

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
DECEMBER 13, 2021**

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana and via Zoom on Monday on December 13, 2021 at 6:30 p.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

Judge Salinas called the meeting to order. Mr. Biederman acted as Secretary.

2. Roll Call

Members present in person and electronically: Mr. Biederman, Mr. Bigsbee, Dr. Murtadha, Ms. Payne (Virtual), Rev. Robinson, Judge Salinas and Ms. Tribble.

Members absent: None.

3. Public Comment and Communications

a. Public Comment

The Public was invited to the Board Meeting.

Judge Salinas shared that 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 Library's Interim 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.**

At this time, Connie Thompson, a Morgan County resident who lives in Morgan County but works in Marion County and uses the Library, addressed the Board.

She commented that Ice Miller has never conducted a climate study in the past and questioned why the climate study cost \$100,000. She wanted to know why the Library was spending this amount of money on a law firm to do a study. She reminded everyone that Board member, Dr. Khaula Murtadha, had been an advocate for Library employees and initially offered to conduct a climate study for free. It was then determined that this would be a conflict of interest. After repeated requests, she questioned why Judge Salinas was re-elected to the Library Board.

Ken Rogers, an Indianapolis resident, noted that he has a partner that works for the Library and they feel that the Library should be in the hands of the workers.

Noah Lewinger, a Library patron, mentioned that he feels that the climate study is a handout of public money to a private firm. He said that it should not cost \$100,000 and that the public does not have faith in Library leadership. He also expressed his dissatisfaction with the Library Board.

Dr. Derek Ford advised that he feels that Judge Salinas should resign and that the survey could drag the climate study process out. Everyone needs to remember that surveys don't produce miracles. He noted that a union-run initiative should address the problem.

Stephen Lane, a Haughville resident and former IndyPL Special Collections Librarian, commented that staff has shared information concerning grievances at the Library, including those involving sexual harassment. He mentioned an incident when the former CEO had changed the thermostat so that it was colder in the Collection Development Area of the Library Services Center building. He stated that this was done so the staff working in that area would complain. He continues to stand in solidarity with IndyPL workers. It is his opinion that the Board needs new leadership. They need to listen to Library staff. The Board must do better.

Michael Torres, IndyPL employee and President of the Library's Union, AFSCME Local 3395-Indy Library Workers, spoke to the Board. His statement is set out below:

AFSCME Local 3395-Indy Library Workers Year-End Report and Things-to-Come

Conversations with Library leadership began quickly after Jackie was fired, early September. Our union leadership heard admin express the need for open conversation and eagerness to better the relationship with the union. Because the former CEO and HR Director often went unchecked when referencing the union our remedy was to include union leadership in the Executive Committee and Manager Committee meetings. If trust is to be rebuilt then union presence in these committees and discussions is an easy fix. No answer yet but...

We aim for union leadership to be included in these committees/conversations and we'd like to report at next month's board meeting that a resolution has been agreed upon.

Tonight's Appointment List of wages that's on your agenda is a standard procedure. Normally, the union is presented a wages proposals to sign off but has not happened and is mute after you sign off on it tonight. So...

We aim to bring this entire process back to the negotiations table before ANY wages are advertised.

Also, concerning benefits, when the union learned a bonus was being considered for 2021 we asked if that money could be used for an additional percentage added to our hourly rate instead. We were told no because if the hourly rate was increased, next year's salary budget would start off higher. Ok. Don't we have a year to work on the budget to present to CCC? I didn't see that as a problem.

When you consider that the December 12, 2021 article from the US Bureau of Labor Statistics stated: *"The all items index rose 6.8 percent for the 12 months ending November, the largest 12-month increase since the period ending June 1982."*

<https://www.bls.gov/cpi/notices/2021/news-release-correction-2021-12-10.htm>

And the November 11, 2021 Bloomberg article states: *Average hourly earnings rose 4.9% in October from the prior year, higher than the pre-pandemic rate. But the pay boost was still not enough to keep up with inflation running at 6.2% last month.*

<https://www.bloomberg.com/news/articles/2021-11-19/inflation-gives-u-s-workers-ammunition-in-year-end-pay-reviews>

With the exception of the city shutting down last March, our members have not stopped working since this pandemic began almost two years ago. Service interruptions were minimal but system wide. Even with the very publicly debated disagreements between the Library leadership and the union on the subject of weddings continuing we showed up to serve our community. We know that extra percentage would've helped.

Budgets have been planned way in advance before the union is consulted and that has to change. We aim to be there at the beginning.

Quite a few people at the top are doing phenomenally well when it comes to salaries. For example, I've been here 24 years and I've not even hit midpoint in my salary. In comparison, a few who have been here way less time, some a few months, are closer to their midpoint than I am. I'm not making it about me, this is happening system wide.

Climate Study

Last month, Ice Miller facilitator, Myra Selby gave an update on the Climate Improvement Study and as a Go-Team member I'd like to say, our group is taking on a lot of work and a huge responsibility. I strongly suggested in our last Go Team meeting that the entire process be spelled out to staff; from beginning to end, as many ways as needed if they wanted healthy participation because once Ice Miller collects and analyzes the data we are on our own to make any changes. It's not clear who will be responsible for deciding what changes to make. Maybe that's coming but I'm concerned any unknowns could hinder participation and if this fails will we be blamed? It feels like a Catch-22 situation.

Our community deserves to know that their library workers who are providing the services and resources they ask for are in positive work environment. That's our commitment.

Thank you,

Michael Torres, president
AFSCME Local 3395-Indy Library Workers

Dr. Murtadha commented that she had no idea that AFSCME was going to speak this evening. She then thanked all those that spoke and acknowledged the importance of what they said.

b. Dear CEO Letters and Responses

Judge Salinas then asked for any comments received from patrons via the Library's website to be read at tonight's meeting.

There were no comments received via the Library's website this month.

c. Correspondence for the Board's general information was distributed.

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

a. Regular Meeting, November 22, 2021

The minutes from the Regular Meeting held November 22, 2021 had been distributed to the Board.

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

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

b. **Annual Meeting, November 22, 2021**

The minutes from the Annual Meeting held November 22, 2021 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	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

c. **Special Meeting, August 10, 2021**

The minutes from the Special Meeting held August 10, 2021 had been distributed to the Board.

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

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

COMMITTEE REPORTS

5. **Finance Committee (Patricia A. Payne, Chair; Raymond Biederman, Hope C. Tribble)**

a. **Report of the Treasurer – November 2021**

Carolyn Adams, Interim Chief Financial Officer, discussed the Report of the Treasurer that had been presented to the Board. She advised that as of November 2021, our YTD revenue is \$31.5 million and our YTD expenditures are approximately \$38.5 million. Fines revenue is down approximately 95%. She advised that we are on track from where we have been historically and where we expected to be for this year.

John Helling, Interim CEO, mentioned that as part of the long term plan to keep up with the cost of living, the Library hoped to get additional tax revenue from the City of Indianapolis. That conversation is ongoing. He noted that it is anticipated that the new permanent CFO will implement plans regarding additional forms of revenue. It was also mentioned that there was not an opportunity to use Covid funds for salaries.

Dr. Murtadha made the motion, which was seconded by Ms. 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	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

b. **Resolution 66 – 2021** (Transfer from Operating Fund to Rainy Day Fund)

Ms. Adams noted that it is being recommended that \$1 million be transferred from the Operating Fund to the Rainy Day Fund. There is no impact on the total Budget.

After full discussion and careful consideration of Resolution 66 – 2021, the resolution was adopted on the motion of Ms. Payne and seconded by Dr. Murtadha, to approve Resolution 66 – 2021, the Transfer from Operating Fund to Rainy Day Fund.

Resolution 66 – 2021 was approved on the following roll call vote:

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

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

6. Diversity, Policy and Human Resources Committee (Hope C. Tribble, Chair; Curtis W. Bigsbee, Patricia A. Payne)

Ms. Tribble requested that Ms. Payne discuss the Racial Equity Training that had been offered to the Library Board and staff.

Ms. Payne explained that the training is hosted by IPS. She was pleased to note that every Board member has now taken the training.

Ms. Tribble mentioned that the anticipated Climate Study Survey was sent to all staff and will be open for two weeks for staff to complete. Upon receipt of the completed surveys, Ice Miller will analyze the information and then deliver a report to the Library with actionable items.

Ms. Payne inquired if Ice Miller will conduct training for staff.

Ms. Tribble replied that they would not be conducting the training. The Go Team, made up of Library staff and other stakeholders, will be responsible for initially reviewing the items suggested by Ice Miller.

Dr. Murtadha felt that the Board should have been informed throughout the process conducted by Ice Miller and not have been made to wait until the process was complete.

Judge Salinas stated that it's better for the Board to know when the work is ongoing.

Ms. Payne asked if the final report would go to the Diversity, Policy and HR Committee first and then to the Board.

Per Ms. Tribble, it is anticipated that the report will go directly to the Board.

Ms. Tribble reminded everyone again that when the work has been completed, then Ice Miller will issue a report.

Dr. Murtadha commented that Ice Miller should have updated the Board in more detail throughout the process rather than wait until the end of the process to report findings.

On another matter, Ms. Tribble noted that the Library will be issuing a RFP to select a firm that will conduct a national search for a new CEO. They hope to have a new CEO in place by the third quarter of 2022.

a. **Resolution 67 – 2021** (Appointment List)

Tisha Galarce, Interim Human Resources Director, explained to the Board that the Appointment List lists the full-time and part-time benefit-eligible staff and the non-benefit eligible staff of the Library per job title and authorizes the adjustment of individual bi-weekly salaries and hourly rates.

After full discussion and careful consideration of Resolution 67 – 2021, the resolution was adopted on the motion of Ms. Tribble and seconded by Mr. Bigsbee, to approve Resolution 67 – 2021, the Appointment List.

Resolution 67 – 2021 was approved on the following roll call vote:

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

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

b. **Resolution 68 – 2021** (Approval of IMCPL Acceptable Use Policy)

Shanika Heyward, IT Director, explained that each year the Library Board must conduct an annual review of the Library's Acceptable Use Policy. The Policy pertains to internet access and usage, electronic access and use of the Library's online resources and computer usage.

The Board is requested to determine that the Policy is prudent and in the interest of the Library and its patrons.

Ms. Heyward confirmed that there were no changes to the Policy from last year.

After full discussion and careful consideration of Resolution 68 – 2021, the resolution was adopted on the motion of Mr. Bigsbee, and seconded by Mr.

Robinson, to approve Resolution 68 – 2021, the Approval of IMCPL Acceptable Use Policy.

Resolution 68 – 2021 was approved on the following roll call vote:

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

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

7. Facilities Committee (Curtis W. Bigsbee, Chair; Dr. Khaula Murtadha, Rev. T. D. Robinson)

- a. **Resolution 69 – 2021** (Approval to Establish the Guaranteed Maximum Price with The Skillman Corporation Serving as the Construction Manager as Constructor for the Fort Ben Branch Project)

Mike Coghlan, Interim Facilities Director, discussed Resolution 69 – 2021.

He advised that the Guaranteed Maximum Price Proposal from The Skillman Corporation for the Project is \$11,161,503. This amount is consistent with the Project’s budget. It was noted that the subcontractor base bids utilize 22.26% of funds with XBE vendors.

After full discussion and careful consideration of Resolution 69 – 2021, the resolution was adopted on the motion of Mr. Bigsbee, and seconded by Dr. Murtadha, to approve Resolution 69 – 2021, the Approval to Establish the Guaranteed Maximum Price with The Skillman Corporation Serving as the Construction Manager as Constructor for the Fort Ben Branch Project.

Resolution 69 – 2021 was approved on the following roll call vote:

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

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

- b. **Resolution 70 – 2021** (Approval to Establish the Guaranteed Maximum Price with Powers & Sons Serving as the Construction Manager as Constructor for the Glendale Branch Replacement Project)

Mr. Coghlan then reviewed Resolution 70 – 2021.

He mentioned that the Guaranteed Maximum Price Proposal from Powers & Sons Construction Company, Inc. for the Project is \$11,412,448. This amount is

consistent with the Project's budget. It was pointed out that the subcontractor base bids utilize 51.84% of funds with XBE vendors.

After full discussion and careful consideration of Resolution 70 – 2021, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Rev. Robinson, to approve Resolution 70 – 2021, the Approval to Establish the Guaranteed Maximum Price with Powers & Sons Serving as the Construction Manager as Constructor for the Glendale Branch Replacement Project.

Resolution 70 – 2021 was approved on the following roll call vote:

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

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

8. Library Foundation Update

Rev. Robinson reviewed the information contained in the December 2021 Update.

News

The Library Foundation's Board of Directors approved our 2022 Budget. Next year, we will invest more than \$2.6 million in 77 Community Action Plans.

Congratulations to the Library and the Polis Center for launching the Encyclopedia of Indianapolis (indyencyclopedia.org) on November 18, 2021. We are within \$50,000 of completing our initial fundraising goal of \$2.17 million. So far, we have received major support from Lilly Endowment, Inc., Allen Whitehall Clowes Charitable Foundation; R. B. Annis Educational Foundation; The Indianapolis Foundation Library Fund; Nicholas H. Noyes, Jr. Memorial Foundation; Jackie Nytes; and an anonymous donor. We have also received generous gifts from the Encyclopedia's Civic Advisory Committee and the community. If you would like to support this project, text EOI to 317-967-9287 or contact us at 317-275-4700.

Congratulations to the African American History Committee on a successful Fall Fest and Slammin' Rhymes Challenge XV held at Central Library on November 20, 2021. The Foundation was proud to support his event, which featured several poets and performers, as well as a moving keynote address by Sybrina Fulton, the mother of Trayvon Martin.

Donors

The Foundation thanks 217 donors who made gifts last month. Our top contributors were 92.3 ATTS/Live Nation Worldwide and Comcast.

Program Support

This month, the Library Foundation is proud to provide more than \$108,000 to the Library. Examples of major initiatives supported are the Career Center and the Herbert Simon Early Literacy Specialist position.

Both Ms. Payne and Judge Salinas expressed their deep appreciation to the Foundation for providing the funding necessary for the Racial Equity Training that has been attended by Library Board members and staff.

9. **Report of the Interim Chief Executive Officer**

Mr. Helling requested that the Board approve Resolution 71 – 2021 Regarding Finances, Personnel and Travel. He mentioned that it was a routine report this month.

1) **Resolution Regarding Finances, Personnel and Travel (71 – 2021)**

Rev. Robinson made the motion, which was seconded by Mr. Bigsbee, to approve Resolution 71 – 2021, the Resolution Regarding Finances, Personnel and Travel.

Resolution 71 – 2021 was approved on the following roll call vote:

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

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

b. **Interim CEO Roadmap – December 2021**

Mr. Helling reviewed the December 2021 Roadmap that he had provided to the Board. He shared info about the initiatives that the Interim CEO, Executive Committee, Public Services staff, Facilities staff, Collection Management Services Area (“CMSA”) staff, Communications staff, IT department, and the Finance team can focus on moving forward. He commented that the items are the result of direct feedback from staff as the Interim CEO visited branches, held office hours and solicited Town Hall questions.

He pointed out that CMSA is looking for new ways to track representation in our collection so that we can know how our books are representing diverse populations. CMSA is working with Garrett Mason, Strategic Planning and Assessment Officer, to create a dashboard to help staff keep track of this information.

c. **Demonstration of the Digital Encyclopedia of Indianapolis (“DEOI”)**

Mr. Helling introduced Matt Nowlin from the Polis Center at IUPUI.

Mr. Nowlin then proceeded to give his demonstration on how to access information in the new DEOI on line.

d. **My First 159 Days at Indianapolis Public Library and Counting...**

Mr. Helling then introduced Yanna McGraw, IndyPL’s first in-house Social Worker, who gave her PowerPoint presentation about her first 159 days at the Library.

She shared information about her work that involves identifying and meeting patron needs in terms of housing, mental health challenges, seeking primary care, substance abuse, and case management. Ms. McGraw commented that she hopes to learn more ways to support staff internally.

Dr. Murtadha and Judge Salinas thanked Ms. McGraw for her presentation.

UNFINISHED BUSINESS

10. None.

NEW BUSINESS

11. None.

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:

January, 2022 - None

INFORMATION

13. **Materials**

None.

14. **Board Meeting Schedule for 2022 (Notice and Place of Meeting) and Upcoming Events/Information**

- a. **Board Meetings for 2022 Schedule** was distributed.
- 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, January 24, 2022, at the Library Services Center, 2450 North Meridian Street, 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 8:15 p.m.

Raymond Biederman, Secretary to the Board

