

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE SPECIAL MEETING
MAY 12, 2023**

The Indianapolis-Marion County Public Library Board met in person and virtually at the Library Services Center, 2450 North Meridian Street on Friday, May 12, 2023, at 5:00 p.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Tribble presided as Chairman. Secretary Payne was present.

2. Roll Call

Members present: Mr. Biederman, Mr. Lane, Dr. Murtadha, Dr. Palacio (virtual), Dr. Payne (virtual), Ms. Tribble and Dr. White.

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

Ms. Tribble noted that this is a Special Meeting of the Board called for the sole purpose of considering a resolution to confirm the selection of Gregory Hill as the Chief Executive Officer, and to approve an employment agreement that has been negotiated between the Board Chair and Chair of the Diversity Policy and Human Resources Committee with Mr. Hill. This is not a Regular Meeting of the Board, and as such, we will not have public comment. The next Regular Meeting of the IndyPL Board is scheduled for Monday, May 22, 2023. Public comment will be accepted during that Meeting.

Today, the Board will consider a resolution to confirm the selection of Gregory A Hill, Sr. as the permanent IndyPL CEO, and to approve the employment agreement negotiated with Mr. Hill. The employment agreement before the Board today is a multi-year agreement similar in form to those utilized with many previous IndyPL CEOs, and was negotiated with the goal of providing stability for the entire IndyPL system.

The agreement solidifies the commitment of this Board to Mr. Hill, and him to IndyPL's employees, patrons, this Board, and all of our community stakeholders. With his appointment as permanent CEO, Mr. Hill becomes the first Black person to hold the permanent CEO role in the 150-year history of this institution. That is a fact worth recognizing and celebrating.

IndyPL is fortunate to have a leader of Mr. Hill's caliber, who has progressed from a job as a clerk in a branch library in 2011 to assuming the Chief Executive Officer position. I believe his extensive experience within the system, which also includes having served as a reference librarian, a Branch Manager at multiple locations, a regional resource manager, and the Library's Chief Public Services Officer, has prepared him well for the task now ahead of him, moving IndyPL, its patrons, its staff, and the community we all serve, forward with a sense of renewed dedication to our mission and to our collective responsibility to create a climate of transparency, accountability, and inclusiveness.

That being said, the Chair recognizes Board Member, Ray Biederman.

Mr. Biederman advised that he would like to introduce Resolution 22 – 2023. He then read the resolution out loud as follows:

Whereas, having been without a permanent Director and Chief Executive Officer for the Indianapolis-Marion County Public Library since September 1, 2021, the Library Board of Trustees previously reviewed and considered the qualifications of Gregory Hill for the CEO position. These qualifications include his training and proficiency in the science of library administration, his management experience in the military, and his management experience and service to the Library in several positions throughout the library system, including Branch Manager, Area Resource Manager, interim Chief Public Services Officer, and Acting Chief Executive Officer. Based on this review, the Board considers Hill aptly qualified to serve, and selected Hill to serve as the new CEO of the Library, which position Hill has accepted; and

Whereas, the Library Board deems it in the interest of the Library to reduce to writing the terms of Hill's employment as Chief Executive Officer of the Library for a term of four years, effective as of May 12, 2023, and extending to May 31, 2027, unless earlier terminated in accordance with the agreement terms, and upon such other terms as set forth in the employment agreement attached hereto and made part hereof.

It is Therefore Resolved, that the Board approves and confirms the selection and appointment of Hill as CEO of the Library.

It is Further Resolved, that the employment agreement in a form presented to the Board and attached to this resolution be, and hereby is, approved.

Mr. Biederman moved that Resolution 22 – 2023 be approved. Dr White seconded the motion.

Mr. Biederman commented that Mr. Hill is an excellent selection for this role. He's happy that we've been able to work with him since December. He's eminently qualified. He is extremely pleased that we're in this position, and look forward to working with him and the large responsibility that comes with this role.

Dr. Murtadha then noted as follows: The Board, as a whole, did not consider Mr. Hill to have the qualifications necessary to serve, and select as the CEO. There were members of the Board who did not agree with that. We did not receive this resolution in a timely manner for accountability nor salary discussion, nor have we settled the matters involving the matter of Anita Harden who was acting as Chief Administrative Officer. We have not settled a number of issues. And so, I'd like to know how it is that the language in this resolution says that the Board considered, rather than "a majority" of the Board. How was it that we did not receive this in a timely manner? It was not discussed. I received this Thursday evening, late in the evening, and the accountability issues and salary discussion, none of that was discussed. There's language in here that does not require the CEO to attend professional development opportunities, and there are other issues that are of grave concern before signing this resolution.

Mr. Lane then shared: Dr Murtadha raises good points in that he doesn't feel that the full Board was able to really review and consider the qualifications of Greg Hill. We did have that session where we were trying to work out a lot of the issues of the Board, which I don't think we quite came to a consensus, there. We were on the path to getting there. And I'm hoping that our retreat that we're scheduling can help us get further along that road.

With that said, I think that we should withhold going forward with this resolution until we have that retreat, and also until we have further discussions on the resolution. As Dr. Murtadha said, we got the resolution last night. I would love to have more time to review it and discuss it with different Board members before we move forward with a vote.

And I would also like to correct the record, in that Nichelle Hayes was our first Black CEO of the Indianapolis Public Library, so let that be known as well.

And I would like to continue on my line of questioning from the April Board Meeting to Mr. Hill, to learn more about how he's qualified for this position.

With that said, I would like to ask Mr. Hill, "How do you feel about LGBTQ+ people?"

Ms. Tribble then reminded Mr. Lane that this meeting is for consideration of the resolution. The Board had two opportunities to review Mr. Hill. We are moving forward with the resolution that's in front of us. We're beyond additional review.

Mr. Lane noted that he disagreed. The Board did not have the opportunity to review Mr. Hill.

Dr. Murtadha then requested a point of order. She mentioned you cannot just simply call for the question. The resolution has been questioned, not so much about the debate about Mr. Hill, but the resolution in and of itself.

And so, if the Board, as a whole, did not consider Mr. Hill to be the person that is our choice, the language in the resolution is problematic. It says that the Board made this consideration. The majority of the Board made that decision.

At this time, Russell Brown, the Library's legal counsel, then addressed the issue of using language in the resolution that says "a majority of the Board."

He responded that: To Ms Tribble's comment, the form of the Library resolutions, is that the Board has taken this action, and that by a majority vote that is an action of the Board. So, to include "the majority of the Board," it goes without saying that it is a majority of the Board, because it would have majority signatures, or votes, in favor of it. So, whether it is four to three, five to two, six to one, seven to zero, a properly moved and adopted resolution is a resolution of the Board. That's why the language does not say "a majority of the Board."

Dr. Murtadha asked why the Board members did not receive this resolution ahead of time. And the deliberation about a matter of accountability. We've said this is a matter of accountability. And accountability is not addressed here. Salary discussion did not occur, at all.

Mr. Biederman pointed out that at the last meeting where we adopted the resolution to negotiate the contract, we gave the authority to the Chair of the DPHR Committee and to the President of the Board to negotiate the contract.

Mr. Biederman noted that he had worked with the Library's attorney on negotiating the contract, including the salary number, as well as provisions related to performance review and how that's going to be conducted

Ms. Tribble then asked the attorney to explain that this has been the practice in terms of approval of CEO contracts.

Mr. Brown noted that in many resolutions that this Board passes, you delegate authority to an individual, to a Board member, to complete negotiations on a certain matter. That is not an abnormal process for this Board in a resolution, to delegate that authority to a Board member, to an employee, to carry out those actions.

There was further discussion among the Board members about this matter.

At this time, Mr. Lane made a call for a question. Mr. Biederman seconded that.

It was stated that there's a call for the question and a second, that would essentially be a motion to end debate. That would require a two-thirds vote of the Board. The roll call vote on this matter was as follows:

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

Dr. Palacio then commented: I just wanted to say that I'm supportive of Greg Hill, and I got time to interview him before the last meeting. I had time to sit down with Mr. Lane, with Hope Tribble, and have some discussions about the situation with the Board. I know there's some comments that were made about me sort of coming in with only a week or two, but I was able to talk to both sides of the Board and it's clear there's a division.

I also talked to some workers of the Library and some patrons. So, I just want to make clear that my decision was made with some foundation. I will not claim that I knew everything and I know everything, but I'm very supportive of Greg Hill. It is true that the resolution came in yesterday, and that I was also not part of the negotiation of the salary. In my view, I think Mr. Hill, deserves a bit more, but we can see his performance. I know there's a range there for improvement in the compensation.

Dr. White then noted: Well, quite frankly, I think Mr. Hill's experience in the Navy, rising to the rank of EA, and having leadership over individuals and other activities in the military is an added plus for him serving in his role. He's also had the experience of serving in these various positions, working himself up from the very bottom to the CEO's position. No one else can probably say that.

The other thing is --- I've been watching what he's doing since he's been interim, and he's dealt with some issues and dealt with issues fairly, seems to have the confidence of the staff members that I talked to. So, I think we're procrastinating on this matter, but the man deserves this opportunity. And if he doesn't perform, the Board has to do its duty. And, I too think that the \$178,000 starting salary is below where I expected it to start. But, like my colleague said, if he performs at the level in which I think he can, that can be addressed probably in the future.

Mr. Lane then commented: I worked with Greg Hill personally. And working with somebody, and just getting to know somebody on the Board, are two different things. I do like Greg. I think he is a great manager. I think he's done a lot of great things with the Library. But however, I think that's different from leadership. And having somebody who we had in that position, in a leadership position, like Nichelle Hayes, who didn't just provide management, but provided vision to the Library, and had staff in the community fighting on her behalf, for her to have that position, just really shows the anti-democratic nature of this Board. It really shows how illegitimate this Board operates. And I think it's really disgusting. But I will say this. The impact that Nichelle has on this city and on this institution was great. And I think it's felt. Whether we want to acknowledge it or not, she is a great leader. She is the leader that this institution and this city deserves. And I'm sorry I can't do more for the city or for the Library but I will continue to serve as a Board member.

Mr. Lane then attempted to ask Mr, Hill if he is a part of any local or national organizations here in the city, or nationally, that pushes forward our profession.

Mr. Biederman then called for a point of order.

Dr. White then noted that we are dealing with the resolution. We're not campaigning for any candidate. We're dealing with the resolution before us. So, let's deal with the resolution.

Ms. Tribble reiterated that this is a hiring decision that the Board is charged to make.

Mr. Lane responded that he feels that the Board is not qualified to make that decision in this moment. He thinks the Board needs more time.

Ms. Payne stated that she would just like to also say that, for the same reasons that she heard given for Mr. Hill, Nichelle Hayes also performed well in the interim position. And so, she will be voting against Mr. Hill.

Dr. Palacio mentioned that using the same logic, his vote for Greg Hill is not a vote against Nichelle.

Ms. Tribble then announced that the Board would now take the vote. Resolution 22 – 2023 was approved on the following roll call vote:

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

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

At this time, Mr. Hill made the following statement: Thank you, Madam Chair. I am grateful for the opportunity to serve this institution, and honored by the trust the Board has placed in me. My life has been one of public service for my 23 years in the United States Navy to nearly 12 years with the Indianapolis Public Library. I view my work less as a career and more as a calling. And as I've worked more closely with this Board in recent months to implement the recommendations of the Climate Study and bring the Library through this period of transition, I have felt called to step up my service to IndyPL. I believe I can help move the Library forward.

The first step in that forward progress must begin with healing. My commitment to you is to assume a leadership role in a process of healing that brings people together, both inside the Library and across the community. As we prepare to celebrate the 150th Anniversary of the Indianapolis Public Library, I am eager to begin a new strategic planning process, but mindful of the need to focus, first and foremost, on rebuilding relationships with our staff, patrons, donors, elected and appointed officials, partners, community stakeholders, and each other. As we prepare to celebrate the incredible milestone that is 150 years of service to the Marion County community, it is important for all of us to pause and reflect on the many strengths of IndyPL and the bright future I know lies ahead if we commit ourselves to working together to building.

Dr. Murtadha asked when the Board would resolve the issue of the Chief Administrative Officer? When does that occur?

Ms. Tribble advised that it would be addressed at a subsequent meeting.

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 5:40 p.m.

Dr. Patricia A. Payne, Secretary to the Board

