

REVISED
INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
AUGUST 26, 2024

The Indianapolis-Marion County Public Library Board met in person at the Fort Ben Branch Library, 9330 East 56th Street, Indianapolis, Indiana, on Monday, August 26, 2024 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Tribble called the meeting to order. Dr. Payne acted as Secretary.

2. Roll Call

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

Members absent: Dr. Riolo.

The Chair recognized a quorum.

Ms. Tribble thanked everyone for attending the meeting this evening. She noted that the Fort Ben Branch opened a year ago and was looking forward to hearing the report about the branch operations later in the meeting.

Ms. Tribble went on to mention several accolades received by the Library including:

- The Glendale Branch received the Merit Award from the Indiana Institute of Architects as part of its design awards program.
- Purdue University Extension Services honored the Library with the very first Marion County Friend of the Extension Award.
- Mr. Tony Radford, who is a retired long-time Library employee and founder of the Library's annual Meet the Artist exhibit, was awarded the Christel DeHaan Lifetime Achievement Award from the Indie Arts Council.

3. Branch Manager's Report and Department Overview

a. Fort Ben Branch Report

Ms. Marianne Kruppa, Area Resource Manager, and Mr. Stephen McKenzie,

Circulation Supervisor, shared information about the branch:

- The Fort Ben Branch is in a diverse community that fills a service gap between the Lawrence and Warren branches, primarily serving the Fort Ben and Lawrence areas.
- 11% of the households served speak Spanish.
- The branch has had 37 active volunteers and six interns in this year alone.
- The branch has committed to accessibility by becoming a Certified Autism Center through the International Board of Credentialing and Continuing Education Standards.

b. 2024 Summer Reading Program Report

Mr. John Helling, Chief Public Services Officer and Ms. Devery North, Program Specialist, discussed the Report. It was noted that a total of 26,147 people participated in the Summer Reading Program. The community read a total of 21,901,629 minutes, with kids reading 17,398,953 and adults reading 4,502,676. There were 2,973 books donated to the Boys & Girls Clubs of Indianapolis and 341 tug toys and blankets were donated to IndyHumane. It was noted that one of the goals moving forward is to get more first-time readers and children of color to participate in the Program.

At this time, Dr. White proposed the idea of IndyPL partnering with schools for a competition highlighting which schools read the most over the Summer. Mr. Helling advised that he would look into trying to make that happen.

4. Public Comment

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

Mr. Michael Torres, IndyPL employee and President of AFSCME 962 – Local 3395, the Library's union, addressed the Board and requested that when the Library begins discussions concerning the Good Wage Initiative, that the Library consider ways to equitably distribute raises instead of doing a set percentage raise for all staff.

John Flannelly advised that he is a Disability Support Employment Counselor. He helps individuals find jobs and discusses reasonable accommodations when necessary. At other businesses, he is allowed to be present in the room with the applicant during the interview. Recently, at the Fort Ben Branch he was told that the Human Resources Department of the Library advised that no employee consultant could speak and he was not allowed in the interview. He was hopeful that this issue could be addressed with the Library's Human Resources Department.

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

a. Regular Meeting, July 22, 2024

The minutes from the Regular Meeting held July 22, 2024 were approved on the motion of Dr. Payne, seconded by Dr. White, and the following roll call vote:

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

b. Special Meeting, August 13, 2024

The minutes from the Special Meeting held August 13, 2024 were approved on the motion of Mr. Biederman, seconded by Dr. Palacio, and the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Abstain
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Aye	Dr. White – Aye

COMMITTEE REPORTS

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

a. Report of the Treasurer

Ms. Lolita Campbell and Ms. Mary Rankin, Treasurer, presented the Report of the Treasurer which noted that the year-to-date revenue was \$30,806,900 and the year-to-date expenditures were \$30,221,951.

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

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

b. Resolution 48 – 2024 (Resolution for Appropriations and Tax Rates)

Ms. Campbell noted that the Library held a Public Hearing on the 2025 Budget on August 13, 2024. The Finance Committee is now seeking full Board approval on the proposed 2025 Budget for the Library as follows:

Operating Fund	-	\$62,102,649
Bond #2 Fund	-	\$22,682,278
Rainy Day Fund	-	\$ 1,000.000

Library Improvement Reserve Fund	-	\$ <u>123,000</u>
Total	-	\$85,909,927

The Budget includes a 4% increase in the growth rate for the tax levy as set by the Department of Local Government Finance resulting in the maximum tax levy allowed.

Dr. Murtadha spoke about equity in salaries. How does that get resolved? How do you reconcile? Ms. Campbell advised that the Library switched to merit raises for staff a few years ago. She is looking at other ways.

After full discussion and careful consideration of Resolution 48 – 2024, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr White seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

c. **Resolution 49 – 2024** (Baker Tilly US, LLP Engagement)

Ms. Campbell shared that the Library uses Baker Tilly US for various municipal financial advisory services regarding annual reporting and audit requirements. The Finance Committee recommended Board approval for the engagement letter with Baker Tilly for a total amount of \$69,000.

After full discussion and careful consideration of Resolution 49 – 2024, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. White seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

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

Mr. Biederman advised that the Committee has been reviewing the proposed Behavior Policy and anticipated presenting it to the full Board for approval in September.

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

- a. **Resolution 50 – 2024** (Approval to Award a Services Contract for Retro-Commissioning Services for the Eagle Branch, Martindale-Brightwood Branch and Central Library)

Mr. Adam Parsons, Chief Operational Services Officer, advised that the Facilities Committee recommended that the contract be awarded to Heapy Engineering in the amount of \$68,127.

After full discussion and careful consideration of Resolution 50 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

At this time, Ms. Tribble requested the consent of the Board to consider Resolutions 51 – 2024 and 52 – 2024 together for approval.

The Board unanimously consented.

- b. **Resolution 51 – 2024** (Approval to Award a Purchase Agreement for the East 38th Street Furniture Update Project)

Mr. Parsons noted that the Facilities Committee recommended that the Library award a contract to RJE Business Interiors for the East 38th Street Furniture Update Project in the amount of \$173,794.

After full discussion and careful consideration of Resolution 51 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. White seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

- c. **Resolution 52 – 2024** (Approval to Award a Purchase Agreement for the Haughville Furniture Update Project)

Mr. Parsons noted that the Facilities Committee recommended that the Library award a contract to RJE Business Interiors for the Haughville Furniture Update Project in the amount of \$102,232.

After full discussion and careful consideration of Resolution 52 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. White seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

At this time, a lengthy discussion took place about concern regarding XBE utilization and use of preferred vendors. There was concern expressed about the ability for other firms to compete and bid for Library work after the preferred vendor procurement procedure is used. Ms. Tribble requested that Dr. White chair a discussion on this matter.

- d. **Resolution 37 – 2024 Updated and Amended** (Authorization to Grant Temporary and Fee Simple Right of Way to the Indianapolis Public Transportation Corporation (“IndyGo”) for 2726 and 2810 East Washington Street (East Washington Street Branch) Indianapolis, Indiana)

Mr. Parsons advised that IndyGo has now requested the use of additional land for their use from 784 square feet to 860 square feet around the East Washington Street Branch. IndyGo provided to IndyPL a Statement of The Basis for Just Compensation for the Requisite Right of Way, calculated in accordance with standards provided in Indiana Code, which provides a value of \$9,400 to be paid to the Library.

After full discussion and careful consideration of Resolution 37 – 2024 Updated and Amended, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

Ms. Tribble recessed the Regular Meeting.

- e. **President Tribble will Convene a Public Hearing**

President Tribble announced that this Public Hearing was being held for the following:

- 1) **Authorization to Grant Fee Simple Right of Way to the City of Indianapolis (the “City”) for 198 South Girls School Road (Wayne Branch), Indianapolis, Indiana**

Mr. Parsons advised that the City is improving Girls School Road along a stretch of 3.5 miles between N. Perimeter Road, south of Washington Street, and continuing north to just south of the intersection of Girls School Road and North 21st Street (the “Project”). To accommodate the planned Project improvements, the City determined it is necessary to acquire 0.123 acres of land from IndyPL in fee simple right of way at the Wayne Branch. The total amount the City is offering IndyPL for the acquisition is \$26,500.

2) **Invite Public Comment from the Audience**

Ms. Tribble invited Public Comment from the audience.

There was no public comment.

f. **President Tribble Will Consider a Motion to Close the Public Hearing**

Dr. White made a motion to close the Public Hearing. Dr. Payne seconded the motion.

Motion carried on the following roll call vote:

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

The Public Hearing was closed at this time and the Regular Meeting was reconvened.

g. **Resolution 53 – 2024** (Authorization to Grant Fee Simple Right of Way to the City of Indianapolis (the “City”) for 198 South Girls School Road (Wayne Branch), Indianapolis, Indiana)

After full discussion and careful consideration of Resolution 53 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

h. **Resolution 54 – 2024** (Approval to Award a Purchase Agreement for the Nora Branch Parking Lot Repaving Project)

Mr. Parsons advised that the Facilities Committee recommended awarding a Purchase Order for the Nora Branch Parking Lot Repaving Project to Globe Asphalt Paving Company in the amount of \$70,230.

Dr. Murtadha requested data to prove that two smaller companies would not have

been less expensive. Dr. Payne also wanted to see the data. Mr. Biederman spoke on why we chose a certain vendor – special purchasing circumstances.

After full discussion and careful consideration of Resolution 54 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. White seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

- i. **Resolution 55 – 2024** (Approval to Award a Purchase Agreement for the Program Development Area Furniture Reconfiguration Project at Central Library)

Mr. Parsons mentioned that the Committee was recommending that a Purchase Agreement be awarded to Office Works in the amount of \$73,524 for the Program Development Area Furniture Reconfiguration Project at Central Library.

After full discussion and careful consideration of Resolution 55 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

- j. **Resolution 56 – 2024** (Approval to Award a Construction Services Contract for the Central Library Computer Lab and Digital Inclusion Offices Reconfiguration Project)

Mr. Parsons noted that the Committee was recommending that the Board approve a Construction Services Contract for the Central Library Computer Lab and Digital Inclusion Offices Reconfiguration Project to Stenz Construction Corporation in the amount of \$373,740.

After full discussion and careful consideration of Resolution 56 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Mr. Biederman seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

- k. **Resolution 57 – 2024** (Approval to Award a Purchase Order for the Central Library Computer Lab and Digital Inclusion Offices Furniture Reconfiguration Project)

Mr. Parsons mentioned that the Committee was recommending that the Board approve a Purchase Order for the Central Library Computer Lab and Digital Inclusion Offices Furniture Reconfiguration Project to Office Works for a cost of \$65,524.

After full discussion and careful consideration of Resolution 57 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

- l. **Resolution 58 – 2024** (Approval to Amend the Services Contract for Design Services for the Learning Curve at Central Library Renovation Project)

Mr. Parsons advised that the Committee was recommending that the Board approve to amend the Services Contract for Design Services for the Learning Curve at Central Library Renovation Project with krM Architecture due to the expansion of the scope of work.

After full discussion and careful consideration of Resolution 58 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. White seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

- m. **Resolution 59 – 2024** (Approval to Establish the Guaranteed Maximum Price for the Construction Manager as Constructor for the Learning Curve at Central Library Renovation Project)

Mr. Parsons shared that the Committee was recommending that the Board approve to Establish the Guaranteed Maximum Price for the Construction Manager as Constructor for the Learning Curve at Central Library Renovation Project to the Stenz Corporation in the amount of \$4,928,043.

After full discussion and careful consideration of Resolution 59 – 2024, it was noted that this resolution received a favorable recommendation from the Facilities Committee. Dr. White seconded the recommendation. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye
Dr. Murtadha – Aye
Dr. Palacio – Aye

Dr. Payne – Aye
Ms. Tribble – Aye
Dr. White – Aye

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

9. Library Foundation Update

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

News

The Library Foundation would like to thank the Fort Ben Branch for hosting our quarterly Board of Directors meeting on August 13th. Many thanks to Shelby Peak, Branch Manager, for providing a tour and presentation and Devery North, Program Specialist, for providing an update on the Summer Reading Program.

Donors and Program Support

Major Donors last month: Clark, Quinn, Moses, Scott & Grahn, LLP, Eli Lilly Company Foundation, Inc., Mattingly, Burke, Cohen & Biederman, LLP and Ritz Charles, Inc.

Program Support in the amount of \$585,000 was provided to the Library this month for: Adult Art Programs, Marion County Internet Library, Meet an Author, Be an Author and YA Author Visits.

10. Report of the CEO

a. Confirming Resolutions

1) Resolution Regarding Finances, Personnel and Travel (60 – 2024)

After full discussion and careful consideration of Resolution 60 – 2024, the resolution was approved on the motion of Mr. Biederman, which was seconded by Dr. Murtadha, and the following roll call vote:

Mr. Biederman – Aye
Dr. Murtadha – Aye
Dr. Palacio – Aye

Dr. Payne – Aye
Ms. Tribble – Aye
Dr. White – Aye

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

b. Report of the CEO – August 2024

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

- Maker Crafts at Central Library is a crafting program where participants learn to make a new craft every month.
- Dungeons & Dragons program at Wayne had teens coming to the branch to play.
- Fort Ben offered a craft and activity table dedicated to the Olympics. They tracked which countries won medals.
- In July, the Library hosted 188 programs for adults and seniors, serving 4,372 patrons.
- In 2023, the Library successfully distributed 595 bus passes, with 42% funded by grants and 58% covered through other means.

At this time, there was a request to share information on how the new Intranet will be more accessible through Sharepoint. Ms. Shael Weidenbach, Area Resource Manager, Youth Services, shared how it is more user-friendly and can improve communication throughout the Library system.

UNFINISHED BUSINESS

11. None.

NEW BUSINESS

12. Dr. White made a motion to create a task force to recommend a formal action for achieving our Good Wage Initiative. He proposed that it include a review of the Library wage scale, the compression that would occur from adjustments, and some kind of comprehensive assessment that prescribes how to achieve this particular goal.

Ms. Tribble suggested that the assessment prioritize all the steps required to do that process.

Dr. White then noted that once the initial goal of making sure we have the fair or good wage, there would need to be further strategy for determining how to go about putting the wage increases in place. He acknowledged that it will take a lot of work for that, and that there are other ways to put together a scale to be fair with employees.

Dr. Murtadha advised that the language will be very important, and recommended that the task force should include different individuals as a part of it, including the fiscal team and legal counsel.

Dr. White also suggested naming a Board member to the task force.

Ms. Tribble inquired if the task force recommendation should come through a committee or to the Board with all the specifics.

Dr. White suggested that it come through the Diversity, Policy and Human Resources Committee.

Ms. Tribble was in agreement with that proposal and Mr. Biederman agreed to the assignment for his Committee for initial discussion in September.

Dr. Murtadha seconded the motion and it was approved on the following roll call vote:

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

DISCUSSION AND AGENDA BUILDING

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

Dr. Palacio – Discussion held about noise abatement during the Central Library renovation projects. Even though there are regulations, the understanding is that they are not enough. Request that the Library come up with some numbers that are better than the regulations.

Dr. Murtadha – Wants to address issues of diversity, equity, and inclusion and XBE and XBE stats/rates when awarding contracts. Ms. Tribble asked Dr. White to lead that discussion with the Facilities Committee, and then, if it recommends a change in policy, the matter could be referred to the DPHR Committee.

Dr. Palacio and Ms. Tribble – Requested a review and briefing about the different methods that the Library utilizes for procuring vendor services and requested that Ms. Gwen Simmons, Manager, Purchasing, provide a report at the September Board Meeting.

- 14. Notice of Special Meetings**

None.

- 15. Notice of Next Regular Meeting**

Monday, September 23, 2024, at the East Washington Branch Library, 2822 East Washington Street, at 6:30 p.m.

- 16. Adjournment**

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

The Chairman then declared the meeting adjourned at 9:20 p.m.

INFORMATION

17. Materials

- a. **Notes of August 13, 2024 Finance Committee Meeting.**
- b. **Notes of July 12, 2024 Diversity, Policy and Human Resources Committee Meeting.**
- c. **Notes of August 13, 2024 Diversity, Policy and Human Resources Committee Meeting.**
- d. **Notes of August 13, 2024 Facilities Committee Meeting.**

18. Board Meeting Schedule for 2024 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meeting Schedule** for 2024 *will be updated as needed.*
- b. **Library Programs/Free Upcoming Events** may be found at [attend.indypl.org](https://www.indypl.org).

The August 26, 2024 Indianapolis Public Library Board Meeting is available to view at:

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

Patricia A. Payne, Secretary to the Board