4,130	25	25	-	4,105
347604	PLAC CARD DISTRIBUTION REVENUE	55,000	55,000	-	-	-	55,000
347605	USAGE FEE REVENUE	2,500	2,500	2,202	2,202	-	298
347606	SET-UP & SERVICE - TAXABLE	21,295	21,295	350	350	-	20,945
347607	SET-UP & SERVICE - NON-TAXABLE	17,167	17,167	-	-	-	17,167
347608	SECURITY SERVICES REVENUE	33,183	33,183	100	100	-	33,083
347609	EVENT SECURITY	-	-	120	120	-	(120)
347620	CAFE REVENUE	16,325	16,325	-	-	-	16,325
347621	CATERING REVENUE	78,840	78,840	25,051	25,051	-	53,789
CHARGES FOR		582,908	582,908	58,555	58,555	-	524,353
FINES							
351200	FINES	117,934	117,934	7,713	7,713	-	110,221
351201	OTHER CARD REVENUE	1,385	1,385	370	370	-	1,015
351202	HEADSET REVENUE	6,795	6,795	264	264	-	6,531
351203	USB REVENUE	5,332	5,332	268	268	-	5,064
351204	LIBRARY TOTES	1,867	1,867	95	95	-	1,772
FINES Total		133,313	133,313	8,711	8,711	-	124,602
MISCELLANEOUS							
360000	MISCELLANEOUS REVENUE	5,434	5,434	22,921	22,921	-	(17,487)
360001	REVENUE ADJUSTMENT	-	-	-	-	-	-
361000	INTEREST INCOME	69,610	69,610	86,585	86,585	-	(16,975)
362000	FACILITY RTL REV - TAXABLE	152,884	152,884	37,802	37,802	-	115,082
362001	FACILITY RENTAL REV - NONTAX	43,499	43,499	-	-	-	43,499
362002	EQUIPMENT RENTAL REV - TAXABLE	21,505	21,505	300	300	-	21,205
362003	EQUIPMENT RENTAL REV - NONTAX	2,801	2,801	-	-	-	2,801
367004	OTHER GRANTS	225,000	225,000	-	-	-	225,000
MISCELLANEOUS		520,733	520,733	147,608	147,608	-	373,125
OTHER FINANCING							
392100	SALE OF SURPLUS PROPERTY	3,787	3,787	4,800	4,800	-	(1,013)
396000	REFUNDS	5,000	5,000	-	-	-	5,000
399000	REIMBURSEMENT FOR SERVICES	175,000	175,000	2,590	2,590	-	172,410
399001	INSURANCE REIMBURSEMENTS	-	-	-	-	-	-
OTHER FINANCING		183,787	183,787	7,390	7,390	-	176,397
REVENUE Total		46,793,390	46,793,390	601,481	601,481	-	46,191,909
EXPENSE							
PERSONAL SERVICES							

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
411000	SALARIES APPOINTED STAFF	22,448,882	22,448,882	1,543,118	1,543,118	-	20,905,764
412000	SALARIES HOURLY STAFF	1,935,968	1,935,968	99,812	99,812	-	1,836,156
413000	WELLNESS	117,278	117,278	1,229	1,229	7,032	109,018
413001	LONG TERM DISABILITY INSURANCE	55,500	55,500	7,247	7,247	-	48,253
413002	EMPLOYEE ASSISTANCE PROGRAM	19,500	19,500	3,200	3,200	(1,600)	17,900
413003	TUITION ASSISTANCE	30,750	30,750	15,440	15,440	-	15,310
413004	SALARY ADJUSTMENT	1,158,108	1,158,108	-	-	-	1,158,108
413100	FICA AND MEDICARE	1,877,407	1,877,407	120,215	120,215	-	1,757,192
413300	PERF/INPRS	3,370,765	3,370,765	219,316	219,316	-	3,151,449
413400	UNEMPLOYMENT COMPENSATION	20,500	20,500	-	-	-	20,500
413500	MEDICAL & DENTAL INSURANCE	5,500,000	5,500,000	11,378	11,378	-	5,488,622
413600	GROUP LIFE INSURANCE	41,741	41,741	5,384	5,384	-	36,357
PERSONAL SERVICES		36,576,400	36,576,400	2,026,339	2,026,339	5,432	34,544,630
SUPPLIES							
421500	OFFICE SUPPLIES - FAC/PURCH	585,780	585,780	104,511	104,511	(99,998)	581,267
421600	LIBRARY SUPPLIES	100,000	100,000	(170)	(170)	1,010	99,161
421700	DEPARTMENT OFFICE SUPPLIES	325,380	325,380	65,801	65,801	(8,198)	267,776
422210	GASOLINE	30,000	30,000	1,025	1,025	(664)	29,639
422250	UNIFORMS	16,320	16,320	1,566	1,566	(1,521)	16,275
422310	CLEANING & SANITATION	169,950	169,950	9,076	9,076	(2,047)	162,921
429001	NON CAPITAL FURNITURE & EQUIP	45,000	45,000	-	-	-	45,000
SUPPLIES Total		1,272,430	1,272,430	181,810	181,810	(111,417)	1,202,038
OTHER SERVICES AND							
431100	LEGAL SERVICES	251,850	251,850	23,461	23,461	-	228,389
431500	CONSULTING SERVICES	386,777	361,777	48,569	48,569	(34,706)	347,914
432100	FREIGHT & EXPRESS	9,750	9,750	2,239	2,239	4,925	2,586
432200	POSTAGE	57,638	57,638	-	-	-	57,638
432300	TRAVEL	29,300	29,300	426	426	-	28,874
432400	DATA COMMUNICATIONS	305,580	305,580	23,525	23,525	-	282,055
432401	CELLULAR PHONE	15,632	15,632	1,234	1,234	-	14,398
432500	CONFERENCES	76,800	76,800	-	-	-	76,800
432501	IN HOUSE CONFERENCE	260,000	260,000	8,150	8,150	4,740	247,110
433100	OUTSIDE PRINTING	106,000	106,000	2,790	2,790	(1,538)	104,749
433200	PUBLICATION OF LEGAL NOTICES	1,810	1,810	305	305	-	1,505
434100	WORKER'S COMPENSATION	99,470	99,470	-	-	-	99,470
434200	PACKAGE	190,051	190,051	-	-	-	190,051
434201	EXCESS LIABILITY	23,862	23,862	-	-	-	23,862
434202	AUTOMOBILE	28,000	28,000	-	-	-	28,000
434500	OFFICIAL BONDS	1,000	1,000	-	-	-	1,000
434501	PUBLIC OFFICIALS & EE LIAB	15,077	15,077	-	-	-	15,077
434502	BROKERAGE FEE	23,000	23,000	-	-	-	23,000
435100	ELECTRICITY	918,050	918,050	167,400	167,400	(167,400)	918,050
435200	NATURAL GAS	110,000	110,000	23,683	23,683	(23,683)	110,000
435300	HEAT/STEAM	301,000	301,000	51,344	51,344	(51,344)	301,000
435400	WATER	67,725	67,725	8,295	8,295	(8,295)	67,725
435401	COOLING/CHILLED WATER	575,000	575,000	42,273	42,273	(42,273)	575,000
435500	STORMWATER	30,100	30,100	113	113	(56)	30,044
435900	SEWAGE	97,825	97,825	8,339	8,339	(8,201)	97,687
436100	REP & MAINT-STRUCTURE	778,550	711,417	60,190	60,190	11,487	639,739
436101	ELECTRICAL	260,000	260,000	-	-	-	260,000
436102	PLUMBING	55,000	55,000	19,992	19,992	(15,129)	50,137
436103	PEST SERVICES	20,000	20,000	250	250	-	19,750
436104	ELEVATOR SERVICES	145,000	145,000	2,165	2,165	14,236	128,600
436110	CLEANING SERVICES	1,235,500	1,668,438	78,121	78,121	(75,546)	1,665,863
436200	REP & MAINT-EQUIPMENT	140,000	140,000	11,178	11,178	(148)	128,970
436201	REP & MAINT-HEATING & AIR	475,000	335,000	20,771	20,771	151,387	162,842
436202	REP & MAINT -AUTO	47,000	47,000	1,099	1,099	647	45,254
436203	REP & MAINT-COMPUTERS	522,151	522,151	-	-	5,023	517,128
437200	EQUIPMENT RENTAL	112,276	112,276	7,956	7,956	7,940	96,380
437300	REAL ESTATE RENTAL	192,825	192,825	24,523	24,523	-	168,302
439100	CLAIMS, AWARDS, INDEMNITIES	25,000	25,000	-	-	-	25,000
439600	TRASH REMOVAL	83,200	83,200	14,915	14,915	(14,786)	83,071
439601	SNOW REMOVAL	370,000	265,000	37,821	37,821	(37,731)	264,910
439602	LAWN & LANDSCAPING	356,805	261,000	16,741	16,741	(12,971)	257,230

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
439800	DUES & MEMBERSHIPS	61,815	61,815	125	125	-	61,690
439901	COMPUTER SERVICES	536,098	536,098	18,853	18,853	(12,253)	529,499
439902	PAYROLL SERVICES	145,000	145,000	9,145	9,145	-	135,855
439903	SECURITY SERVICES	482,700	482,700	118,423	118,423	(119,963)	484,240
439904	BANK FEES/CREDIT CARD FEES	50,000	50,000	2,136	2,136	-	47,864
439905	OTHER CONTRACTUAL SERVICES	723,732	723,732	81,559	81,559	(27,099)	669,271
439906	RECRUITMENT EXPENSES	30,000	30,000	2,032	2,032	-	27,968
439907	EVENTS & PR	71,750	71,750	7,656	7,656	(7,590)	71,684
439910	PROGRAMMING	123,280	123,280	1,946	1,946	1,766	119,568
439911	PROGRAMMING-JUV.	145,650	145,650	10,113	10,113	2,254	133,283
439912	PROGRAMMING ADULT - CENTRAL	-	-	-	-	-	-
439913	PROGRAMMING EXHIBITS - CENTRAL	5,000	5,000	-	-	-	5,000
439930	MATERIALS CONTRACTUAL	3,325,502	3,325,502	26	26	(23)	3,325,499
451100	AUDIT FEES	15,000	15,000	-	-	-	15,000
452000	TRANSFERS IN/OUT	-	-	-	-	-	-
452002	TRANSFERS IN/OUT	-	-	-	-	-	-
OTHER SERVICES AND		14,515,131	14,515,131	959,882	959,882	(456,331)	14,011,580
CAPITAL							
445100	CAPITAL - FURNITURE	20,000	20,000	-	-	-	20,000
445301	COMPUTER EQUIPMENT	-	-	6,410	6,410	(6,410)	-
449000	BOOKS & MATERIALS	3,002,000	3,002,000	45,274	45,274	(25,814)	2,982,540
449200	ART & EXHIBITS	-	-	-	-	-	-
CAPITAL Total		3,022,000	3,022,000	51,683	51,683	(32,223)	3,002,540
EXPENSE Total		55,385,961	55,385,961	3,219,714	3,219,714	(594,540)	52,760,787

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

	Actual January	Projected February	Projected March	Projected April	Projected May	Projected June	Projected July	Projected August	Projected September	Projected October	Projected November	Projected December	Projected Y-T-D	Revised Budget	Variance
Beginning Balance	\$ 40,262,440	\$ 38,504,810	\$ 34,608,266	\$ 29,304,937	\$ 25,777,104	\$ 23,724,112	\$ 37,992,568	\$ 34,321,024	\$ 34,663,149	\$ 30,679,936	\$ 29,615,594	\$ 27,562,601	\$ 40,262,440	\$ 40,262,440	
Receipts:															
PROPERTY TAX	311000	-	-	368,710	1,843,552	16,223,254	-	-	-	368,710	1,843,552	16,223,254	36,871,032	36,871,032	-
PROPERTY TAX CAPS	311300	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E-RATE REVENUE	332200	13,151	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	233,151	240,000	(6,849)
FINANCIAL INSTITUTION TAX REV	335100	-	-	-	-	221,647	-	-	-	-	-	221,647	221,647	319,007	124,287
LICENSE EXCISE TAX REVENUE	335200	-	-	-	-	1,555,849	-	-	-	-	-	1,555,849	3,111,698	2,989,778	121,920
LOCAL OPTION INCOME TAX	335400	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	3,854,584	3,854,584	-
COUNTY OPTION INCOME TAX	335500	44,851	43,628	43,628	43,628	43,628	43,628	43,628	43,628	43,628	43,628	43,628	524,764	498,398	26,366
COMMERCIAL VEHICLE TAX REVENUE	335700	-	-	-	-	151,711	-	-	-	-	-	151,711	303,422	294,870	8,552
IN LIEU OF PROP. TAX	339000	-	-	-	-	12,539	-	-	-	-	-	12,539	25,078	21,238	3,840
COPY MACHINE REVENUE	347600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC PRINTING REVENUE	347601	23,445	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	23,333	280,112	280,000	112
FAX TRANSMISSION REVENUE	347602	7,262	6,206	6,206	6,206	6,206	6,206	6,206	6,206	6,206	6,206	6,206	75,524	74,468	1,056
PROCTORING EXAMS	347603	25	344	344	344	344	344	344	344	344	344	344	3,811	4,130	(319)
PLAC CARD DISTRIBUTION REVENUE	347604	-	4,583	4,583	4,583	4,583	4,583	4,583	4,583	4,583	4,583	4,583	50,417	55,000	(4,583)
USAGE FEE REVENUE	347605	2,202	208	208	208	208	208	208	208	208	208	208	4,494	2,500	1,994
SET-UP & SERVICE - TAXABLE	347606	350	1,775	1,775	1,775	1,775	1,775	1,775	1,775	1,775	1,775	1,775	19,870	21,295	(1,425)
SET-UP & SERVICE - NON-TAXABLE	347607	-	1,431	1,431	1,431	1,431	1,431	1,431	1,431	1,431	1,431	1,431	15,736	17,167	(1,431)
SECURITY SERVICES REVENUE	347608	100	2,765	2,765	2,765	2,765	2,765	2,765	2,765	2,765	2,765	2,765	30,518	33,183	(2,665)
EVENT SECURITY	347609	120	-	-	-	-	-	-	-	-	-	-	120	-	120
PARKING REVENUE	347610	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAFÉ REVENUE	347620	-	1,360	1,360	1,360	1,360	1,360	1,360	1,360	1,360	1,360	1,360	14,965	16,325	(1,360)
CATERING REVENUE	347621	25,051	6,570	6,570	6,570	6,570	6,570	6,570	6,570	6,570	6,570	6,570	97,321	78,840	18,481
FINES	351200	7,713	9,828	9,828	9,828	9,828	9,828	9,828	9,828	9,828	9,828	9,828	115,820	115,622	198
OTHER CARD REVENUE	351201	370	115	115	115	115	115	115	115	115	115	115	1,640	1,385	255
HEADSET REVENUE	351202	264	566	566	566	566	566	566	566	566	566	566	6,492	6,795	(303)
USB REVENUE	351203	268	444	444	444	444	444	444	444	444	444	444	5,156	5,332	(176)
LIBRARY TOTES	351204	95	156	156	156	156	156	156	156	156	156	156	1,807	1,867	(60)
MISCELLANEOUS REVENUE	360000	22,921	453	453	453	453	453	453	453	453	453	453	27,902	5,434	22,468
REVENUE ADJUSTMENT	360001	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INTEREST INCOME	361000	86,585	5,801	5,801	5,801	5,801	5,801	5,801	5,801	5,801	5,801	5,801	150,394	69,610	80,784
FACILITY R/L REV - TAXABLE	362000	37,802	12,740	12,740	12,740	12,740	12,740	12,740	12,740	12,740	12,740	12,740	177,946	152,884	25,062
FACILITY RENTAL REV - NONTAX	362001	-	3,625	3,625	3,625	3,625	3,625	3,625	3,625	3,625	3,625	3,625	39,874	43,499	(3,625)
EQUIPMENT RENTAL REV - TAXABLE	362002	300	1,792	1,792	1,792	1,792	1,792	1,792	1,792	1,792	1,792	1,792	20,013	21,505	(1,492)
EQUIPMENT RENTAL REV - NONTAX	362003	-	233	233	233	233	233	233	233	233	233	233	2,568	2,801	(233)
FOUNDATION CONTRIBUTION	367000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER GRANTS	367004	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSFER IN	391000	-	-	-	-	-	225,000	-	-	-	-	-	225,000	225,000	-
SALE OF SURPLUS PROPERTY	392100	4,800	316	316	316	316	316	316	316	316	316	316	8,271	3,787	4,484
REFUNDS	396000	-	417	417	417	417	417	417	417	417	417	417	4,583	5,000	(417)
REIMBURSEMENT FOR SERVICES	399000	2,590	14,583	14,583	14,583	14,583	14,583	14,583	14,583	14,583	14,583	14,583	163,007	175,000	(11,993)
INSURANCE REIMBURSEMENTS	399001	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Receipts	601,481	484,489	484,489	853,199	2,328,040	18,649,489	709,489	484,489	687,414	2,364,589	2,328,040	18,649,489	46,910,382	46,507,336	403,048
														286,054	
Expenditures:															
PERSONAL SERVICES & BENEFITS	41	2,026,339	2,813,569	4,220,354	2,813,569	2,813,569	2,813,569	2,813,569	4,220,354	2,813,569	2,813,569	2,813,569	35,789,169	36,576,400	787,231
SUPPLIES	42	181,810	106,036	106,036	106,036	106,036	106,036	106,036	106,036	106,036	106,036	106,036	1,348,204	1,272,430	(75,774)
OTHER SERVICES AND CHARGES	43	959,882	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	1,209,594	14,265,419	14,515,131	249,712
CAPITAL OUTLAY (Including Books & Collection Materials)	44	51,683	251,833	251,833	251,833	251,833	251,833	251,833	251,833	251,833	251,833	451,983	3,022,000	3,022,000	-
Total Expenditures	3,219,714	4,381,033	5,787,817	4,381,033	4,381,033	4,381,033	4,381,033	4,381,033	4,409,500	3,428,180	4,381,033	4,581,183	54,424,792	55,385,961	961,169
Change in Payables/Petty Cash/Correction* Transfer Out (Rainy Day Fund/LIRF)	860,602												860,602		
Ending Balance	\$ 38,504,810	\$ 34,608,266	\$ 29,304,937	\$ 25,777,104	\$ 23,724,112	\$ 37,992,568	\$ 34,321,024	\$ 30,424,480	\$ 30,679,936	\$ 29,615,594	\$ 27,562,601	\$ 41,630,908	\$ 33,608,633	\$ 31,383,815	

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

FUND	CASH AND	RECEIPTS	DISBURSEMENTS	CASH AND
	INVESTMENTS			INVESTMENTS
	12/31/2022			1/31/2023
101 Total Operating	40,262,440	601,481	2,359,112	38,504,810
104 Total Fines	39	44,865	44,761	143
226 Total Parking Garage	697,228	10,397	6,341	701,284
230 Total Grant	252,046	466	42,301	210,211
245 Total Rainy Day	7,739,912	5,408	-	7,745,320
270 Total Shared System	141,836	1,138	7,262	135,712
276 Total Cares Grant Fund	-	-	-	-
277 Total ARP Grant	(999)	-	-	(999)
301 Total BIRF 1	749,719	2,704	-	752,423
321 Total BIRF 2	2,356,760	-	-	2,356,760
471 Total Library Improvement Reserve Fund	2,701,498	2,434	-	2,703,932
472 Total Construction	-	-	-	-
479 Total 2018A Bond - AHS/ILS/Fac Improvmts	928,700	-	-	928,700
480 Total 2018 BBond - West Perry Branch	-	-	-	-
481 Total 2019 Bond - LAW WAY Renovation	-	-	-	-
482 Total 2020 Bond - Fac Renov Equip Acq	2,982,149	-	10,963	2,971,186
483 Total 2021A Bond Glendale BR	9,765,578	21,693	12,251	9,775,020
484 Total 2021B Bond FT Harrison BR	6,721,749	14,494	(178,925)	6,915,167
485 Total 2021C Bond Energy Cons	5,087,033	-	65,214	5,021,819
486 Total 202c Bond Energy Cons LT MT	5,478,798	-	-	5,478,798
701 Total Self-Insurance Fund	-	-	-	-
800 Total Gift	2,204,414	176,322	7,256	2,373,480
806 Total Payroll Liabilities	51,470	50,680	268,292	(166,142)
812 Total Foundation Agency Fund	1,941	618	-	2,559
813 Total Staff Association Agency Fund	31	-	-	31
814 Total Sales Tax Agency Fund	483	2,754	483	2,754
815 Total PLAC Card Revenue Agency Fund	15,894	4,745	-	20,639
99 Total CAFR GOVERNMENT - WIDE	-	-	-	-
Grand Total	88,138,721	940,199	2,645,313	86,433,608

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

Chase Savings Account

	Balance January 31, 2023	Interest Earned January 31, 2023
Operating Fund	\$ 7,077,508	\$ 16,890
Grant Fund	193,395	-
Parking Garage	413,616	985
Bond & Interest Redemption Fd	-	-
Bond & Interest Redemption Fd 2	13,386	-
Rainy Day Fund	409,087	974
Giff Fund	2,143	466
2021A Bond (Glendale)	9,107,300	21,693
2021B Bond (Fort Harrison)	6,084,920	14,494
Total Chase Savings Account	\$ 23,301,355	\$ 55,502

The average savings account rate for January was 2.85%

Previous Month's Chase Savings Account Activity

	Balance December 31, 2022	Interest Earned December 31, 2022
Operating Fund	\$ 7,060,618	\$ 14,688
Grant Fund	193,395	-
Parking Garage	412,631	857
Bond & Interest Redemption Fd	-	-
Bond & Interest Redemption Fd 2	13,386	-
Rainy Day Fund	408,112	847
Giff Fund	1,678	405
2021A Bond (Glendale)	9,085,607	19,803
2021B Bond (Fort Harrison)	6,070,426	15,418
Total Chase Savings Account	\$ 23,245,853	\$ 52,019

The average savings account rate for December was 2.45%

Fifth Third Bank Investment Account

	Balance January 31, 2023	Interest Earned January 31, 2023
Library Improvement Reserve Fd	\$ 2,252,507	\$ 2,434
Rainy Day Fund	3,495,482	3,777
Total Fifth Third Bank	\$ 5,747,989	\$ 6,211

The average 5/3 investment account rate for January was 1.30%

Previous Month's Fifth Third Bank Investment Account

	Balance December 31, 2022	Interest Earned December 31, 2022
Library Improvement Reserve Fd	\$ 2,250,073	\$ 2,421
Rainy Day Fund	3,491,705	3,758
Total Fifth Third Bank	\$ 5,741,779	\$ 6,179

The average 5/3 investment account rate for December was 1.29%

Hoosier Fund Account Income

	Balance January 31, 2023	Interest Earned January 31, 2023
Operating Fund	\$ 9,017,071	\$ 32,456
Rainy Day Fund	183,319	657
2017A Brightwood Project Fund	-	-
2018B West Perry Project Fund	-	-
2018A Multi-Project Fund	751,796	-
Bond & Interest Redemption Fd	42,252	2,704
2019 Lawrence/Wayne Project Fund	-	-
Total Hoosier Fund Account	\$ 9,994,438	\$ 35,817

The average Hoosier Fund account rate for January was 4.31%

Previous Month's Hoosier Fund Account Income

	Balance December 31, 2022	Interest Earned December 31, 2022
Operating Fund	\$ 8,984,616	\$ 29,723
Rainy Day Fund	182,662	602
2017A Brightwood Project Fund	-	-
2018B West Perry Project Fund	-	-
2018A Multi-Project Fund	751,796	-
Bond & Interest Redemption Fd	39,548	2,485
2019 Lawrence/Wayne Project Fund	-	-
Total Hoosier Fund Account	\$ 9,958,621	\$ 32,810

The average Hoosier Fund account rate for December was 3.96%

TrustIndiana

	Balance January 31, 2023	Interest Earned January 31, 2023
Operating Fund	\$ 6,936,668	\$ 27,812
2015 RFID Project Fund	-	-
2017A Brightwood Project Fund	-	-
2017B Eagle Project Fund	-	-
2018B West Perry Project Fund	-	-
Bond & Interest Redemption Fd 2	90,897	-
Bond & Interest Redemption Fd	450,251	-
Total TrustIndiana Account	\$ 7,477,816	\$ 27,812

The average TrustIndiana account rate for January was 4.39%

Previous Month's TrustIndiana

	Balance December 31, 2022	Interest Earned December 31, 2022
Operating Fund	\$ 6,908,856	\$ 25,970
2015 RFID Project Fund	-	-
2017A Brightwood Project Fund	-	-
2017B Eagle Project Fund	-	-
2018B West Perry Project Fund	-	-
Bond & Interest Redemption Fd 2	90,897	-
Bond & Interest Redemption Fd	450,251	-
Total TrustIndiana Account	\$ 7,450,004	\$ 25,970

The average TrustIndiana account rate for December was 4.11%

U. S. Bank

	Balance January 31, 2023	Interest Earned January 31, 2023
Operating Fund	\$ 5,086,492	\$ 9,428
Total U. S. Bank	\$ 5,086,492	\$ 9,428

The average U. S. Bank account rate for January was 2.25%

Previous Month's U.S. Bank

	Balance December 31, 2022	Interest Earned December 31, 2022
Operating Fund	\$ 5,077,064	\$ 8,764
Total U. S. Bank	\$ 5,077,064	\$ 8,764

The average U. S. Bank account rate for December was 2.15%

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

	ORIGINAL BUDGET	REVISED BUDG.	MTD	YTD	P.O.	AVAILABLE BUDG.
REVENUES						
Property Taxes						
311000 PROPERTY TAX	17,485,888	17,485,888	-	-	-	17,485,888
Property Taxes Total	17,485,888	17,485,888	-	-	-	17,485,888
Intergovernmental						
335100 FINANCIAL INSTITUTION T	132,059	132,059	-	-	-	132,059
335200 LICENSE EXCISE TAX REVE	747,497	747,497	-	-	-	747,497
335700 COMMERCIAL VEHICLE TAX	94,513	94,513	-	-	-	94,513
339000 IN LIEU OF PROP. TAX	4,654	4,654	-	-	-	4,654
Intergovernmental Total	978,723	978,723	-	-	-	978,723
Miscellaneous						
361000 INTEREST INCOME	-	-	2,704	2,704	-	(2,704)
Miscellaneous Total	-	-	2,704	2,704	-	(2,704)
REVENUES Total	18,464,611	18,464,611	2,704	2,704	-	18,461,907
EXPENSES						
Other Services and Charges						
439904 BANK FEES/CREDIT CARD F	10,000	10,000	-	-	-	10,000
438100 PRINCIPAL	17,555,000	17,555,000	-	-	-	17,555,000
438200 INTEREST	1,713,281	1,713,281	-	-	-	1,713,281
Other Services and Charges Total	19,278,281	19,278,281	-	-	-	19,278,281
EXPENSES Total	19,278,281	19,278,281	-	-	-	19,278,281

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

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	5,408	5,408	-	(5,408)
MISCELLANEOUS Total	-	-	5,408	5,408	-	(5,408)
OTHER FINANCING SRCS						
399000 REIMBURSEMENT FOR SERVICES	-	-	-	-	-	-
OTHER FINANCING SRCS Total	-	-	-	-	-	-
REVENUE Total	-	-	5,408	5,408	-	(5,408)
EXPENSE						
OTHER SERVICES AND CHARGES						
431 100 LEGAL SERVICES	-	-	-	-	-	-
431 200 ENGINEERING & ARCHITECTURAL	-	-	-	-	2,808	(2,808)
431 500 CONSULTING SERVICES	-	-	-	-	-	-
438 400 ISSUANCE COSTS	-	-	-	-	-	-
OTHER SERVICES AND CHARGES TOTAL	-	-	-	-	2,808	(2,808)
CAPITAL						
441 000 LAND	-	-	-	-	-	-
443 500 BUILDING	-	-	-	-	-	-
CAPITAL Total	-	-	-	-	-	-
EXPENSE Total	-	-	-	-	2,808	(2,808)

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

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	2,434	2,434	-	(2,434)
MISCELLANEOUS Total	-	-	2,434	2,434	-	(2,434)
REVENUE Total	-	-	2,434	2,434	-	(2,434)
EXPENSE						
CAPITAL						
444501 COMPUTER SOFTWARE	250,000	250,000	-	-	-	250,000
CAPITAL Total	250,000	250,000	-	-	-	250,000
EXPENSE Total	250,000	250,000	-	-	-	250,000

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

	MTD	YTD
REVENUE		
MISCELLANEOUS		
332205 EMERGENCY CONNECTIVITY FUND	-	-
334700 GRANTS - LSTA	-	-
334720 GRANTS - STATE	-	-
334752 GRANTS - IMLS FEDERAL FUNDED	-	-
360000 MISCELLANEOUS REVENUE	-	-
360001 REVENUE ADJUSTMENT	-	-
361000 INTEREST INCOME	466	466
367000 FOUNDATION CONTRIBUTION	176,322	176,322
367002 FOUNDATIONS - DESIGNATED GIFTS	-	-
367004 OTHER GRANTS	-	-
396000 REFUNDS	-	-
399000 REIMBURSEMENT FOR SERVICES	-	-
MISCELLANEOUS Total	176,788	176,788
REVENUE Total	176,788	176,788
EXPENSE		
0005012 - AQUARIUM MAINTENANCE MULTI-BRANCH	265	265
00015001 - CENTRAL UNRESTRICTED GIFT	(429)	(429)
00015007 - CBLC CENTER FOR BLACK LIT & CULTURE	43,480	43,480
00025001 - COLLEGE UNRESTRICTED GIFT	-	-
00035001 - GLENDALE UNRESTRICTED GIFT	29	29
00095001 - E. WASHINGTON UNRESTRICTED GIFT	9	9
00125001 - HAUGHVILLE UNRESTRICTED GIFT	15	15
00135001 - LAWRENCE UNRESTRICTED GIFTS	-	-
00215001 - FRANKLIN RD UNRESTRICTED GIFTS	10	10
00295001 - W. PERRY UNRESTRICTED GIFTS	20	20
00405001 - CEO UNRESTRICTED GIFTS	668	668
00425002 - LIBRARY MATERIALS MEMORIAL FUND	472	472
00425010 - LILLY CITY DIGITIZATION	10,150	10,150
20425012 - CATALOGING & PROCESSING EITELJORG	99	99
21305010 - IPS AND CHARTER SCHOOL LIBRARY CARD	-	-
21445011 - EMERGENCY CONNECTIVITY FUNDING -ECF	2,701	2,701
21455041 - A PLACE TO CALL HOME PODCAST	300	300
22005015 - FALL FEST SLAMMIN RHYMES CHALLENGE	316	316
22005029 - INDYPL SEED LIBRARY 2022	429	429
22005036 - PRESCHOOL PACKAGED PROGRAMS R2R	-	-
22005037 - CONCERT SERIES	300	300
22165013 - DISCOVERY ARTS SERIES GPK	250	250
22225018 - TEEN AFTERNOONS AT WRN	10	10
22445011 - EMERGENCY CONNECTIVITY FUNDING ECF	3,235	3,235
22455014 - CAREER CENTER	4,500	4,500
22455036 - WORLD LANGUAGE BOOK GIVEAWAYS	-	-
22455042 - CONVERSATION CIRCLES 2022	450	450
22455045 - PATHWAYS TO LITERACY	560	560
22455058 - ADDRESSING THE DIGITAL DIVIDE CHROM	9,505	9,505
22475015 - STAFF DEI TRAINING	2,125	2,125
23455010 - MEET THE ARTIST XXXV #MASTERSEXHIBI	-	-
23455042 - CONVERSATION CIRCLES 2023	-	-
23455048 - READING READY TIME	250	250
EXPENSE Total	79,717	79,717

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

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347610 PARKING REVENUE	120,000	120,000	9,253	9,253	-	110,747
347611 EVENTS PARKING	8,000	8,000	150	150	-	7,850
CHARGES FOR SERVICES Total	128,000	128,000	9,403	9,403	-	118,597
MISCELLANEOUS						
360000 MISCELLANEOUS REVENUE	500	500	-	-	-	500
360001 REVENUE ADJUSTMENT	-	-	9	9	-	(9)
361000 INTEREST INCOME	-	-	985	985	-	(985)
MISCELLANEOUS Total	500	500	994	994	-	(494)
REVENUE Total	128,500	128,500	10,397	10,397	-	118,103
EXPENSE						
SUPPLIES						
421200 PRINTER SUPPLIES	2,000	2,000	-	-	-	2,000
421500 OFFICE SUPPLIES - FAC/PURCH	2,000	2,000	280	280	-	1,720
422310 CLEANING & SANITATION	200	200	-	-	-	200
SUPPLIES Total	4,200	4,200	280	280	-	3,920
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	2,500	2,500	-	-	-	2,500
431500 CONSULTING SERVICES	5,000	5,000	-	-	-	5,000
431501 PARKING GARAGE CONTRACTUAL	12,000	12,000	2,000	2,000	-	10,000
432200 POSTAGE	100	100	-	-	-	100
432400 DATA COMMUNICATIONS	1,500	1,500	197	197	-	1,303
434201 EXCESS LIABILITY	6,500	6,500	795	795	-	5,705
436100 REP & MAINT-STRUCTURE	10,000	343,435	-	-	-	343,435
436110 CLEANING SERVICES	9,000	9,000	-	-	-	9,000
436200 REP & MAINT-EQUIPMENT	4,000	4,000	-	-	-	4,000
436201 REP & MAINT-HEATING & AIR	12,500	53,000	-	-	-	53,000
439904 BANK FEES/CREDIT CARD FEES	6,000	6,000	648	648	-	5,352
439905 OTHER CONTRACTUAL SERVICES	60,000	60,000	8,619	8,619	-	51,381
OTHER SERVICES AND CHARGES TOTAL	129,100	503,035	12,259	12,259	-	490,776
CAPITAL						
445300 CAPITAL - EQUIPMENT	10,000	10,000	-	-	-	10,000
CAPITAL Total	10,000	10,000	-	-	-	10,000
EXPENSE Total	143,300	517,235	12,539	12,539	-	504,696

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

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347640 SHARED SYSTEM REVENUE	-	-	1,138	1,138	-	(1,138)
CHARGES FOR SERVICES Total	-	-	1,138	1,138	-	(1,138)
REVENUE Total	-	-	1,138	1,138	-	(1,138)
EXPENSE						
PERSONAL SERVICES						
411000 SALARIES APPOINTED STAFF	77,897	77,897	5,992	5,992	-	71,905
413100 FICA AND MEDICARE	5,959	5,959	419	419	-	5,540
413300 PERF/INPRS	11,061	11,061	851	851	-	10,210
PERSONAL SERVICES Total	94,917	94,917	7,262	7,262	-	87,655
SUPPLIES						
421600 LIBRARY SUPPLIES	5,000	5,000	-	-	281	4,719
SUPPLIES Total	5,000	5,000	-	-	281	4,719
OTHER SERVICES AND CHARGES						
431500 CONSULTING SERVICES	5,000	5,000	-	-	-	5,000
432300 TRAVEL	1,500	1,500	-	-	-	1,500
432501 IN HOUSE CONFERENCE	250	250	-	-	-	250
439901 COMPUTER SERVICES	900	900	-	-	-	900
439907 EVENTS & PR	500	500	-	-	-	500
439909 REIMBURSEMENT FOR SERVI	75,000	75,000	-	-	-	75,000
439930 MATERIALS CONTRACTUAL	14,000	14,000	-	-	-	14,000
OTHER SERVICES AND CHARGES TOTAL	97,150	97,150	-	-	-	97,150
EXPENSE Total	197,067	197,067	7,262	7,262	281	189,524

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

Construction Fund Cash Balances - Does Not Include Retainage Withheld

Fund 479 - Restricted - Multiple Projects	928,699.98
Fund 482 - Restricted - Multiple Projects 2	2,972,434.09
Fund 483 - Restricted - Glendale Project	9,345,089.55
Fund 484 - Restricted - Fort Harrison Project	6,204,782.64
Fund 485 - Restricted - Multiple Projects 3	5,021,818.71
Fund 486 - Restricted - Multiple Projects 4	5,478,798.20
Total Construction Fund Cash Balances	<u>29,951,623.17</u>

Construction Fund Classification Breakdown

Fund 479 - Restricted - Multiple Projects	928,699.98
Fund 482 - Restricted - Multiple Projects 2	2,972,434.09
Fund 483 - Restricted - Glendale Project	9,345,089.55
Fund 484 - Restricted - Fort Harrison Project	6,204,782.64
Fund 485 - Restricted - Multiple Projects 3	5,021,818.71
Fund 486 - Restricted - Multiple Projects 4	5,478,798.20
Total Construction Fund Breakdown	<u>29,951,623.17</u>

Summary of Classifications

Total Restricted	29,951,623.17
Total Assigned	0.00
Total of All Classifications	<u>29,951,623.17</u>

Summary of Project Activity

<u>PROJECT</u>	<u>* ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>OPEN P.O.</u>	<u>UNEXPENDED</u>
* Fund 479 - Restricted - Multiple Projects	5,000,000.00	0.00	0.00	4,071,300.02	114,763.00	813,936.98
* Fund 482 - Restricted - Multiple Projects 2	5,349,512.62	10,963.25	10,963.25	2,377,078.53	244,670.26	2,727,763.83
Fund 483 - Restricted - Glendale Project	15,604,842.29	12,250.59	12,250.59	6,259,752.74	7,878,405.09	1,466,684.46
Fund 484 - Restricted - Fort Harrison Project	14,382,426.57	5,657.96	5,657.96	8,177,643.93	5,278,087.63	926,695.01
Fund 485 - Restricted - Multiple Projects 3	5,574,116.45	65,214.47	65,214.47	552,297.74	2,175.00	5,019,643.71
Fund 486 - Restricted - Multiple Projects 4	5,573,456.60	0.00	0.00	94,658.40	0.00	5,478,798.20
Total Expenditures	<u>51,484,354.53</u>	<u>94,086.27</u>	<u>94,086.27</u>	<u>21,532,731.36</u>	<u>13,518,100.98</u>	<u>16,433,522.19</u>

	<u>ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>BUDGET BALANCE</u>
** Appropriated Interest Earnings - Fund 483	107,300.26	21,692.80	87,485.84	107,300.26	0.00
*** Appropriated Interest Earnings - Fund 484	84,919.87	14,493.75	69,491.52	84,919.87	0.00

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

** Total interest went \$47,300.26 above estimated 60,000.00 so added it to budget

*** Total interest went \$24,919.87 above estimated 60,000 so added it to budget



Board Action Request

5b

To: IMCPL Board

Meeting Date: February 27, 2023

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: February 27, 2023

Subject: Resolution 10-2023 – Transfer between Classifications and Accounts

Recommendation: Authorize the adoption of Resolution 10-2023

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

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



Board Resolution

5b

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION xx-2023
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS
February 27, 2023**

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

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

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

OPERATING FUND

Decrease

FROM:

1. SALARIES	10126100-411000	APPOINTED SALARIES	<u>\$ (20,000.00)</u>
			<u>(20,000.00)</u>

Increase

TO:

3. OTHER SERVICES & CHARGES	10126100-431500	CONSULTING SERVICES	<u>20,000.00</u>
			<u>\$ 20,000.00</u>

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

AYE

NAY

ATTEST:

Secretary of the Board



Board Action Request

5c

To: IMCPL Board

Meeting Date: February 27th, 2023

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: February 27th, 2023

Subject: Resolution 11-2023 Approval to Sign an amended contract with Innovative Interfaces, Inc.

Recommendation:

The Board Finance Committee recommends IMCPL Board of Trustees' approval to authorize the acting Library CEO to negotiate and sign an amended agreement for the renewal of three years of licensing and support services with Innovative Interfaces, Inc. for the Polaris Integrated Library System (ILS) software.

Background:

The library negotiated and signed a three-year contract with Innovative Interfaces, Inc. for Polaris ILS in 2019. Implementation began in 2019. The system went live in early 2020. The initial contract covered implementation and subsequent licensing and services for 2020, 2021 and 2022. The current agreement has a renewal clause that does not limit annual price increases after 2022.

The Amendment to Subscription License Agreement, the form of which is attached, will cover services for 2023, 2024, and 2025 for (3) three years granting Innovative the right to increase rates for services by a maximum percentage equivalent to 3% over the previous year, and by a maximum percentage of 5% during the Renewal Term.

June 24th, 2023 – June 23rd, 2024 \$161,054.86

June 24th, 2024 – June 23rd, 2025 \$165,886.51

June 24th, 2025 – June 23rd, 2026 \$170,863.11

Fiscal Impact: By renewing amending the agreement the Library can accurately budget for this service into 2026. Total three-year cost for Polaris licensing and services is \$498,000 (an average annual cost of \$167,000). These funds will be paid from the Operating Fund (10126110-439901).



Board Resolution

5c

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 11-2023**

**AUTHORIZATION TO NEGOTIATE AND SIGN A RENEWAL CONTRACT
WITH INNOVATIVE INTERFACES, INC.
FOR INTEGRATED LIBRARY SYSTEM SOFTWARE**

February 27th, 2023

WHEREAS, the Indianapolis Marion-County Public Library ("Library") wishes to continue to benefit from technological advancements to integrated library system ("ILS") software to improve library operational efficiency in materials ordering, integration of electronic resources, vastly improved searching capabilities and work flow and connectivity with other services; and

WHEREAS, The Library wishes to secure a guaranteed rate for the ILS software for the next three (3) years and secure a maximum increase of 5% for future renewals; and

WHEREAS, the Library staff is recommending Board of Trustees authorization for the Chief Executive Officer to negotiate and sign an amended contract for three years of subscription licensing and support services with Innovative Interfaces, Inc. for the Polaris Integrated Library System (ILS) software.

IT IS THEREFORE RESOLVED that the Board of Trustees authorizes the amendment and renewal of the Subscription License Agreement with Innovative Interfaces Incorporated and authorizes the acting Chief Executive Officer of the Library to finalize and execute the Amendment to Subscription License Agreement in substantially the form presented and with changes 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.

Adopted this ____ day of _____, 2023.

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

AYE

NAY

ATTEST: _____
Secretary of the Board

**AMENDMENT TO
SUBSCRIPTION LICENSE AGREEMENT**

This **AMENDMENT** (hereinafter referred to as the “Amendment”) is made and entered into as of the date of the last signature of the parties hereto (the “**Effective Date**”), by and between **INNOVATIVE INTERFACES INCORPORATED**, a California corporation having its principal place of business at 1900 Powell Street, Suite 400, Emeryville, CA 94608 (hereinafter referred to as “**Innovative**”), and **INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY** (hereinafter referred to as “**Client**” and collectively referred to as “**the Parties**”).

WHEREAS, Client and Innovative are parties to the Subscription License Agreement effective as of February 6, 2019 (the “**Agreement**”) and

WHEREAS, Client and Innovative desire to update the list of Software in the Agreement; and

WHEREAS, Client and Innovative desire to extend the Agreement and, in connection with such changes, the parties desire to amend the Agreement as set forth in this Amendment; and

NOW, THEREFORE, for good and valuable consideration and intending to be legally bound hereby, the parties hereby agree as follows.

- 1. Term.** Section 2. of Exhibit A of the Agreement is hereby deleted in its entirety and replaced with the following:

“Subject to the early termination provisions as set forth in the GTCs, the term of this Agreement will be effective for an initial term of the Effective Date through June 23, 2026 (the “Initial Term”). Thereafter the Software will be automatically renewed for additional one (1) year terms (each a “Renewal Term”), unless either party gives the other not less than ninety (90) days’ prior written notice of its intent to terminate the Software subscription effective as of the end of the then-current Term. During the Initial Term, Innovative will have the right to increase rates for services being renewed by a maximum percentage equivalent to 3% over the previous year, and by a maximum percentage of 5% during the Renewal Term.

Year	Price
June 24, 2020 – June 23, 2021	\$147,388.00
June 24, 2021 – June 23, 2022	\$151,809.64
June 24, 2022 – June 23, 2023	\$156,363.93
June 24, 2023 – June 23, 2024	\$161,054.86
June 24, 2024 – June 23, 2025	\$165,886.51
June 24, 2025 – June 23, 2026	\$170,863.11

”

- 2. Pricing Exhibit.** As of June 24, 2023, Pricing Exhibit EST-INC9011 of the Agreement is replaced with Pricing Exhibit EST-INC15002 attached.

3. Polaris Core Bundle. A list of the included features and functionalities of the Polaris Success Bundle are attached hereto as Exhibit B. As Innovative continues to develop and revise its software solutions, such items may be subject to change at Innovative’s sole discretion.

Except as otherwise amended hereby, the other provisions of the Agreement will remain in full force and effect as of the date hereof. In the event of a conflict between the provisions of this Amendment and the Agreement, the terms of this Amendment will control.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to enter into this Amendment.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

INNOVATIVE INTERFACES INCORPORATED

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

EXHIBIT 1
[APPROVED SOFTWARE PRICING EXHIBIT FOLLOWS THIS PAGE]



Part of **Clarivate**

Innovative Interfaces Incorporated
3133 W. Frye Rd.
Suite 400
Chandler AZ 85226
United States

Pricing Exhibit

Date 6/1/2022
Quote # EST-INC15002
Payment Terms Net 30
Overall Contract Term (Months) 36
Contract Start Date
Contract End Date
Sales Rep CR Manager
Site Code indy
Expires 5/31/2023

Bill To

Indianapolis Marion County
Public Library
PO Box 211
Indianapolis IN 46206-0211
United States

Ship To

Indianapolis Public Library
40 E Saint Clair St
Indianapolis IN 46206-0211
United States

Currency

US Dollar

Item	Item Category	Qty	Description	Options	Original Rate	Discounted ...	Amount
Polaris Success Bundle - Public	License - Term	1	Polaris Public Success Bundle				133,177.20
Staff User Licenses	License - Term	600	Staff User Licenses				16,390.91
Additional SIP2 Subscription	License - Term	55	Additional SIP2 Subscription				6,159.70
RFID Integration	License - Term	1	RFID Integration 24 June 2023- 23 June 2024 Year 1 of 3, \$161,054.86 Year 2 of 3, \$165,886.51 Year 3 of 3, \$170,863.11				5,327.05

Total Fees US\$161,054.86

Exhibit B

Polaris Success Bundle - List of Features & Functionalities

Description	Functional Area	Included
Acquisitions	Acquisitions	Y
EDI - Electronic Ordering	Acquisitions	Y
EDI - Electronic Invoicing	Acquisitions	Y
Titles to Go	Acquisitions	Y
Selection Lists	Acquisitions	Y
Cataloging (includes Unlimited Records / Data)	Cataloging	Y
Automatic Authority Control	Cataloging	Y
Export Express	Cataloging	Y
Z39.50 Client, Broadcast & Server	Cataloging	Y
Circulation	Circulation	Y
Inventory Manager	Circulation	Y
Collection Agency / Debt Collection (Unique Management)	Circulation	Y
eCommerce - PowerPAC (Payflow Link)	Circulation	Y
Self-Check using Express Check	Circulation	Up to 5
Floating Collections	Circulation	Y
Held Item Delivery	Circulation	Y
Outreach	Circulation	Y
Interlibrary Loan	Circulation	Y
RFID Integration	Circulation	Y
Notices	Circulation	Y
Offline Circulation	Circulation	Y
Patron Images - Internal	Circulation	Y
SIP2 Interface	Circulation	Up to 5
SMS Alerts	Circulation	Y
Volume Level Holds	Circulation	Y
eContent Integration	ERM	Y
Unlimited PowerPAC Users	OPAC	Y
Carousel Toolkit	OPAC	Y
Community Profiles w/ Campaigns	OPAC	Y
Children's PAC	OPAC	Y
Did you mean? (Spellcheck)	OPAC	Y
Feature It	OPAC	Y
Location-based Profiles & PowerPAC Localization	OPAC	Y
Mobile PAC	OPAC	Y
Patron Self-Registration	OPAC	Y
Remote Patron Authentication against Polaris Patron DB	OPAC	Y
RSS Feed Builder	OPAC	Y
URL Detective	OPAC	Y
Serials	Serials	Y
Description	Functional Area	Included
Claiming	Serials	Y
Polaris REST APIs/Polaris API	System	Y
Polaris Canned Reports	System	Y
Simply Reports	System	Y
SQL query access with Microsoft reporting services	System	Y
Software License for Training and Test Environments	System	Y
Leap	System	Y
PowerPAC	System	Y



Board Briefing Report

9

To: IndyPL Board **Meeting Date:** 2/27/23
From: The Indianapolis Public Library Foundation
Subject: February 2023 Update

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

News

Please join us for Circulate on Saturday, March 4 at Central Library. You can buy tickets here: <https://indyplfoundation.org/circulate>

Thanks to hundreds of generous donors, the Library Foundation provided \$2.2 million for Library programs and services in 2022.

Many thanks to the Indy Library Store's hardworking volunteers and staff for a successful 2022. The Store raised \$231,000, a 34% increase over 2021.

Congratulations to all staff and volunteers who made the February 11 Meet the Artists Gala such a success. We are grateful to generous donors who help make this program possible.

Donors

We thank the 182 donors who made gifts last month. The following are our top corporate and foundation donors: Barnes & Thornburg, Bose McKinney & Evans LLP, Citizens Energy Group, First Merchants Bank, FORVIS, Harrison Center, Indiana Oxygen, Indianapolis Airport Authority, Indianapolis Local Public Improvement Bond Bank, Indianapolis Public Transportation Foundation, Office of the Lawrence Township Trustee Steve Talley, and Shrewsbury & Associates. If you should have an opportunity to thank these donors, we would be grateful.

Program Support

This month, we are proud to provide more than \$148,000 to the Library. Examples of major initiatives supported include Concert Series, YA Author Visits, Early Childhood Educators' Workshops, Summer Reading Program, and Growing Global Citizens.



Board Action Request

10a1

To: IMCPL Board **Meeting Date:** February 27, 2023

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

Effective Date: February 27, 2023

Subject: Finances, Personnel and Travel Resolution 12-2023

Recommendation: Approve Finances, Personnel and Travel Resolution 12-2023

Background: The Finances, Personnel and Travel Resolution 12-2023 is a routine procedural action that appoints new salaried hires, approves new hourly hires, compensation changes, resignations, and travel and financial-related claims and warrants.

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

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

RESOLUTION 12 - 2023

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 January 2023 pursuant to the Annual Resolution.

AND WHEREAS, the Chief Executive Office of the Library and the Treasurer of the Library do also recertify the claims previously considered by the Board under Resolutions 64-2022, 72-2022, 78-2022 and 9-2023 (the "Prior Resolutions"), as being actions having been properly taken during prior months pursuant to the 2022 and 2023 Annual Resolutions.

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.

Warrant numbers **77009** through **77008** for a total of
\$253,539.94 were issued from the operating bank accounts.

EFT numbers **1734** through **1744** and
306538 through **306557** and
306560 through **306563** for a total of

\$509,496.65 were issued from the operating bank accounts.

Warrant numbers **990** through **996** for a total of

\$166.81 was issued from the fines bank account.

Warrant numbers **8826** through **8839** for a total of

\$3,461.03 were issued from the gift bank account.

EFT numbers **306558** through **306559** for a total of

\$4,694.96 were issued from the gift bank account.

Warrant numbers **269642** through **269670** for a total of

\$9,753.96 were issued for employee payroll

Direct deposits numbers **10001** through **10552** and
30001 through **30553** for a total of

\$1,491,811.77 were issued for employee payroll

Electronic transfers for payment of taxes and garnishments for a total of

\$449,599.54 were issued for employee payroll

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 and those in the Prior Resolutions have been taken pursuant to the 2022 and 2023 Annual Resolutions.

AND WHEREAS, the Chief Executive Office of the Library and the Treasurer of the Library do also recertify the actions previously considered by the Board under the Prior Resolutions as being properly taken pursuant to the 2022 and 2023 Annual Resolutions.

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

Raymond J. Biederman

Stephen Lane

Curtis W. Bigsbee

Dr. Khaula Murtadha

Hope C. Tribble

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

Patricia A. Payne

Jennifer Carter
Treasurer of the Library Board

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
OPERATING ACCOUNTS

No.	Type	Date	Reference	Amount
1734	EFT	01/03/2023	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	1,023.64
1735	EFT	01/05/2023	FIDELITY INVESTMENTS	3,190.96
1736	EFT	01/05/2023	AMERICAN UNITED LIFE INSURANCE CO	2,280.69
1737	EFT	01/09/2023	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	123,819.75
1738	EFT	01/13/2023	ADP, INC.	6,164.95
1739	EFT	01/13/2023	ADP, INC.	2,095.56
1740	EFT	01/13/2023	ADP, INC.	884.64
1741	EFT	01/19/2023	FIDELITY INVESTMENTS	4,202.96
1742	EFT	01/19/2023	AMERICAN UNITED LIFE INSURANCE CO	2,280.69
1743	EFT	01/23/2023	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	124,684.81
1744	EFT	01/23/2023	INDIANA DEPARTMENT OF REVENUE	479.19
77009	CHECK	01/19/2023	AFSCME COUNCIL IKOC 962	2,618.96
77010	CHECK	01/19/2023	AMANDA ANNE SHAFFER	16.05
77011	CHECK	01/19/2023	AMERICAN UNITED LIFE INSURANCE CO	1,060.64
77012	CHECK	01/19/2023	AMERICAN UNITED LIFE INSURANCE CO	2,843.27
77013	CHECK	01/19/2023	ASM INTERNATIONAL	320.44
77014	CHECK	01/19/2023	ATC GROUP SERVICES, LLC DEPOSITORY	114.50
77015	CHECK	01/19/2023	BEECH GROVE SEWAGE WORKS	194.04
77016	CHECK	01/19/2023	CITIZENS ENERGY GROUP	13,934.04
77017	CHECK	01/19/2023	CLASSIC CLEANERS	42.00
77018	CHECK	01/19/2023	DELL MAGAZINES DIRECT	34.97
77019	CHECK	01/19/2023	DENISON PARKING	5,899.74
77020	CHECK	01/19/2023	DIVERSITY PRESS LLC	36,333.00
77021	CHECK	01/19/2023	EMPECCABLE MAGAZINE	60.00
77022	CHECK	01/19/2023	ENVIRO-TOTE INC.	2,343.45
77023	CHECK	01/19/2023	FACILITY COMMISSIONING GROUP, INC	2,808.25
77024	CHECK	01/19/2023	GUARDIAN	16,297.87
77025	CHECK	01/19/2023	AES INDIANA	84,970.23
77026	CHECK	01/19/2023	KEVIN PHILLIPS	2,297.50
77027	CHECK	01/19/2023	KI	49,914.47
77028	CHECK	01/19/2023	KONSTANTIN UMANSKY	300.00
77029	CHECK	01/19/2023	LEGALSHIELD	210.45
77030	CHECK	01/19/2023	PAYPAL	54.10
77031	CHECK	01/19/2023	PERRY ACOUSTICS, INC.	15,300.00
77032	CHECK	01/19/2023	RADWAY PIANO SERVICE	95.00
77033	CHECK	01/19/2023	RUBBER STAMPS UNLIMITED INC.	1,300.00
77034	CHECK	01/19/2023	SARAH KANE	50.00
77035	CHECK	01/19/2023	SILLY SAFARI SHOWS, INC	600.00
77036	CHECK	01/19/2023	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	911.75
77037	CHECK	01/19/2023	TRANSACTION NETWORK SERVICES INC.	195.52
77038	CHECK	01/19/2023	VLADIMIR KRAKOVICH	600.00
77039	CHECK	01/19/2023	WEST SIDE CHAMBER OF COMMERCE	125.00
77040	CHECK	01/19/2023	YEFIM PASTUKH	600.00
77041	CHECK	01/26/2023	ASI SIGNAGE INNOVATIONS	3,916.00
77042	CHECK	01/26/2023	ENVIRO-TOTE INC.	2,297.50
77043	CHECK	01/26/2023	MADER DESIGN LLC	2,500.00
77044	CHECK	01/26/2023	PROVIDENCE OUTDOOR	135.00
77045	CHECK	01/26/2023	THE HF GROUP, LLC	78.59
77046	CHECK	01/26/2023	UNIFORM HOUSE INC. THE	1,039.61
77047	CHECK	01/26/2023	UNITED PARCEL SERVICE	1,128.00
306538	EFT	01/19/2023	BAKER & TAYLOR	12.39
306539	EFT	01/19/2023	BAKER & TAYLOR	15.17
306540	EFT	01/19/2023	BAKER & TAYLOR AXIS 360 E-BOOKS	25.98
306541	EFT	01/19/2023	BRODART COMPANY	13,209.96
306542	EFT	01/19/2023	BRODART COMPANY CONTINUATIONS	1,634.75
306543	EFT	01/19/2023	CITIZENS THERMAL ENERGY	21,470.15
306544	EFT	01/19/2023	CITIZENS THERMAL ENRGY.	26,249.94
306545	EFT	01/19/2023	DELTA DENTAL	25.13
306546	EFT	01/19/2023	DELTA DENTAL	235.01

No.	Type	Date	Reference	Amount
306547	EFT	01/19/2023	DELTA DENTAL	11,153.11
306548	EFT	01/19/2023	GLENDALE MALL	23,585.42
306549	EFT	01/19/2023	IRVINGTON PRESBYTERIAN CHURCH	937.50
306550	EFT	01/19/2023	KRM ARCHITECTURE+ INC	10,394.84
306551	EFT	01/19/2023	MARKET STREET GROUP, INC	4,000.00
306552	EFT	01/19/2023	MARY RANKIN	3,587.50
306553	EFT	01/19/2023	RATIO ARCHITECTS, LLC	5,543.26
306554	EFT	01/19/2023	REGIONS BANK PURCHASING CARD	41,676.14
306555	EFT	01/19/2023	STAPLES	14,292.78
306556	EFT	01/19/2023	TITAN ASSOCIATES	1,564.00
306557	EFT	01/19/2023	UNIVERSAL PROTECTION SERVICE, LP	51,146.46
306560	EFT	01/26/2023	CDW GOVERNMENT, INC.	9.32
306561	EFT	01/26/2023	CHRISTOPHER B. BURKE ENGINEERING, LLC	1,950.00
306562	EFT	01/26/2023	J&G CARPET PLUS	470.00
306563	EFT	01/26/2023	KRM ARCHITECTURE+ INC	5,200.00
				\$ 763,036.59

Summary by Transaction Type:

Computer Check	\$ 253,539.94
EFT Check	\$ 509,496.65
Total Payments	\$ 763,036.59
Total Voided Items	\$ -

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
FINES ACCOUNT

No.	Type	Date	Reference	Amount
990	CHECK	1/19/2023	ANNA MARIE BACHMAN	34.50
991	CHECK	1/19/2023	JULIA ANN PICCIONE	29.15
992	CHECK	1/19/2023	PETER HOFSTETTER	16.95
993	CHECK	1/19/2023	REBECCA BERRY	12.25
994	CHECK	1/19/2023	RONALD THOMAS	27.98
995	CHECK	1/19/2023	RONNETTA M. PHILLIPS	30.99
996	CHECK	1/19/2023	WENDI SHAFFER	14.99
			Total	<u>\$ 166.81</u>

Summary by Transaction Type:

Computer Check	\$	166.81
EFT Check	\$	-
Total Payments	\$	166.81
Total Voided Items	\$	-

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
GIFT ACCOUNT

No.	Type	Date	Reference	Amount
8826	CHECK	01/19/2023	ALYSSA GAINES	75.00
8827	CHECK	01/19/2023	ARTE MEXICANO EN INDIANA, INC.	250.00
8828	CHECK	01/19/2023	AYALA GAMERO INC	236.33
8829	CHECK	01/19/2023	BETH MENG	150.00
8830	CHECK	01/19/2023	CAREY INTERNATIONAL, INC.	315.70
8831	CHECK	01/19/2023	CREATIVE AQUATIC SOLUTIONS, LLC	265.00
8832	CHECK	01/19/2023	CYNTHIA REINHARD	75.00
8833	CHECK	01/19/2023	ELAINE KOVALCIK	75.00
8834	CHECK	01/19/2023	JULIA LOHLA	75.00
8835	CHECK	01/19/2023	LORALYNN E EADES	635.00
8836	CHECK	01/19/2023	PETER VICKERY	300.00
8837	CHECK	01/19/2023	PLAY IT 4WARD SPORTS & ENTERTAINMENT CO.	84.00
8838	CHECK	01/19/2023	SUSAN L. HALL	25.00
8839	CHECK	01/19/2023	DIGITAL SYNAPSES LLC	900.00
306558	EFT	01/19/2023	BAKER & TAYLOR	472.21
306559	EFT	01/19/2023	INSIGHT PUBLIC SECTOR, INC	4,222.75
			Total	\$ 8,155.99

Summary by Transaction Type:

Computer Check	\$ 3,461.03
EFT Check	\$ 4,694.96
Total Payments	\$ 8,155.99
Total Voided Items	\$ -

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
FEBRUARY 27, 2023
PERSONNEL ACTIONS
RESOLUTION 12-2023

NEW HIRES:

- Ashauna Coffey, Page, Central Library, \$15.00 per hour, Effective: February 15,2023
- Khaila King, Library Assistant II, Lawrence Branch, \$15.32 per hour, Effective: February 15,2023
- Armstrong Theophile, Computer Assistant II, Warren Branch, \$15.92 per hour, Effective: February 2,2023
- Douglas Ross, Library Assistant II, Warren Branch, Part-time, \$15.32 per hour, Effective: January 23,2023
- Kale Lietz, Public Services Associate II-Floater, Nora Branch, \$17.70 per hour, Effective: February 2,2023
- Molly Fowler, Page, Glendale Branch, \$15.00 per hour, Effective: March 2,2023
- Stephanie Flood, Technology Learning Specialist, Program Development Area, \$18.90 per hour, Effective: March 3,2023
- Nicholas Gipson, Library Assistant II, Lawrence Branch, \$15.32 per hour, Effective: February 15,2023
- Jessica Weileman, Library Assistant II, Nora Branch, \$15.32 per hour, Effective: February 3,2023
- Birtukan Coons, Page, Central Library, \$15.00 per hour, Effective: February 15,2023
- Miranda Packer, Page, Learning Curve, \$15.00 per hour, Effective: February 15,2023
- Sha'Tayvia Calderon, Page, Central Library, \$15.00 per hour, Effective: February 2,2023
- Mary Sullivan, Page, Central Library, \$15.00 per hour, Effective: February 2,2023
- Ron Burch, Library Assistant II, Nora Branch, \$15.32 per hour, Effective: February 15,2023
- Kelsey Abernathy, Public Services Librarian, Pike Branch, \$22.00 per hour, Effective: February 2,2023

INTERNAL CHANGES:

- Carrie Hale from Library Assistant II, Southport Branch to Library Assistant II, Irvington Branch, No Change in Pay, Effective: February 12,2023
- Kaylie Davitto from Public Services Associate II, Learning Curve, \$ 19.42 per hour to Computer Assistant II, Learning Curve, \$17.00 per hour, Effective: February 12,2023
- Mallory Collins from Page, Garfield Park Branch, \$15.00 per hour to Library Assistant II, Garfield Park Branch, \$15.32 per hour, Effective: February 26,2023
- Stephen McKenzie from Circulation Supervisor I, Haughville Branch, \$22.31 per hour to Circulation Supervisor II, Fort Benjamin Harrison Branch, \$23.42 per hour, Effective: January 20,2023
- Jena Mattix from Manager Community Branch, Martindale Brightwood Branch, \$28.57 per hour to Manager, Regional Branch, Glendale Branch, \$29.67 per hour, Effective: February 26,2023

- Jessica Rinker from Interim Circulation Supervisor I, Martindale Brightwood Branch, \$21.27 per hour to Circulation Supervisor I, Martindale Brightwood Branch, \$21.27 per hour, Effective: January 29,2023
- Keith Harrison from Hourly Technology Learning Specialist, Program Development Area, \$20.14 per hour to Page, Learning curve, \$16.49 per hour, Effective: January 29,2023
- Kaylie Davitto from Public Services Associate II, Learning Curve, \$19.42 per hour to Computer Assistant II, Learning Curve, \$17.00 per hour, Effective: February 12,2023
- Laurie Fancher from Part-time Library Assistant II, Southport Branch to Full-time Library Assistant II from Southport Branch, No Change in Pay, Effective: February 26,2023
- Theresa Coleman from Interim Supervisor Librarian, Nora branch, \$23.41 per hour to Supervisor Librarian, Nora Branch, \$24.90 per hour, Effective: December 4,2022
- Julie Quebe from Full-time, Library Assistant III, Decatur Branch to Part-time, Library Assistant III, Decatur Branch, Effective: February 26,2023
- Jennifer Carter from Manager Budget, Chief Financial Office Services Area, \$40.38 per hour to Interim Treasurer, Chief Financial Office Services Area, \$44.42 per hour, Effective: February 12,2023
- Tisha Galarce from Interim Director, Human Resources, Human Resource Services Area, \$47.78 per hour to Director, Human Resources, Human Resource Services Area, \$50.48 per hour, Effective: February 20,2023

RE-HIRES: (None Reported)

SEPARATION:

- Ruth Rankin, Metadata Specialist, Collection Management Services Area, 1 year, Effective: February 24,2023
- Boubacar Balde, Page, Central Library, 1year and 11 months, Effective: January 14,2023
- Garrett Mason, Strategic Planning & Assessment Officer, Chief Executive Office, 4years, Effective: February 3,2023
- Joe Backe, Director, Communications, Communications Department, 3years and 4months, Effective: March 3,2023
- Sandra Bottom-Seals, Public Services Associate, Pike Branch, 4years and 5 months, Effective: January 28,2023
- Raquel Aguiar, Program Associate-Outreach, Outreach Services & Volunteer Resources,3years and 2months, Effective: January 27,2023
- Finley Albaugh, Computer Assistant II, Decatur Branch, 1 month, Effective: January 17,2023
- Lindsey “Vertigo” Dalton, Page, West Perry Branch, 5 months, Effective: February 20,2023

INACTIVE: (None Reported)

RE-ACTIVATE: (None Reported)

PAY ADJUSTMENT:

- Nathaniel Weber, Strategy & Equity Specialist, Chief Executive Office, from \$22.87 per hour to \$24.68 per hour, Effective: December 18,2022
- Kathryn Bulloff, Manager, Digital Projects, Communications Department, from \$31.53 per hour to \$36.26 per hour, Effective: February 5,2023
- Carrie Waterson, Manager, Website, Communications Department, from \$35.95 per hour to \$41.34 per hour, Effective: February 5,2023
- Greg Hill, Acting CEO, Chief Executive Office from \$67.30 per hour to \$72.11 per hour, Effective: February 11,2023
- Nathaniel Weber, Strategy & Equity Specialist, Chief Executive Office, from \$24.68 per hour to \$27.14 per hour, Effective: February 5,2023

RECLASSIFICATION:

- Valerie Evans from Part-time Processing Assistant I, Processing Service Section, to Full-time Processing Assistant I, Processing Services Section, No Change in Pay, Effective: January 29,2023
- Irene Rosier, Order Specialist, Collection Management from \$21.29 per hour to \$22.561 per hour, Effective: December 18,2022
- Kendra Checkoff, Manager Accounting, Accounting Service Section from \$38.87 per hour to \$40.31 per hour, Effective: December 18,2022
- Shanika Heyward, Director Information technology, Information Technology, from \$53.86 per hour to \$57.69 per hour, Effective: December 18,2022
- D.Green, Manager Business System Analyst, Information Technology, from \$42.27 per hour to \$43.52 per hour, Effective: December 18,2022
- Mary Johnson, Library Security Assistant, Public Services, from \$18.18 per hour to \$19.18 per hour, Effective: December 18,2022
- Robin Wood-Gebhart, Accounting Assistant, Accounting and Chief Financial Office, from \$20.58 per hour to \$21.75 per hour, Effective: December 18,2022
- Jackie Berry, Processing Assistant I, Processing Services Section, from \$15.92 per hour to \$16.72 per hour, Effective: December 18,2022
- Kathryn Roberts, Processing Assistant I, Processing Services Section, from \$16.16 per hour to \$16.72 per hour, Effective: December 18,2022
- Janelle George, Manager Events, Central Library, from \$31.19 per hour to \$32.75 per hour, Effective: December 18,2022
- Bryanna Barnes, Public Services Associate II, from \$18.67 per hour to \$19.15 per hour, Effective: December 18,2022
- Anna Lake, Supervisor Librarian, Learning Curve, from \$25.07 per hour to \$26.50 per hour, Effective: December 18,2022
- Olutimilehin Olaniyi, Purchasing Order Specialist, Accounting and Chief Financial Office, from \$19.23 per hour to \$20.50 per hour, Effective: December 18,2022
- Jennifer Hendzlik, Manager Acquisition, Collection Management, from \$31.99 per hour to \$34.61 per hour, Effective: December 18,2022
- Sophia Bowman, Hourly Events Assistant, Central Library, \$15.93 per hour to \$19.00 per hour, Effective: December 18,2022

- Kathy Helmond, Supervisor Librarian, Central Adult Services, \$28.19 per hour to \$28.61 per hour, Effective: December 18,2022
- Elaine Bradburn, Processing Accounts Assistant, Processing Service Section, \$17.46 per hour to \$18.59 per hour, Effective: December 18,2022
- Tammi O'neal, Processing Assistant II, Processing Service Section, from \$19.38 per hour to \$20.35 per hour, Effective: December 18,2022
- Catrina Barnett, Processing Assistant II, Processing Service Section, from \$17.37 per hour to \$18.59 per hour, Effective: December 18,2022
- Yolanda Morales, Processing Assistant II, Processing Service Section, from \$17.64 per hour to \$18.59 per hour, Effective: December 18,2022
- Rebecca Staley, Order Specialist, Collection Management, from \$21.54 per hour to \$22.61 per hour, Effective: December 18,2022
- Bradley Johnson, Supervisor Shipping and Receiving, Collection Management, \$27.49 per hour to \$28.86 per hour, Effective: December 18,2022

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

TRAVEL AND TRAINING ACTION

RESOLUTION - February 2023

WHEREAS it is the opinion of the Board that it is necessary for the following individuals:

BE IT RESOLVED that they be allowed the necessary credited time and registration fees to be paid out of the Operating Fund:

Name	Dept	C/C	City/State	Conference Name	Fund	Registration	Travel/Mile	Lodging	Per Diem	Total
Genira Newell	HR	1700	Virtual	Indiana Chamber	101	\$ 549.00	\$ -	\$ -	\$ -	\$ 549.00
Reginald Laratte	HR	1700	Virtual	Indiana Chamber	101	\$ 549.00	\$ -	\$ -	\$ -	\$ 549.00
Tisha Galarce	HR	1700	Virtual	Indiana Chamber	101	\$ 549.00	\$ -	\$ -	\$ -	\$ 549.00
Alexus Hunt	HR	1700	Indianapolis, Indiana	Black Heritage Preservation	101	\$ -	\$ -	\$ -	\$ -	\$ -
Will Scharfenberger	CEN	1401	St. Louis, MO	Music Library Association/Th	101	\$ -	\$ 325.00	\$ -	\$ 120.00	\$ 445.00
Darren Stewart	EAG	2007	Virtual	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Billie Tatlock	FRA	2021	Indianapolis, Indiana	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Liana K. Meeker	FRA	2021	Virtual	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Natasha Hollenbach	CMSA	1200	Indianapolis, Indiana	Black Heritage Preservation	101	\$ -	\$ -	\$ -	\$ -	\$ -
Natasha Hollenbach	CMSA	1200	Indianapolis, Indiana	Antiracism and Community-E	101	\$ -	\$ -	\$ -	\$ -	\$ -
Montoya Megerle Ba	CMSA	1200	Virtual	Handling Book and Paper-Ba	101	\$ 70.00	\$ -	\$ -	\$ -	\$ 70.00
Kathryn Farmer	CMSA	1200	Indianapolis, Indiana	Antiracism and Community-E	101	\$ -	\$ -	\$ -	\$ -	\$ -
Kathryn Farmer	CMSA	1200	Indianapolis, Indiana	Black Heritage Preservation	101	\$ -	\$ -	\$ -	\$ -	\$ -
Maureen Beasley	DEC	2006	Indianapolis, Indiana	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ -
Kathryn King	INFO	2024	Saint Louis, Missouri	Education Plus: Innovate	101	\$ 325.00	\$ -	\$ 300.00	\$ 60.00	\$ 685.00
Elizabeth Tarr	INFO	2024	Saint Louis, Missouri	Education Plus: Innovate	101	\$ 325.00	\$ 325.00	\$ -	\$ 60.00	\$ 710.00
David Dyer	CEN	1401	Virtual	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Kim Ewers	CEO	1000	Virtual	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Lacy Strahan	DEC	2006	Virtual	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Ally Muterspaw	CEN	1401	Virtual	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Jessica Rinker	MAR	2005	Virtual	Racial Equity Institute	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Natasha Hollenbach	CMSA	1200	Indianapolis, Indiana	Society of Indiana Archivists A	101	\$ 57.00	\$ -	\$ -	\$ -	\$ 57.00

\$ 6,414.00

10b

Good evening,

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

System Wide Communication

We continue to hold meetings with staff at branch locations as well as departments. In January, the Executive Committee held meetings at the Glendale Branch.

The Area Resource Managers held it's meeting at The Warren Branch Library in January.

Programming

Adult –Bestselling novelist and British Fantasy Award and Locus Award winning author Silvia Moreno-Garcia will be the featured speaker at our 44th Annual Marian McFadden Memorial Lecture on **March 16, 2023, at the Madam Walker Legacy Center.**

Library 150th Anniversary - The Indianapolis Public Library will celebrate 150 Years of Service throughout 2023.

While the calendar of the Anniversary is April 9, 1873, this coincides with Easter Sunday in 2023, and thus, because the library will be closed in observance of the Easter holiday it is not really a fitting date to offer a public celebration of this momentous occasion.

Instead, there will be a special logo, already in use on posters, other printed pieces, and in staff email signatures.

New floormats for every location have been received and will be deployed later in March so that they are fresh for the April anniversary and avoid as much of winter slush as possible to preserve their freshness.

On June 3, 2023, at 1:50 pm cupcakes or cookies (depending on costs) will be served at every public service location to celebrate the 150th Anniversary and kick off the annual adult and juvenile Summer Reading program.

Both Digital Indy and the Encyclopedia of Indianapolis are working to develop special features commemorating the anniversary. A special program and exhibit is being planned for the Indianapolis Special Collections Room that will look at the progress the library has made, as well as the challenges it has faced in the 150 years of service.

A committee is at work developing more details, and of course the Library's Communications team will feature special images and stories throughout the year in the library's social media channels.

The committee includes staff members:

Amira Malcom; Bradley Johnson, Carri Genovese, Christopher Hogsett, Cordia Watkins, Elizabeth Schoettle, Jessica Fischer, Katie Bulloff, Kim Ewers, Michelle Sharp, Montoya Barker, Natasha Hollenbach, Shael Weidenbach with special help from retired ARM Sharon Bernhardt, and retired Library Director Raymond Gnat. Mike Williams is chairing the effort.

Accessibility Work-stations – We are excited about the accessibility workstations. All branch locations will have a workstation. The stations will provide resources for the public to aid in a series of high impact hurdles, we have brought forward several windows options and are adding some hardware to help make our technology accessible to everyone. This includes screen readers, large print keyboards, easy to use mice and access to windows options that allow for easier use within the operating system. With these adjustments to the computer hardware and software, we have also acquired desks that raise and lower to accommodate all forms of users.

Some partners we worked with across the system:

Immigrant Welcome Center

Fathers and Families

Tactical Tech

Burmese American Community Institute (BACI)

Developmental Disabilities Systems, Inc. (DDSI)

IPS expansion in the Shared System – Presentation by Deb Lambert

Encyclopedia of Indianapolis

- The Indiana Library Federation (ILF) Collaboration award
- the EOI Indianapolis Redlining article - Jyoti Verderame, Assistant Managing Editor.

Recent Highlights at IndyPL

See attached.

Gregory A. Hill, Sr.

Sincerely,

Gregory A. Hill, Sr., MLS, MSM

Acting CEO / Chief Public Services Officer (Interim) Indianapolis Public Library

Recent Highlights at IndyPL

January, 2023



Public PCs were used **33,970** times, which is up **17%** since December 2022



3,271 Patrons attended Story Times



2023 Meet the Artist had **980** attendees



CMSA added **4,883** e-resource titles to the catalog



Teen Zone at Irvington and Lawrence had **543** attendees



The Library Foundation had **181** donors in January

Thank you for all that you do!



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
FINANCE COMMITTEE MEETING
FEBRUARY 14, 2023

The Indianapolis-Marion County Public Library Board Finance Committee met virtually via Zoom on Tuesday February 14, 2023, at 10:11 pm pursuant to notice given.

Committee Members Present: Raymond Biederman and Dr. Khaula Murtadha

Other Attendees: Lolita Campbell, Gregory Hill, Shanika Hayward and Russel Brown

Briefing – Resolution xx-2023 Approval to sign an amended contract with Innovative Interfaces, Inc. The Finance Committee recommends IMCPL Board of Trustees approval to authorize the acting CEO to negotiate and sign an amended agreement for the renewal of three years of licensing and support services with Innovative Interfaces, Inc. for the Polaris integrated Library Systems (ILS). Shanika Hayward informed the Finance Committee the amendment to subscription license agreement, will cover services for 2023, 2024, and 2025 for (3) three years granting innovative the right to increase rates for services by a maximum percentage equivalent to 3% over the previous year and by a maximum percentage of 5% during the renewal term. By renewing amending the agreement the library can accurately budget for this service into 2026. The Finance Committee unanimously approved the resolution to proceed out of committee forward to the regular February 2023 Board Meeting.

Briefing – Resolution xx-2023 – Transfer between Classifications and Accounts. The transfer in the Operating Fund is to move funds within the CEO department's budget to fund the contract for the Chief Administrative Officer. This transfer has no impact on the total budget for 2023 as the funds are moving from on account to another per Lolita Campbell. Lolita would like to transfer \$170,000 from Salaries fund and increase the Other Services & Charges fund (consulting services), however Ray Biederman would like to have a longer discussion with the Finance Committee meeting when Pat Payne, committee chairperson, can join in on the discussion. Ray suggested that \$20,000 be moved for now until all the members of the Finance committee can be present for the discussion. The Finance Committee unanimously approved the resolution for \$20,000 and to discuss the full transfer once the committee has more discussion in next month meeting in March 2023.

Adjournment

Dr. Murtadha declared the meeting adjourned at 10:20 a.m.

◆◆◆◆◆◆◆◆◆◆