

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

The Indianapolis-Marion County Public Library Board met in person at the InfoZone Branch Library, 3000 North Meridian Street, Indianapolis, Indiana, on Monday, November 25, 2024, at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

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

Members absent: Dr. Palacio.

The Chair recognized a quorum.

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

3. Branch Manager’s Report and Department Overview

a. InfoZone Branch Report

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

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

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

b. **IndyPL Social Work Overview**

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

4. Public Comment

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

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

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

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

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

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

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

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

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

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

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

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

COMMITTEE REPORTS

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

a. Report of the Treasurer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mr. Biederman – Aye	Dr. Riolo – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Payne – No	Dr. White – Aye

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

9. Library Foundation Update

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

News

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

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

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

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

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

Donors and Program Support

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

10. Report of the CEO

a. Report of the CEO – November 2024

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

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

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

b. Confirming Resolutions

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

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

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

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

UNFINISHED BUSINESS

11. None.

NEW BUSINESS

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

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

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

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

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

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

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

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

DISCUSSION AND AGENDA BUILDING

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

- There were no items suggested.

- 14. Notice of Special Meetings**

None.

- 15. Notice of Next Regular Meeting**

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

- 16. Adjournment**

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

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

INFORMATION

- 17. Materials**

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

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

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

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

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

Dr. Patrica Payne, Secretary to the Board