

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
FEBRUARY 28, 2022**

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 February 28, 2022 at 6:35 p.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

Judge Salinas was unable to participate in the meeting in person so Vice President, Curtis Bigsbee, called the meeting to order. Mr. Biederman acted as Secretary.

2. Roll Call

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

Members absent: None.

3. Public Comment and Communications

a. Public Comment

The Public was invited to the Board Meeting.

Mr. Bigsbee 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, a statement that had been submitted by Michael Torres, President of the Library's Union, AFSCME, was read into the record at his request:

Good evening, Board of Trustees. My name is Michael Torres, president of AFSCME Local 3395, representing IndyPL library workers.

When I heard Resolution 8-2022-Sunday Credited might be tabled tonight because some non-union members, Managers/ Supervisors of the Staff Association were not informed or involved in the conversations, I thought this is an appropriate time to restate AFSCME's mission and purpose.

AFSCME Local 3395 negotiates wages, benefits, discusses workplace issues and grievances for all union-eligible staff with the CEO, CFO, HR Director, and the Board. Once an agreement is reached, we sign a tentative agreement and then it comes to the board for their approval.

It is our hope that we continue this process stated in our Collective Bargaining Agreement.

*Michael Torres, president
AFSCME Local 3395-Indy Library Workers*

Alexandria Moore, a Circulation Supervisor at the Martindale-Brightwood Branch and President of the Library's Staff Association, addressed the Board. She commented that the Staff Association will be involved in future Board Meetings. She pointed out that the Executive Board of the Staff Association has representatives from various branches and departments within IndyPL.

Judy Gray, the Manager of the Glendale Branch Library and Chairperson of the Compensation Committee of the Staff Association spoke. She reminded everyone that the Staff Association is for all IndyPL employees. The Compensation Committee represents employees who cannot join the Union. The Committee exists so there will be representation for everyone else who works for the Library.

John Helling, Interim CEO, advised that the Library had received an anonymous letter that mentioned a manager harassing employees with disabilities. He noted that the letter was read at the recent System Managers Meeting to alert IndyPL managers that anything like this would be unacceptable and acknowledged because the letter was anonymous and lacked detail, no further specific action could be taken.

b. Dear CEO Letters and Responses

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

There were several comments and they were read as follows:

Formstack Submission For: [Contact Us](#)

Submitted at 02/22/22 7:34 PM

Topic:	Public Comment for Next IndyPL Board Meeting
Contact Name:	Richard Schulte Jr.
Comment:	<p>Hi—was communicating with a Jordan Hunt earlier, who was very helpful. I'm writing to express concern that you are discarding way too many music CDs. I imagine that whole chunks of your patronage—those 35+--still value these items (I'm 44). I've come across many records in the catalog where the CD is not requestable because, I guess, it has been marked for discard—I have more than 10 on my for later list as it is, not including ones I've come across via search. And because so many CDs eventually become too scratched to play, it seems like you could have just waited for that inevitability. I work for IUPUI's University Library, and we've recycled literal tons of bound journals the past few years due to online availability. I understand streaming is rising, although A) the sound is inferior, and B) again, so many of your heavy (older) users have zero interest in streaming. I can't imagine, with your new branches, that IndyPL has space issues. There also seems to be a trend for public libraries to needlessly cull their holdings, even if a huge percentage of your patrons value the holdings more than any kind of spaces/services/amenities/programs, etc.</p> <p>I'll also copy this message to a board member and the CEO. Thank you very much for your time. Richard</p>

Formstack Submission For: [Contact Us](#)

Submitted at 02/13/22 3:16 PM

Topic:	Public Comment for Next IndyPL Board Meeting
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Contact Name:	Drew Jackson
Comment:	Hello, given the extremely low risk of hospitalization and death from Covid-19, the proven effectiveness of vaccinated and natural immunity, and the detrimental effects of masking on emotional and relational health, I ask the board to end the mask mandate in Marion County Public Libraries.

Formstack Submission For: Contact Us	
Submitted at 02/04/22 9:56 AM	
Topic:	Public Comment for Next IndyPL Board Meeting
Contact Name:	Esther Garrison
Organization You Represent:	% Esther R Garrison
Comment:	Based on what we know about SARS CoV2 and the ineffectiveness of masks on its spread (especially by healthy individuals), I wanted the board to revisit the mask policy. If you would like more data on this topic I am happy to provide some. Thank you!

Formstack Submission For: [Contact Us](#)

Submitted at 01/27/22 9:10 AM

Topic: Public Comment for Next IndyPL Board Meeting**Contact Name:** Anonymous A

Comment:

Good afternoon,

I would like to bring it to everyone's attention that in the current library system there is harassment from management towards employees with disabilities, illnesses, and disorders.

I ask that we do better. I have seen employees being treated differently due to the above mentioned items. I have seen them being gaslighted and I have seen management treat them as if they are overreacting or playing the who has it worse game. When someone has a legitimate issue it is not ok for management to respond with their personal problems as a way of discrediting their employees. It is not ok for management to talk about these employees behind their backs to coworkers. If someone's doctor has filled out the paperwork for accomodations or leave it is not ok for management to say that person should apply for disability instead of working.

I request that this issue be looked into and that we stop treating people like there isn't a place for them within our system just because it "stresses" management out for whatever reason.

Thank you

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

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

a. **Regular Meeting, January 24, 2022**

The minutes from the Regular Meeting held January 24, 2022 had been distributed to the Board.

The minutes were approved on the motion of Ms. Payne, seconded by Judge Salinas, 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 – January 2022

Mr. Helling reviewed the Report of the Treasurer that had been distributed to the Board.

He advised that there was nothing new to report and there was nothing unusual this month.

Ms. Payne made the motion, which was seconded by Judge Salinas, 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 – Abstained	Ms. Tribble – Aye
Ms. Payne – Aye	

b. Briefing Report – 2021 Investment Report

Mr. Helling shared that the Investment Report distributed to the Board is a statement of the Library's investments. It does not require Board approval.

c. Resolution 6 – 2022 (Approval of e-Magazine Subscription Renewal Contract)

Deb Lambert, Director of Collection Management Services Area, explained that the annual subscription fee is \$80,000 and the subscription period runs from January 1, 2022 through December 2022. This expense will be covered by the Operating Fund.

After full discussion and careful consideration of Resolution 6 – 2022, the resolution was adopted on the motion of Dr. Murtadha and seconded by Mr. Biederman, to approve Resolution 6 – 2022, the Approval of e-Magazine Subscription Renewal Contract.

Resolution 6 – 2022 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.

d. **Resolution 7 – 2022** (Approval of Digital Encyclopedia of Indianapolis Development Contract)

Ms. Lambert shared information about the proposed contract for the Digital Encyclopedia of Indianapolis.

Following Board discussion, it was determined that this item should be tabled until further information can be provided.

At this time, Dr. Murtadha made the motion, which was seconded by Ms. Payne, that Resolution 7 – 2022, the Approval of Digital Encyclopedia of Indianapolis Development Contract, be tabled until a later date.

Judge Salinas asked if approval was time sensitive and are we following the guidelines from the grantor related to the expenditures?

Ms. Lambert responded that we are going along with the guidelines of the grantor and how much the Library will pay to the POLIS Center every month. Having these agreements come to the Board is a new phase of the partnership so that's why we didn't do this prior. It is kind of timely. Their first payment was in January.

Dr. Murtadha asked why it was time sensitive.

Mr. Helling responded that the Library is paying the POLIS Center for the completion for the work on the Encyclopedia.

The motion to table 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	

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

Ms. Tribble announced that the following resolutions are being removed from this Agenda this evening:

- a. **Resolution 8 – 2022** (Approval of Resolution 8 – 2022 – Enact Policy 249.7 Sunday Credit and Policy 245.2 Sunday Schedule)
- b. **Resolution 12 – 2022** (Approval of Resolution 12 – 2022 – Amendment to Section 23.3 of the Currently Effective Joint CBA Recommendations)
- c. **Resolution 13 – 2022** (Approval of Resolution 13 – 2022 – Amendment to Article 5 of the Currently Effective Joint Association Recommendations)

She then provided an update on the Climate Improvement Study process and the CEO Search process.

With regard to the Climate Study update, she wanted to thank everyone who has been so responsive in participating in this process. In addition to the all-employee survey, Ice Miller has talked in focus groups and performed interviews with many of our current employees, former employees, community stakeholders and Board members. They are still wrapping up due to some scheduling conflicts. She wanted everyone to know that she appreciates the commitment to the important work that's being done.

As mentioned previously, the plan is to have the Ice Miller team present its findings at a special meeting of the Diversity, Policy and Human Resources Committee. That will be a public meeting. We are looking to hold it at a time when all Board members can be in attendance and we can good participation from employees. We are trying to plan it well in advance so that folks can take a look at their schedules and be present. There are two dates in March that we're looking at and hopefully we can get that meeting scheduled in the next few days. We have a thorough plan developed to ensure that all employees and stakeholders have a chance to review the Climate Study results and to participate in the implementation.

We had another meeting of the Go Team, which is our cross-functional group of employees who helped us in this process. They have been instrumental and she thanked them for their dedication. The Go Team members were invited to participate in the implementation of the Climate Study recommendations once they are presented and Keesha Hughes, the Library's Diversity, Equity and Inclusion Officer, will be leading that effort. We will extend an invitation to all employees but we also want to assure our Go Team that their input has been important and it will continue to be valuable to this process going forward.

With regard to the CEO Search, the contract with Bradbury Miller, the CEO Search firm, has been executed and we expect them to begin their work beginning with a briefing to the Diversity, Policy and Human Resources Committee next month.

Dr. Murtadha commented that she wished to clarify something. For the Climate Study that we contracted for is for the survey and the focus groups and the interviews but then the Go Team is going to work on the improvement process?

Ms. Tribble advised that the Go Team will help with the implementation of the recommendations that come out of that process.

Dr Murtadha responded that then the employees of the Library are going to be

responsible for actually doing the work that needs to be done to implement those recommendations?

Ms. Tribble stated “yes” under the leadership of the Diversity, Equity and Inclusion Officer.

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

a. Resolution 9 – 2022 (Approval of a Naming Opportunity for the East Thirty-Eighth Street Branch Community Room)

Roberta Jagers, the President of the Indianapolis Public Library Foundation, advised that she would like to recommend that the Board approve the naming of the East Thirty-Eighth Street Branch Library’s Community Room the “J. Steve and Donna D. Talley Community Room.”

Ms. Jagers explained that Donna used to read to neighborhood children at her home and she had volunteered at the East Thirty-Eighth Street Branch. When Donna passed away in 2006, Mr. Talley partnered with the Foundation to continue her legacy. He raised funds for the Branch’s children’s area and made additional gifts to support early literacy throughout the Library system. In 2011, the Foundation opened the J. Steve and Donna D. Talley Fund with a generous gift Mr. Talley received.

Ms. Payne commented that she fully supports this recommendation.

After full discussion and careful consideration of Resolution 9 – 2022, the resolution was adopted on the motion of Ms. Payne and seconded by Dr. Murtadha, to approve Resolution 9 – 2022, the Approval of a Naming Opportunity for the East Thirty-Eighth Street Branch Community Room.

Resolution 9 – 2022 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 10 – 2022 (Approval to Amend the Services Contract for Security and Alarm Response Services)

Adam Parsons, Facilities Director, noted that the Library wishes to extend the contract with Universal Protection Service through the end of the calendar year, namely December 31, 2022.

The Library's initial goal is to replace the first shift of security officers from Universal Protection Service currently at Central Library with our own security personnel, namely, Library Security Assistants. The plan is to continue replacing contracted security with Library Security Assistants at all branches. He is working with Dana Imel, our Safety and Security Officer, Gregory Hill, the Interim Chief Public Services Officer and Ms. Hughes, to hire those in-house individuals.

Ms. Payne wanted to know what kind of Racial Equity Training the security officers are currently receiving.

Mr. Parsons responded that there are 24 items on the training list and three of them are related to Racial Equity.

Ms. Payne requested to see more information on the Racial Equity training being provided.

Mr. Parsons advised that he will provide that information.

After full discussion and careful consideration of Resolution 10 – 2022, the resolution was adopted on the motion of Dr. Murtadha and seconded by Judge Salinas, to approve Resolution 10 – 2022, the Approval to Amend the Services Contract for Security and Alarm Response Services.

Resolution 10 – 2022 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.

c. **Briefing Report – Update on the New Security Incident Database**

Garrett Mason, Strategic Planning and Assessment Officer, shared information on the Library's new Security Incident Database.

Mr. Mason mentioned that this tool was initially identified by Ms. Imel. It can help track sex, age and race in the Database.

He showed screenshots of the information included in the Database. He pointed out the new items adding that the vendor did some custom work on the Database. He showed the different categories.

The Database will better inform us about concerning trends that might occur.

Dr. Murtadha expressed her appreciation to staff for their responsiveness on this matter.

8. **Library Foundation Update**

Ms. Jagers reviewed the information contained in the February 2022 Update.

News

The Library Foundation received 30 one-day and 31-day bus passes from The Indianapolis Public Transportation Foundation. The bus passes will be used by the Library's new social worker, Yanna McGraw, in her work. Her constituents need transportation to jobs, employment interviews, medical appointments, social service and government agencies, pharmacies, groceries stores and food pantries.

The Foundation's new fundraising event, Circulate: Night at the Library, is on Saturday, March 12. If you are interested in purchasing tickets or seeing more information please visit: <https://indyplfoundation.org/circulate>. We would like to thank our 31 sponsors of the event, including Ray Biederman's law firm, Mattingly Burke Cohen & Biederman LLP.

Donors

The Foundation thanks 146 donors who made gifts last month. The following are our top corporate and Foundation donors.

Blue & Co.
 Christel DeHaan Family Foundation
 Citizens Energy Group
 Engaging Solutions, LLC
 Indianapolis Colts
 Indianapolis Indians
 Indianapolis Public Transportation Foundation
 Lacy Foundation
 MacAllister Machinery Co., Inc.
 Powers & Sons Construction
 Ritz Charles Inc.

Program Support

This month, the Library Foundation is proud to provide more than \$165,000 to the Library. Examples of major initiatives supported include Hotspot software, World Language Computer Classes, Summer Reading Program, Staff DEI and LGBTQ+ training, Concert Series, Growing Global Citizens and Family and YA Author Visits.

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

a. **Confirming Resolutions**

Mr. Helling requested that the Board approve Resolution 11 - 2022 Regarding Finances, Personnel and Travel.

He advised that it is a standard report for this month.

1) **Resolution Regarding Finances, Personnel and Travel (11– 2022)**

Dr. Murtadha made the motion, which was seconded by Ms. Payne, to approve Resolution 11 – 2022, the Resolution Regarding Finances, Personnel and Travel.

Resolution 11 – 2022 was approved on the following roll call vote:

Mr. Biederman – Abstain	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 – February 2022**

Mr. Helling discussed the February 2022 Roadmap that had been distributed to the Board.

He pointed out that the items on the Roadmap are now becoming “business as usual” and this will be the last Roadmap document.

When the Library receives the Climate Improvement Study Report from Ice Miller next month that will be the guiding document going forward.

c. **Presentation on E-Resources, Schools and Equitable Access**

NOTE: This Presentation was tabled until a later date.

d. **Strategic Plan Update**

Garrett Mason, Strategic Planning and Assessment Officer, provided an Update and presentation on the Strategic Plan.

The presentation included several details about our progress on the Plan that he reviewed item by item. He commented that several areas are “stretch” goals and others have been affected by Covid 19. There are also several examples where we are making good progress and others where more work is needed.

With regard to some of the numbers in the Update, Dr. Murtadha commented that you shouldn’t put everything in one person’s hands. If they are out for an extended period, that initiative does not move forward and our numbers go down. We need to think strategically and logistically.

She did mention that the information provided was very helpful.

e. **Legislative Update**

Ms. Lambert shared information about the proposed items before the Indiana legislature.

She was pleased to confirm that HB 1134 failed in the House Committee today.

The other bill we have been watching is SB 17 and it has not been heard. The deadline has now passed for it to be heard during this legislative session.

Dr. Murtadha mentioned that many of us have written letters and gone and testified. We argued against HB 1134 and if there is additional information we need to put forward on other bills, please provide that to us.

Ms. Lambert also thanked Library staff who attended the “Pack the House” events.

Ms. Payne commented that HB 1134, if passed, would have criminalized educators for teaching the truth about history and culture. She realizes that there is a possibility they can still tack on some of the language onto other bills.

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:

March 2022 - None

INFORMATION

13. **Materials**

- a. **Notes of January 19, 2022 and February 8, 2022 Diversity, Policy and Human Resources Committee Meeting.**
- b. **Notes of February 8, 2022 Facilities Committee Meeting**

c. **Notes of February 15, 2022 Finance Committee Meeting**

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

- a. **Board Meetings for 2022 Schedule** will be updated throughout the year as necessary.
- 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, March 28, 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 8:00 p.m.

Ray Biederman, Secretary to the Board

