

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE SPECIAL MEETING
AUGUST 13, 2024**

The Indianapolis-Marion County Public Library Board met at the Library Services Center, 2450 North Meridian Street on Tuesday, August 13, 2024, at 10:05 a.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Tribble presided as Chairman. In the absence of Dr. Payne, Dr. Murtadha acted as Secretary.

2. Roll Call

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

Members absent: Dr. Payne.

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

3. Finance Committee

a. President Tribble will Convene a Public Hearing:

President Tribble announced that this Public Hearing was being held to consider the Library's 2025 Budget.

1) To consider the 2025 Library Budget as advertised on August 2 and August 9, 2024 in Court and Commercial Record and the Indianapolis Star.

a) 2025 Budget Materials and Presentation

Ms. Lolita Campbell, the Library's CFO, distributed information and presented a PowerPoint presentation to the Board entitled "2025 Budget Presentation – Public Hearing: August 13, 2024."

The presentation included information as follows:

- 1) Mission and Vision Statements
- 2) Budget Calendar
- 3) 2021 – 2024 Strategic Plan
- 4) Library at a Glance 2023 (Statistics)
- 5) Proposed 2025 Budget

- 6) Tax Rate History
- 7) 2025 Budget Focus
- 8) Revenue Challenges
- 9) Expenditure Challenges
- 10) Operating Fund Revenues
- 11) Operating Fund Expenses
- 12) Updates on Branch Projects
- 13) 2025 Budget – Debt Service Fund
- 14) 2025 Budget – Rainy Day, LIRF
- 15) Long Range Plan

A copy of the Presentation is attached to these minutes.

Ms. Campbell explained that the proposed 2025 Operating Budget is \$62.1 million, Debt Service is \$22.6 million, Rainy Day is \$1 million and the Library Improvement Reserve Fund (LIRF) is \$125,000 for a total of approximately \$86 million. Operating increased 5.92% but overall it's a 3.63% increase.

There was then a brief discussion about the Debt Service and tax rates. Ms. Campbell noted that the tax rate was predicted to be .0318.

Dr. Murtadha requested that Ms. Campbell differentiate between building capacity to meet the needs of the community and the community support and partnership.

Dr. White offered that building capacity to meet the needs of the community when it talks about Budget focus, that is mainly staffing. Trying to increase our staffing hopefully meets the needs of the community. That's what that building is.

There was then discussion about Local Income Tax ("LIT") and how much IndyPL receives compared to libraries in other counties which is between 15-30%. We receive approximately one-tenth of 1% . Ms. Campbell advised that the Library has reached out to the City-County Council several times about this matter.

The idea of other possible revenues was discussed. One tool might be moving some traditional operating costs to debt service. There are opportunities to use some of that debt issuance for traditional operating expenses but that offsets your capital improvement projects. That would be the other way to potentially offset expenses and move some of those from annual operating expenses to debt issuance.

Ms. Campbell advised that she is predicting that perhaps staff merit raises would be from 2.5% to 4%. We will need to negotiate with the \$18 Good Wage Initiative, any other negotiations that might be needed, such as compression and the health insurance increase, which is anticipated to be around 7%. She advised that to address the compression issue it might have to be done in five phases.

President Tribble thanked Ms. Campbell for today's presentation.

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

Ms. Tribble invited public comment at this time.

Mr. Michael Torres, IndyPL staff member and President of the Library's Union,

AFSCME, addressed the Board as follows:

He commented that bringing up the issue of the Good Wage Initiative is a noble idea. When the discussions are held concerning this matter it is his hope that how the money is dispersed is fair and that there will be flexibility when decisions are made. We also need to look at compression. There are staff that are caught in the middle of less than ten years and those are the people that might be leaving.

He noted that it's a great idea to lift all our workers to a better wage. He hopes that some things can be worked out.

Dr. White asked Mr. Biederman, as Chair of the Diversity, Policy and Human Resources Committee, if the Library had done or should do a study looking at the years of service and the staff leaving in certain years between five and ten or two and ten. If they are leaving the Library after we've trained them, the Library is wasting money. He suggested that Mr. Torres might help with any needed information.

President Tribble Will Consider a Motion to Close the Public Hearing

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

Motion carried 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 Public Hearing was closed at this time and the Special Meeting was reconvened.

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 10:55 a.m.

Khaula Murtadha, Acting Secretary to the Board

CERTIFICATION

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

Khaula Murtadha, Acting Secretary to the Board

