



Library Board Meeting Agenda

Indianapolis-Marion County Public Library

Notice Of The Regular Meeting
November 22, 2021

Library Board Members Are Hereby Notified That The Regular Meeting
Of The Board Will Be Held At The

Library Services Center
2450 North Meridian Street, Room 226
At 6:30 P.M.

For The Purpose of Considering The Following Agenda Items
Dated This 18th Day Of November, 2021

The public is invited to attend the Regular Meeting in-person or they may view/listen
to the Regular Meeting via a YouTube
live stream link which will be
available on the Library's website prior to the start of the Meeting.

Public comment can be made in-person at the Library Services Center or submitted
in writing in advance at indypl.org/contact.

JUDGE JOSE D. SALINAS
President of the Library Board

-- Regular Meeting Agenda --

1. Call to Order
2. Roll Call

3. Public Comment and Communications

a. Public Comment

The Public has been invited to the Board Meeting.

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.**

b. Dear CEO Letters and Responses (at meeting)

c. Correspondence for the Board's general information. (at meeting)

4. Approval of Minutes

a. Regular Meeting, October 25, 2021 (enclosed)

COMMITTEE REPORTS

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

a. Report of the Treasurer – October 2021 (enclosed)

b. Resolution 59 – 2021 (Establishment of American Rescue Plan Act (ARPA) Grant Fund) (enclosed)

c. Resolution 60 – 2021 (Appropriation of American Rescue Plan Act (ARPA) Funds) (enclosed)

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

- a. **Resolution 61 – 2021** (Annual Salary Resolution) (enclosed)
- b. **Resolution 62 – 2021** (Approval for Additional Payments at the End of the Year) (enclosed)

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

- a. **Resolution 63 – 2021** (Approval to Amend the Services Contract for Security and Alarm Response Services) (enclosed)

8. Library Foundation Update – (Rev. T. D. Robinson, Library Board Representative)

9. Report of the Interim Chief Executive Officer

a. **Confirming Resolutions:**

- 1) **Resolution Regarding Finances, Personnel and Travel (64 – 2021)**

Enclosed.

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

UNFINISHED BUSINESS

10.

NEW BUSINESS

11.

DISCUSSION AND AGENDA BUILDING

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

Items suggested for upcoming Board Agendas are as follows:

December 2021 –

INFORMATION

13. Materials

- a. **Notes – Diversity, Policy and Human Resources Committee Meeting – November 8, 2021** (enclosed)

14. Board Meeting Schedule for 2021 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meetings for 2021** – *Current calendar will be updated each month, as necessary, and additional information highlighted.*
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

15. Notice of Special Meetings

16. Notice of Next Regular Meeting

Monday, December 13, 2021, at the Library Services Center, 2450 North Meridian Street, at 6:30 p.m.

17. Other Business

18. Adjournment

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
OCTOBER 25, 2021

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street on Monday, October 25, 2021 at 6:35 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. In the absence of Mr. Biederman, Ms. Payne acted as Secretary.

2. **Roll Call**

Members present in person and electronically: Ms. Payne, Rev. Robinson, Judge Salinas and Ms. Tribble.

Members absent: Mr. Biederman, Mr. Bigsbee and Dr. Murtadha.

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, Jose Gonzales Parodi and Liliana Hamnik Parodi, founders of *La Voz*, Indiana's leading Bilingual newspaper, celebrated their partnership with the Library along with the digitization of all 542 issues of their newspaper by presenting a framed certificate to the Library at the meeting.

On behalf of the Library and the Board, Judge Salinas expressed his appreciation.

b. **Dear CEO Letters and Responses**

A letter was received from Library patrons Patty and Tom Hefner which was read at the meeting. A copy of the letter is attached to these minutes as "Attachment A."

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

There were two comments which were read to the Board as follows:

Craig Loschky

18 computers, study rooms, fireplace, view of the woods, very spacious, congratulations to the library staff. (West Perry Branch)

Robert Walson

Please consider giving or loaning books for children to the Exodus Refugee Immigration Project (www.exodusrefugee.org) at Camp Atterbury Indiana via the Indiana National Guard – Team Rubicon (317-247-3559) to provide children's books or comic books to teach Afghan Immigrant children to read English and to help their parents learn English as a second language.

Check the website www.exodusrefugee.org for more information and details. Thank you for your consideration of these possibilities.

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

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

a. **Regular Meeting, September 27, 2021**

The minutes from the Regular Meeting held September 27, 2021 had been distributed to the Board.

The minutes were approved on the motion of Ms. Payne, seconded by Rev. Robinson, and the following roll call vote:

Ms. Payne – Aye

Judge Salinas – Aye

Rev. Robinson – Aye

Ms. Tribble – Aye

COMMITTEE REPORTS

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

a. Report of the Treasurer – September 2021

Ije Dike-Young, Chief Financial Officer, reviewed the Report of the Treasurer that had been distributed to the Board.

She advised that the Library has received 55% of its property tax monies to date. This is more than we typically do. We are optimistic that we will receive 100% of our certified levy. Expenditures right now total 59% of the Budget. That amount is equal to last year's spending. This is lower than where we should be.

Judge Salinas inquired if there were any surprises.

Ms. Dike-Young replied "no" but she mentioned that we are anticipating a \$1.7 million Budget surplus this year.

Ms. Payne made the motion, which was seconded by Ms. Tribble, 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:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

b. Resolution 51 – 2021 (Approval of AT&T for WAN Services)

Shanika Heyward, Director of Information Technology, provided information to the Board about Resolution 51 – 2021.

She noted that the proposed contract with AT&T for Wide Area Network (WAN) Services is to allow high-speed network communications between the physical locations operated by the Library for a monthly cost not to exceed \$9,400.

After full discussion and careful consideration of Resolution 51 – 2021, the resolution was adopted on the motion of Ms. Payne and seconded by Ms. Tribble, to approve Resolution 51 – 2021, the Approval of AT&T for WAN Services.

Resolution 51 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

c. **Resolution 52 – 2021** (Approval of Vendor for Reference Databases)

Deb Lambert, Director, Collection Management Services Area, discussed Resolution 52 – 2021.

She advised that the Reference Solutions Premium+ database is one of a kind in its class of databases. It is being recommended that the Board approve the selection of Data Axle through MCLS (Midwest Consortium Library Services) for the Reference database services and enter into an agreement for the services for an annual cost of \$58,534 for the period January 31, 2022 - January 30, 2023.

After full discussion and careful consideration of Resolution 52 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 52 – 2021, the Approval of Data Axle through MCLS for the Reference database service.

Resolution 52 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

d. **Resolution 53 – 2021** (Approval of Collection HQ Service Contract)

Ms. Lambert reviewed the information in Resolution 53 – 2021.

She noted that the Library needs robust tools to manage efficient redistribution, weeding and collection analysis for all Library locations.

Collection HQ is a one-of-a-kind service that has been a successful tool for IndyPL in the past.

It is requested that the Board approve the selection of Collection HQ through Bridgeall Libraries Limited for an annual amount not to exceed \$27,476 for the period November 1, 2021 to November 24, 2024.

After full discussion and careful consideration of Resolution 53 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 53 – 2021, the Approval of Collection HQ Service Contract.

Resolution 53 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

e. **Resolution 54 – 2021** (Final Bond Resolution – Series 2021A Bonds)

Ms. Dike-Young discussed Resolution 54 – 2021.

She advised that on August 25, 2014, the Library Board had authorized Preliminary Determination Resolutions to approve the Glendale Branch and the Fort Benjamin Harrison Branch Facility Improvement Projects through the issuance of one or more series of general obligation bonds in a principal amount not to exceed \$10,215,000 and \$9,690,000 respectively.

Due to delays as well as unanticipated and unforeseen significant and rapid rise in the cost of materials and labor, due in large part to the pandemic, the costs increased and exceeded original approved amounts and thus re-authorization was necessary. The Library approved amended and restated Preliminary Determination Resolutions for the increased principal amounts not to exceed \$14,850,000 and \$13,660,000 for the Glendale and Fort Benjamin Branch Facility Improvement Projects, respectively, on August 23, 2021.

The Municipal Corporations Committee of the City-County Council recommended a do pass for bond issues for the new approval amounts and the related additional appropriation on September 29, 2021. The ordinances will go to the full City-County Council for approval on October 18, 2021.

Library management recommends approval of the final bond resolutions by the Library Board.

After full discussion and careful consideration of Resolution 54 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 54 – 2021, the Final Bond Resolution – Series 2021A Bonds for the Glendale Branch Facility Improvement Project and Expenses Related Thereto.

Resolution 54 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

f. **Resolution 55 – 2021** (Final Bond Resolution – Series 2021B Bonds)

Ms. Dike-Young discussed Resolution 55 – 2021.

She advised that on August 25, 2014, the Library Board had authorized Preliminary Determination Resolutions to approve the Glendale Branch and the Fort Benjamin Harrison Branch Facility Improvement Projects through the issuance of one or more series of general obligation bonds in a principal amount not to exceed \$10,215,000 and \$9,690,000 respectively.

Due to delays as well as unanticipated and unforeseen significant and rapid rise in the cost of materials and labor, due in large part to the pandemic, the costs

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Library management recommends approval of the final bond resolutions by the Library Board.

After full discussion and careful consideration of Resolution 55 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 55 – 2021, the Final Bond Resolution – Series 2021B Bonds for the Fort Benjamin Harrison Branch Facility Improvement Project and Expenses Related To.

Resolution 55 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

- g. **Resolution 56 – 2021** (Final Bond Resolution – Series 2021C Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project)

Ms. Dike-Young discussed Resolution 56 – 2021 and advised that the Library is requesting final bond approval for the issuance of the 2021C Bonds in the amount of \$5,575,000.

After full discussion and careful consideration of Resolution 56 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 56 – 2021, the Final Bond Resolution – Series 2021C Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project.

Resolution 56 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

At the conclusion of the presentation of the Finance Committee items, Judge Salinas thanked Ms. Dike-Young for her service to the Library and wished her the best in her new endeavor.

Ms. Payne acknowledged Ms. Dike-Young's work and commented that she would be missed.

Ms. Dike-Young thanked everyone for their comments. She stated that she has loved her work at the Library. She promised that we "haven't seen the end of her."

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

Ms. Tribble noted that she wanted to give an update as a follow-up from last month.

You'll remember that the Library has engaged Ice Miller to proceed with the Climate Study and Assessment Process for the Library. Former Indiana Supreme Court Justice Myra Selby is heading up the Project Team. The Project's Due Diligence and information gathering has commenced in earnest and several organizational meetings have already taken place.

She mentioned that she doesn't really have much more to report at this time because the engagement just recently started. We will be regularly communicating to the Board and staff as the Project proceeds and at next month's meeting we will receive a progress report from the Project Team.

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

a. Resolution 57 – 2021 (Approval to Award a Construction Services Contract for the East Washington Street Branch Waterproofing Repair and Drainage Project)

Mike Coghlan, Interim Facilities Director, discussed Resolution 57 – 2021.

He commented that the East Washington Branch continues to experience water in the lower level of the facility when rain exceeds the capacity of the local combined sewers. Immediate action is needed to implement a permanent solution to the water infiltration to remediate the problem and eliminate future water damage to the facility.

After receiving sealed quotes from three vendors, the Facilities Committee is recommending that the Library sign an agreement with 3-D Professional Contracting for a total cost of \$187,420.

After full discussion and careful consideration of Resolution 57 – 2021, the resolution was adopted on the motion of Rev. Robinson, and seconded by Ms. Payne, to approve Resolution 57 – 2021, the Approval to Award a Construction Services Contract for the East Washington Street Branch Waterproofing Repair and Drainage Project.

Resolution 57 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye
Rev. Robinson – Aye

Judge Salinas – Aye
Ms. Tribble – Aye

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

b. Facilities Projects Schedule as of October 20, 2021

Mr. Coghlan provided a Facilities Projects Schedule as of October 20, 2021 for the Board's information and review.

8. Library Foundation Update

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

News

Many thanks to all Library staff members who made 2021 Staff Day possible. The Library Foundation's staff was delighted to attend and grateful for the opportunity to address our Library colleagues. Congratulations to Mike Williams for winning the Helen Norris Award, as well as all Library employees who received Star Awards and/or reached year-of-service milestones. The Library Foundation was pleased to recognize Randy Starks and Nancy Stephenson as the recipients of this year's Beth Tindel Award. This award is given to a Library staff member who, like former Library employee and Foundation supporter Beth Tindel, volunteers at or attends Foundation events, is an advocate for the Foundation, goes above and beyond for the Foundation in their daily work at the Library and provides financial support. Randy and Nancy have helped the Foundation in many ways— by helping produce video content or helping with the book sale, attending our events, and being donors for the past 25 years. Congratulations to Randy and Nancy!

Congratulations to the Center for Black Literature & Culture (CBLC) on celebrating their 4th anniversary with keynote speaker A'Lelia Bundles and CBLC poet laureate Januarie York. The CBLC also unveiled a new interactive website and digital kiosks.

Many of our donors enjoy supporting the Summer Reading Program. Once the Program's evaluation is completed, we will send our donors a letter informing them of the results. We are grateful to everyone at the Library who had a hand in planning, implementing and evaluating the Summer Reading Program.

Donors

The Foundation thanks 70 donors who made gifts last month. The following are our top corporate and foundation contributors:

Clark, Quinn, Moses, Scott and Grahn, LLP
The Mind Trust

Program Support

This month, the Library Foundation is proud to provide more than \$258,000 for Library programs and initiatives. Examples of major initiatives supported include:

Center for Black Literature and Culture
 Digital Encyclopedia of Indianapolis
 Fall Fest 2021/Slammin' Rhymes Challenge XV
 IPS Racial Equity Institute Training

9. Report of the Interim Chief Executive Officer

John Helling, Interim Chief Executive Officer, mentioned to the Board that the Library's policy changes, which are normally approved in October, are being held until the completion of the Climate Improvement Process because we feel that the results will touch on Library policy. So, if that Process does produce policy changes, it made sense to us to bring them to the Board all at once for approval.

Also, he reminded the Board that a few years ago, we partnered with the IUPUI School of Social Work to put Social Work students at Central Library to provide social services as a pilot program. So, they have published their work in the *Journal of Social Work* and we received word on Friday that they will also be published in the *Public Library Quarterly*. They tell us that particular work is now becoming a model for collaboration between social work departments and public libraries across the country. They said that other studies had tended to focus on staff perceptions of patron needs of that type. Their study focused on patrons and staff. We now employ our own Social Worker. It's a nice moment of recognition for us and the social work folks.

a. Confirming Resolutions:

1) Resolution Regarding Finances, Personnel and Travel (58 – 2021)

Ms. Payne made the motion, which was seconded by Ms. Tribble, to approve Resolution 58 – 2021, the Resolution Regarding Finances, Personnel and Travel.

Resolution 58 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

b. Interim CEO Roadmap

Mr. Helling reviewed the Roadmap that he had prepared for the Board. He explained that the document is intended to lay out things that can either be set-in motion or accomplished in a period of several months while IndyPL carries out its search for a new CEO. He also noted that after sharing the Roadmap with the Board, he will also share it with all staff.

He then discussed several guiding themes, followed by practical initiatives for each area of the Library (Example: CEO/Executive Committee, HR, Public Services, etc.) that are intended to build on those themes. The themes identified were as follows:

- Relationship building
- Internal customer service/employee support
- Effective communication with a focus on listening
- Transparency
- Servant leadership
- Focus on strategic plan/Shared goal/Re-energize staff

He then reviewed and discussed the intended action items pertaining to the themes.

Board members are welcome to reach out with any comments or questions.

UNFINISHED BUSINESS

- 10.** None.

NEW BUSINESS

11. Election of Board Treasurer

Judge Salinas announced that Ije Dike-Young, the Board Treasurer and Chief Financial Officer for the Library recently tendered her resignation to be effective November 1, 2021. As a result, there will be a vacancy in the office of Treasurer that needs to be filled for the remainder of the current term of the office of the Treasurer beginning November 2, 2021 and ending December 31, 2021. Pursuant to our By-Laws, Election of Officers is to be accomplished by nomination and roll call. We would like to proceed with filling that vacancy at this time.

Nominations are now in order for the office of Treasurer.

At this time, Ms. Payne announced that she would like to nominate Carolyn Adams to the position of Treasurer to fill the vacancy in the Treasurer position effective November 2, 2021 and ending December 31, 2021.

Judge Salinas then announced that Carolyn Adams had been nominated to fill the position of Treasurer effective November 2, 2021 and ending December 31, 2021. He inquired if there were any further nominations.

There were no further nominations. Nominations were closed and Judge Salinas requested a roll call vote to elect Carolyn Adams as Treasurer to fill the vacancy for the office of Treasurer for the period commencing November 2, 2021 and ending December 31, 2021 which was as follows:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

Judge Salinas announced that Carolyn Adams had been elected Treasurer for a term commencing on November 2, 2021 and ending on December 31, 2021.

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:

November, 2021 - None

INFORMATION

- 13. Materials**

None.

- 14. Board Meeting Schedule for 2021 (Notice and Place of Meeting) and Upcoming Events/Information**

- a. **Board Meetings for 2021**– *Current calendar will be updated, as necessary, and additional information highlighted.*
- 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, November 22, 2021, 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 7:25 p.m.

Patricia A. Payne, Acting Secretary to the Board



Attachment A

Patty & Tom Hefner
6310 Ferguson Street
Indianapolis, IN 46220

October 21, 2021

Indianapolis Public Library Board
PO Box 211
Indianapolis, IN 46206

To the Members of the Indianapolis Public Library Board:

Since we began keeping track, sometime in the 1990's, we have given **anonymous** gifts to the Indianapolis-Marion County Public Library Foundation totaling just over three-quarters of a million dollars. These gifts represent our annual support and special gifts for branches located within Center Township and the inner city, a key effort of the Library system in which we are particularly interested. Patty served on the Library Foundation Board from 2002-2005, and we stay informed about the Library's plans and programs.

We have felt the best leadership the Library system has enjoyed – by far – in the years we have supported it, has been Jackie Nytes. Jackie's service as CFO and CEO has ushered in remarkable improvements in the system and the Library's connectedness to the community in general.

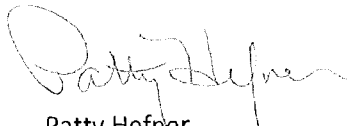
Jackie's grasp of her changing field, her understanding of public finance, her wide network within the community and her genuine joy in serving the community through the Library increased the integration and impact the system has had in Indianapolis. The fact that as a Library Board you withdrew your support of her because of the first, though we recognize important, bump in the road is beyond our comprehension.

As stated in the Library's Strategic Plan you approved on February 22, 2021, the first Value of the organization is "Racial Equity – Leading with Race by Being Race Explicit, not race Exclusive." The Library's management has been working on diversity and inclusion issues for quite some time. In the letter Jackie wrote July 23rd to the Library community, she laid out an impressive plan that had been started and would take place in the weeks ahead to address issues of race and inclusion within the Library system. It is not a topic she ignored. However, one past employee's testimony at your May meeting set into motion a process of blame assigning which resulted in the withdrawal of your support. You incorrectly left your role of visioning and goal setting and got involved in management matters, to the harm of the organization.

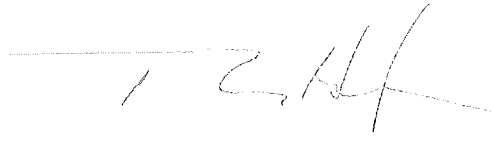
We have lost all confidence in this Board's ability to lead and make decisions on behalf of the taxpayers of this community. To let one of the best servant-leaders currently working in Indianapolis walk away from her position so that the institution would not suffer more damage is unconscionable. We do not trust your judgement in hiring a new CEO, much less finding a candidate as qualified as Jackie. We have lost all confidence in the majority of this Board's members' ability to allow the interim management to work through a climate change; because as a group, you have proven your inability to stay in your proper role and present a united front in a tough situation.

We want to see a Library Board that works together and a Board that knows its role. The Library is a vital institution in our community. It deserves a Board which supports the future good of the entire organization, not one responding to the pressures of current societal environments or one working with personal agendas. We will be withholding all support of the Library Foundation and have removed the gift specified in our wills until our confidence is restored. As a first step, we suggest the Library Board engage in serious self-examination and board training independent of the actions now taking place within the Library system. This process needs to be conducted by a reputable entity with proper expertise and the results shared with the Library Foundation Board and the appointing authorities.

This letter will also be shared with each appointing authority as meetings can be arranged.



Patty Hefner



Tom Hefner

cc: Andrew Soshnick, Roberta Jagers

Indianapolis-Marion County Public Library
Report of the Treasurer for October 2021
Prepared by Accounting for the November 22, 2021 Board Meeting

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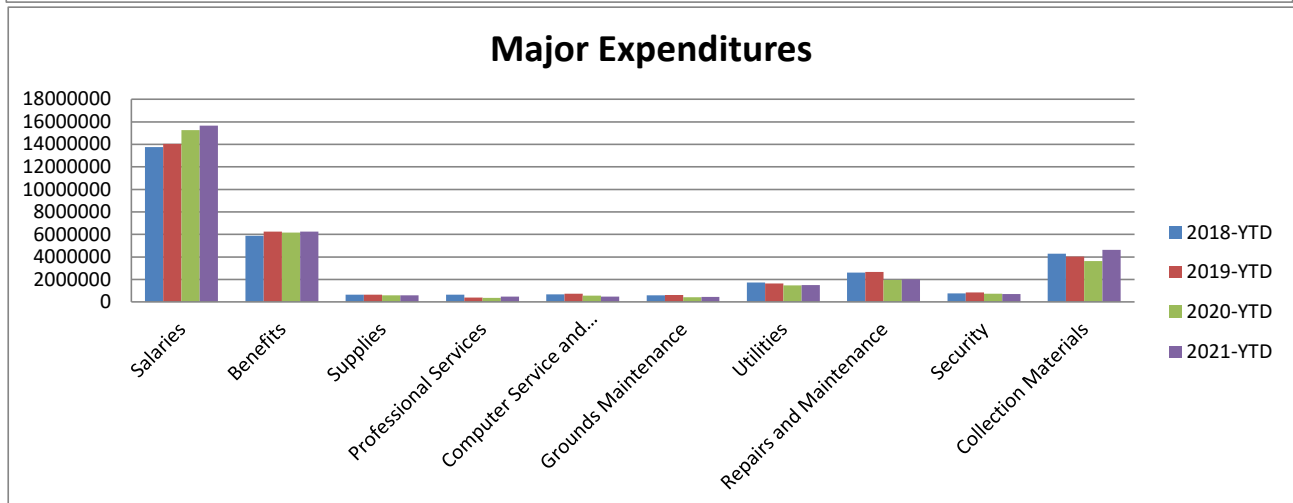
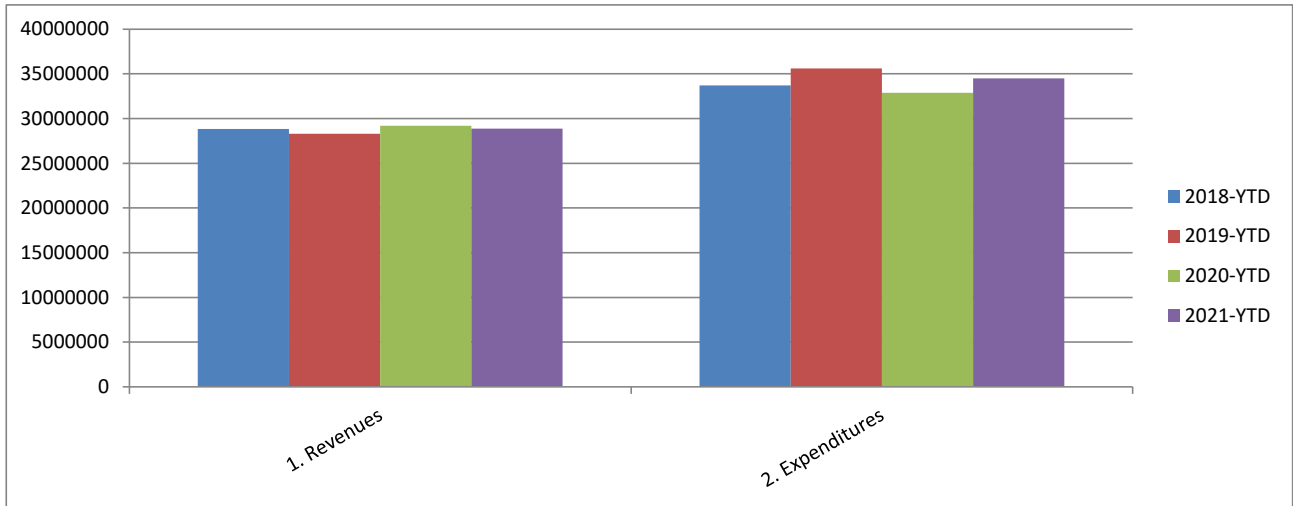
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**Indianapolis-Marion County Public Library
Operating Fund Revenues and Expenditures
Month Ended October 31, 2021**

Revenue		Annual			% Budget Received
		2021 Revised Budget	Actual MTD 10/31/2021	Actual YTD 10/31/2021	
Property Taxes	31	37,083,732	1,426,600	21,935,648	59%
Intergovernmental	33	7,436,719	376,761	5,720,122	77%
Fines & Fees	35	165,918	9,169	99,949	60%
Charges for Services	34	555,491	41,872	403,300	73%
Miscellaneous	36	882,878	244,593	716,139	81%
Total		46,124,738	2,098,996	28,875,157	63%

Expenditures		Annual			% Budget Spent
		2021 Revised Budget	Actual MTD 10/31/2021	Actual YTD 10/31/2021	
Personal Services & Benefits	41	29,499,872	2,764,005	21,909,770	74%
Supplies	42	1,531,271	57,124	599,450	39%
Other Services and Charges	43	16,919,215	960,691	9,718,771	57%
Capital Outlay	44	3,688,122	183,607	2,263,657	61%
Total		51,638,480	3,965,426	34,491,648	67%

**Indianapolis-Marion County Public Library
Chart Overview
Month Ended October 31, 2021**



Indianapolis-Marion County Public Library
Fund 101- Operating Fund - Detailed Income Statement
Month Ended October 31, 2021

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
TAXES						
311000 PROPERTY TAX	45,409,231	45,409,231	1,426,600	21,935,648	-	23,473,583
311300 PROPERTY TAX CAPS	(9,161,750)	(8,325,499)	-	-	-	(8,325,499)
TAXES Total	36,247,481	37,083,732	1,426,600	21,935,648	-	15,148,084
INTERGOVERNMENTAL						
332200 E-RATE REVENUE	395,000	395,000	13,151	226,055	-	168,945
335100 FINANCIAL INSTITUTION TAX REV	298,260	298,260	-	160,880	-	137,380
335200 LICENSE EXCISE TAX REVENUE	2,585,701	2,585,701	-	1,523,346	-	1,062,355
335400 LOCAL OPTION INCOME TAX	3,854,584	3,854,584	321,215	3,212,153	-	642,431
335500 COUNTY OPTION INCOME TAX	-	-	42,395	442,914	-	(442,914)
335700 COMMERCIAL VEHICLE TAX REVENUE	273,734	273,734	-	144,155	-	129,579
339000 IN LIEU OF PROP. TAX	29,440	29,440	-	10,619	-	18,821
INTERGOVERNMENTAL Total	7,436,719	7,436,719	376,761	5,720,122	-	1,716,597
CHARGES FOR SERVICES						
347601 PUBLIC PRINTING REVENUE	303,631	303,631	23,575	242,358	-	61,273
347602 FAX TRANSMISSION REVENUE	62,553	62,553	8,495	94,427	-	(31,874)
347603 PROCTORING EXAMS	3,469	3,469	25	463	-	3,006
347604 PLAC CARD DISTRIBUTION REVENUE	55,000	55,000	-	20,257	-	34,743
347605 USAGE FEE REVENUE	2,520	2,520	20	9,243	-	(6,723)
347606 SET-UP & SERVICE - TAXABLE	17,888	17,888	2,258	8,438	-	9,451
347607 SET-UP & SERVICE - NON-TAXABLE	14,420	14,420	2,100	4,640	-	9,780
347608 SECURITY SERVICES REVENUE	19,784	19,784	930	4,210	-	15,574
347609 EVENT SECURITY	-	-	936	3,096	-	(3,096)
347620 CAFE REVENUE	10,000	10,000	540	3,338	-	6,662
347621 CATERING REVENUE	66,226	66,226	2,993	12,831	-	53,395
CHARGES FOR SERVICES Total	555,491	555,491	41,872	403,300	-	152,191
FINES						
351200 FINES	153,000	153,000	8,254	92,519	-	60,481
351201 OTHER CARD REVENUE	1,163	1,163	325	1,877	-	(714)
351202 HEADSET REVENUE	5,708	5,708	280	2,008	-	3,700
351203 USB REVENUE	4,479	4,479	224	2,724	-	1,755
351204 LIBRARY TOTES	1,568	1,568	86	821	-	747
FINES Total	165,918	165,918	9,169	99,949	-	65,969
MISCELLANEOUS						
360000 MISCELLANEOUS REVENUE	2,500	2,500	1,776	20,489	-	(17,989)
360001 REVENUE ADJUSTMENT	-	-	86	86	-	(86)
361000 INTEREST INCOME	90,000	90,000	2,719	31,142	-	58,858
362000 FACILITY RTL REV - TAXABLE	128,422	128,422	18,977	74,950	-	53,472
362001 FACILITY RENTAL REV - NONTAX	36,539	36,539	2,474	1,300	-	35,239
362002 EQUIPMENT RENTAL REV - TAXABLE	18,064	18,064	1,605	5,675	-	12,389
362003 EQUIPMENT RENTAL REV - NONTAX	2,353	2,353	-	-	-	2,353
367004 OTHER GRANTS	225,000	225,000	-	225,000	-	-
MISCELLANEOUS Total	502,878	502,878	27,637	358,642	-	144,236
OTHER FINANCING SRCS						
392100 SALE OF SURPLUS PROPERTY	-	-	187,270	193,274	-	(193,274)

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
396000 REFUNDS	5,000	5,000	(24,052)	22,012	-	(17,012)
399000 REIMBURSEMENT FOR SERVICES	175,000	175,000	29,686	118,159	-	56,841
399001 INSURANCE REIMBURSEMENTS	200,000	200,000	24,052	24,052	-	175,948
OTHER FINANCING SRCS Total	380,000	380,000	216,956	357,497	-	22,503

REVENUE Total	45,288,487	46,124,738	2,098,996	28,875,157	-	17,249,581
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EXPENSE						
PERSONAL SERVICES						
411000 SALARIES APPOINTED STAFF	18,522,517	18,581,795	2,017,147	14,841,149	-	3,740,646
412000 SALARIES HOURLY STAFF	1,805,589	1,784,497	112,733	823,480	-	961,016
413000 WELLNESS	45,000	45,000	2,933	18,085	2,035	24,880
413001 LONG TERM DISABILITY INSURANCE	44,957	55,157	4,631	46,211	-	8,946
413002 EMPLOYEE ASSISTANCE PROGRAM	23,970	23,970	-	14,400	4,800	4,770
413003 TUITION ASSISTANCE	30,000	30,000	-	8,449	-	21,551
413100 FICA AND MEDICARE	1,555,100	1,558,021	155,088	1,137,077	-	420,944
413300 PERF/INPRS	2,630,197	2,630,197	186,631	1,961,563	-	668,634
413400 UNEMPLOYMENT COMPENSATION	20,000	23,463	-	16,477	3,385	3,601
413500 MEDICAL & DENTAL INSURANCE	4,737,323	4,728,044	281,970	3,015,688	12,500	1,699,855
413600 GROUP LIFE INSURANCE	39,729	39,729	2,871	27,190	-	12,539
PERSONAL SERVICES Total	29,454,382	29,499,872	2,764,005	21,909,770	22,720	7,567,383

SUPPLIES						
421500 OFFICE SUPPLIES - FAC/PURCH	710,120	610,955	41,904	269,139	130,178	211,637
421600 LIBRARY SUPPLIES	106,000	110,876	16,497	54,806	22,091	33,978
421700 DEPARTMENT OFFICE SUPPLIES	320,020	331,165	(5,195)	174,522	14,281	142,362
422210 GASOLINE	44,880	46,197	2,342	12,902	12,347	20,948
422250 UNIFORMS	8,160	12,360	106	3,174	4,030	5,156
422310 CLEANING & SANITATION	169,950	179,358	1,469	63,679	18,609	97,070
429001 NON CAPITAL FURNITURE & EQUIP	240,360	240,360	-	21,227	186,995	32,138
SUPPLIES Total	1,599,490	1,531,271	57,124	599,450	388,532	543,289

OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	219,000	279,000	18,830	194,654	10,840	73,507
431500 CONSULTING SERVICES	278,320	769,604	37,694	287,964	205,654	275,986
432100 FREIGHT & EXPRESS	7,070	7,674	289	4,761	1,254	1,660
432200 POSTAGE	65,265	73,448	-	35,712	1,925	35,811
432300 TRAVEL	33,280	33,280	196	1,826	-	31,454
432400 DATA COMMUNICATIONS	278,400	278,400	17,269	228,166	-	50,234
432401 CELLULAR PHONE	10,890	10,890	829	8,360	-	2,530
432500 CONFERENCES	132,000	55,900	1,871	4,913	2,500	48,487
432501 IN HOUSE CONFERENCE	78,000	158,000	5,896	83,127	17,920	56,953
433100 OUTSIDE PRINTING	154,000	125,106	4,410	64,267	13,803	47,036
433200 PUBLICATION OF LEGAL NOTICES	1,810	1,810	30	1,396	-	414
434100 WORKER'S COMPENSATION	172,612	112,612	-	64,648	19,429	28,535
434200 PACKAGE	268,854	187,812	-	130,823	39,146	17,844
434201 EXCESS LIABILITY	11,514	18,049	-	13,044	5,005	-
434202 AUTOMOBILE	21,797	21,967	-	16,368	5,599	-
434500 OFFICIAL BONDS	1,112	1,112	-	-	-	1,112
434501 PUBLIC OFFICIALS & EE LIAB	17,798	22,136	-	22,136	-	-
434502 BROKERAGE FEE	20,000	20,000	-	10,000	10,000	-
435100 ELECTRICITY	1,236,709	1,359,751	156,165	688,768	529,087	141,896
435200 NATURAL GAS	167,793	189,305	2,618	93,779	37,721	57,805
435300 HEAT/STEAM	408,194	434,418	12,215	186,235	189,989	58,194
435400 WATER	87,574	94,034	3,889	38,911	47,549	7,574
435401 COOLING/CHILLED WATER	564,737	587,190	55,087	411,495	140,958	34,737
435500 STORMWATER	28,512	28,512	11,573	23,497	225	4,790
435900 SEWAGE	100,725	106,497	5,105	37,713	64,239	4,545

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
436100 REP & MAINT-STRUCTURE	746,361	734,841	58,382	417,486	192,147	125,208
436101 ELECTRICAL	487,437	550,371	74,392	244,396	113,126	192,849
436102 PLUMBING	102,000	103,025	7,511	52,024	5,140	45,861
436103 PEST SERVICES	35,700	38,646	1,509	12,914	14,032	11,700
436104 ELEVATOR SERVICES	139,740	215,931	4,244	143,174	38,069	34,688
436110 CLEANING SERVICES	1,176,936	1,256,067	73,323	781,275	285,071	189,721
436200 REP & MAINT-EQUIPMENT	221,340	174,166	723	113,306	30,857	30,004
436201 REP & MAINT-HEATING & AIR	476,340	518,452	20,930	223,261	109,135	186,056
436202 REP & MAINT -AUTO	64,260	67,431	572	33,418	15,123	18,891
436203 REP & MAINT-COMPUTERS	355,100	355,100	32,030	180,327	95,048	79,724
437200 EQUIPMENT RENTAL	86,908	86,908	335	50,201	9,399	27,309
437300 REAL ESTATE RENTAL	343,575	343,575	-	218,058	8,750	116,767
439100 CLAIMS, AWARDS, INDEMNITIES	25,750	25,750	-	-	-	25,750
439600 TRASH REMOVAL	71,404	74,293	-	62,783	11,344	166
439601 SNOW REMOVAL	419,910	443,284	-	235,600	46,509	161,175
439602 LAWN & LANDSCAPING	343,082	343,082	29,329	160,665	19,319	163,099
439800 DUES & MEMBERSHIPS	58,230	59,912	400	48,170	-	11,742
439901 COMPUTER SERVICES	366,100	440,600	61,266	215,598	42,879	182,123
439902 PAYROLL SERVICES	140,000	140,000	6,569	91,953	-	48,047
439903 SECURITY SERVICES	1,255,543	1,281,581	30,748	692,282	363,613	225,686
439904 BANK FEES/CREDIT CARD FEES	66,950	66,950	5,808	55,399	-	11,551
439905 OTHER CONTRACTUAL SERVICES	679,376	705,374	97,976	429,160	119,189	157,025
439906 RECRUITMENT EXPENSES	29,000	29,000	112	21,772	-	7,228
439907 EVENTS & PR	54,200	99,180	233	51,099	4,205	43,876
439910 PROGRAMMING	77,500	79,447	1,674	14,070	11,076	54,300
439911 PROGRAMMING-JUV.	150,000	151,963	3,430	21,435	31,009	99,520
439912 PROGRAMMING ADULT - CENTRAL	25,000	25,000	-	-	-	25,000
439913 PROGRAMMING EXHIBITS - CENTRAL	5,000	5,000	-	-	-	5,000
439930 MATERIALS CONTRACTUAL	3,100,000	3,497,780	115,228	2,496,384	-	1,001,396
451100 AUDIT FEES	15,000	30,000	-	-	15,000	15,000
452002 TRANSFERS IN/OUT	-	-	-	-	-	-
OTHER SERVICES AND CHARGES TOTAL	15,483,708	16,919,215	960,691	9,718,771	2,922,881	4,277,563
CAPITAL						
443500 BUILDING	-	9,481	-	3,049	-	6,432
445100 CAPITAL - FURNITURE	-	30,200	-	8,113	11,762	10,325
445200 VEHICLES	-	42,257	-	42,257	-	-
445301 COMPUTER EQUIPMENT	270,500	262,300	-	66,475	163,938	31,888
449000 BOOKS & MATERIALS	3,160,296	3,323,883	183,607	2,143,763	-	1,180,120
449001 PERIODICALS & NEWSPAPERS	-	-	-	-	-	-
449200 ART & EXHIBITS	-	20,000	-	-	19,500	500
CAPITAL Total	3,430,796	3,688,122	183,607	2,263,657	195,200	1,229,265
EXPENSE Total	49,968,376	51,638,480	3,965,426	34,491,648	3,529,332	13,617,499

**Indianapolis-Marion County Public Library
Cashflow Projections - Operating Fund
January 1 - December 31, 2021**

	Actual January	Actual February	Actual March	Actual April	Actual May	Actual June	Actual July	Actual August	Actual September	Actual October	Projected November	Projected December	Projected Y-T-D	Revised Budget	Variance
Beginning Balance	\$ 31,372,728	\$ 28,770,156	\$ 26,116,172	\$ 23,403,072	\$ 20,269,203	\$ 20,417,636	\$ 36,363,428	\$ 33,434,513	\$ 30,785,937	\$ 27,626,071	\$ 25,759,641	\$ 25,109,507	\$ 31,372,728	\$ 31,372,728	
Receipts:															
PROPERTY TAX	311000	-	-	1,011,209	2,765,965	16,731,874	-	-	-	1,426,600	3,181,295	11,130,538	36,247,481	36,247,481	-
PROPERTY TAX CAPS	311300	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E-RATE REVENUE	332200	16,128	14,414	14,414	24,139	60,188	14,414	35,945	18,846	13,151	14,842	14,642	255,538	395,000	(139,462)
FINANCIAL INSTITUTION TAX REV	335100	-	-	-	-	160,880	-	-	-	-	-	166,430	327,310	298,260	29,050
LICENSE EXCISE TAX REVENUE	335200	-	-	-	-	1,523,346	-	-	-	-	-	1,347,376	2,870,722	2,585,701	285,021
LOCAL OPTION INCOME TAX	335500	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	3,854,584	3,854,584	-
COUNTY OPTION INCOME TAX	335700	42,395	42,395	42,395	42,395	61,356	42,395	42,395	42,395	42,395	42,395	42,395	527,705	527,705	527,705
COMMERCIAL VEHICLE TAX REVENUE	339000	-	-	-	-	144,155	-	-	-	-	-	144,824	288,979	15,245	15,245
IN LIEU OF PROP. TAX	339000	-	-	-	-	10,619	-	-	-	-	-	13,768	24,386	29,440	(5,054)
COPY MACHINE REVENUE	347600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC PRINTING REVENUE	347601	17,650	19,041	26,898	26,710	24,956	26,107	26,436	27,124	23,575	32,000	22,981	297,339	303,631	(6,292)
FAX TRANSMISSION REVENUE	347602	6,914	7,884	10,922	9,575	8,580	10,263	11,236	9,963	8,495	5,000	5,639	105,066	62,553	42,513
PROCTORING EXAMS	347603	-	25	4	131	26	77	100	15	60	25	400	669	1,532	3,469
PLAC CARD DISTRIBUTION REVENUE	347604	-	-	-	-	20,257	-	-	-	-	-	-	-	55,000	(34,743)
USAGE FEE REVENUE	347605	40	-	20	20	120	40	-	8,963	20	500	520	10,263	2,520	7,743
SET-UP & SERVICE - TAXABLE	347606	-	-	-	200	980	2,650	250	2,100	2,258	1,750	1,750	11,938	17,888	(5,951)
SET-UP & SERVICE - NON-TAXABLE	347607	-	-	-	300	350	750	250	890	2,100	250	-	4,890	14,420	(9,530)
SECURITY SERVICES REVENUE	347608	-	(200)	-	120	600	1,530	480	750	930	270	120	4,600	19,784	(15,184)
EVENT SECURITY	347609	-	-	-	-	240	840	-	1,080	936	-	-	3,096	-	3,096
PARKING REVENUE	347610	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAFE REVENUE	347620	235	154	153	273	239	404	554	555	540	201	283	3,822	10,000	(6,178)
CATERING REVENUE	347621	-	-	-	-	199	2,426	1,105	6,108	2,993	-	4,630	17,460	66,226	(48,766)
FINES	351200	5,300	5,657	10,485	9,943	9,376	12,000	10,934	10,532	8,254	10,000	10,000	112,519	153,000	(40,481)
OTHER CARD REVENUE	351201	65	-	65	455	130	260	585	(268)	325	-	-	1,877	1,163	714
HEADSET REVENUE	351202	99	107	141	144	174	258	308	238	260	230	230	2,468	5,708	(3,240)
USB REVENUE	351203	229	187	336	322	243	248	246	372	318	224	300	3,324	4,479	(1,155)
LIBRARY TOIES	351204	2	21	69	73	105	200	82	81	103	86	70	961	1,568	(607)
MISCELLANEOUS REVENUE	360000	20	59	123	44	5,659	23	59	12,558	168	200	200	20,889	2,500	18,389
REVENUE ADJUSTMENT	360001	-	-	-	-	-	-	-	-	86	-	-	86	-	86
INTEREST INCOME	361000	3,797	3,235	3,412	3,320	3,402	3,224	2,707	2,702	2,624	2,719	3,000	3,000	37,142	(52,858)
FACILITY Rtl REV - TAXABLE	362000	1,119	7,510	4,395	9,017	2,903	5,743	14,254	8,954	2,078	18,977	9,500	5,800	90,250	(38,172)
FACILITY RENTAL REV - NONTAX	362001	-	(1,575)	(1,925)	-	-	-	-	575	1,751	2,474	5,510	2,055	8,865	36,539
EQUIPMENT RENTAL REV - TAXABLE	362002	200	-	-	-	-	570	1,500	-	1,800	1,605	1,900	1,110	8,685	18,064
EQUIPMENT RENTAL REV - NONTAX	362003	-	-	-	-	-	-	-	-	-	-	-	300	300	(2,053)
FOUNDATION CONTRIBUTION	367000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER GRANTS	367004	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSFER-IN	391000	-	-	-	-	-	-	225,000	-	-	-	-	-	225,000	225,000
SALE OF SURPLUS PROPERTY	392100	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REFUNDS	396000	-	-	-	-	6,004	-	-	-	-	187,270	3,850	197,124	-	197,124
REIMBURSEMENT FOR SERVICES	399000	71,621	4,890	185	-	27,390	18,675	-	-	-	(24,052)	420	800	23,232	18,232
INSURANCE REIMBURSEMENTS	399001	-	-	-	-	10,927	-	-	850	29,686	2,000	2,000	122,159	175,000	(52,841)
	-	-	-	-	-	-	-	-	-	24,052	-	-	24,052	200,000	(175,948)
Total Receipts	487,030	425,019	433,308	1,449,882	3,293,067	19,073,125	452,588	701,880	460,264	2,098,996	3,637,181	13,243,563	45,755,901	45,288,487	467,413
Expenditures:															
PERSONAL SERVICES & BENEFITS	41	2,010,731	2,240,418	1,985,043	2,824,513	1,967,224	1,940,637	1,997,192	2,033,152	2,146,855	2,764,005	2,220,735	2,739,235	26,869,739	29,499,876
SUPPLIES	42	45,318	48,724	51,912	38,991	52,233	87,684	67,185	46,764	103,515	57,124	181,858	188,268	969,576	717,997
OTHER SERVICES AND CHARGES	43	958,955	792,243	1,071,506	1,351,239	814,447	833,782	1,089,092	815,335	1,031,482	960,691	1,392,031	2,359,961	13,470,764	3,460,572
LIBRARY MATERIALS CAPITAL OUTLAY	44	74,598	1,325	105,787	301,013	311,900	264,682	227,362	447,936	345,447	183,607	492,691	794,774	3,551,122	-
Total Expenditures	3,089,602	3,082,709	3,214,249	4,515,757	3,145,804	3,126,785	3,380,830	3,343,187	3,627,299	3,965,426	4,287,315	6,082,238	44,861,201	51,669,906	6,808,705
Change in Payables/Petty Cash/Correction* Transfer Out	-	3,707	67,842	(67,994)	1,170	(548)	(672)	(7,270)	7,170	-	-	-	3,404	-	-
Ending Balance	\$ 28,770,156	\$ 26,116,172	\$ 23,403,072	\$ 20,269,203	\$ 20,417,636	\$ 36,363,428	\$ 33,434,513	\$ 30,785,937	\$ 27,626,071	\$ 25,759,641	\$ 25,109,507	\$ 32,270,832	\$ 32,270,832	\$ 24,991,310	

**Indianapolis-Marion County Public Library
Receipts & Disbursements
Month Ended October 31, 2021**

FUND	CASH AND INVESTMENTS 9/30/2021	RECEIPTS	DISBURSEMENTS	CASH AND INVESTMENTS 10/31/2021
101 Total Operating	27,626,072	2,098,996	3,965,426	25,759,642
104 Total Fines	4	44,615	44,615	4
226 Total Parking Garage	647,321	18,297	12,303	653,315
230 Total Grant	623,019	50,002	23,602	649,418
245 Total Rainy Day	4,356,106	298	59,058	4,297,346
270 Total Shared System	223,085	2,453	8,458	217,080
276 Total Cares Grant Fund	29,686	-	29,686	-
301 Total BIRF 1	721,671	192	-	721,863
321 Total BIRF 2	752,957	-	-	752,957
471 Total Library Improvement Reserve Fund	2,431,538	160	-	2,431,698
472 Total Construction	-	-	-	-
474 Total 2014 Multi-Branch Fac Improv	-	-	-	-
475 Total 2015 Bond RFID Books & Materials	155	-	155	-
476 Total 2016 Bond - Michigan Rd	3,986	-	-	3,986
477 Total 2017A Bond - Brightwood	17,401	-	-	17,401
478 Total 2017B Bond - Eagle	504,287	-	23,675	480,612
479 Total 2018A Bond - AHS/ILS/Fac Improvmts	1,149,037	-	-	1,149,037
480 Total 2018 BBond - West Perry Branch	1,245,011	-	-	1,245,011
481 Total 2019 Bond - LAW WAY Renovation	11,457	-	-	11,457
482 Total 2020 Bond - Fac Renov Equip Acq	3,650,728	-	81,451	3,569,277
800 Total Gift	2,661,495	195,991	541,816	2,315,669
806 Total Payroll Liabilities	53,823	193,998	141,330	106,491
812 Total Foundation Agency Fund	1,745	286	-	2,031
813 Total Staff Association Agency Fund	31	-	-	31
814 Total Sales Tax Agency Fund	606	2,016	807	1,814
815 Total PLAC Card Revenue Agency Fund	18,757	2,925	-	21,682
Grand Total	46,729,978	2,610,227	4,932,383	44,407,823

**Indianapolis Marion County Public Library
Status of the Treasury
Investment Report
Month Ended October 31, 2021**

<u>Chase Savings Account</u>			<u>Previous Month's Chase Savings Account Activity</u>		
	Balance October 31, 2021	Interest Earned October 31, 2021		Balance September 30, 2021	Interest Earned September 30, 2021
Operating Fund	\$ 2,002,939	\$ 17	Operating Fund	\$ 2,002,922	\$ 16
Grant Fund	\$ 193,395	\$ -	Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 409,262	\$ 3	Parking Garage	\$ 409,258	\$ 3
Bond & Interest Redemption Fd	\$ -	\$ -	Bond & Interest Redemption Fd	\$ -	\$ -
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -	Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 404,780	\$ 3	Rainy Day Fund	\$ 404,777	\$ 3
Gift Fund	\$ 85	\$ 2	Gift Fund	\$ 83	\$ 2
Total Chase Savings Account	\$ 3,023,847	\$ 25	Total Chase Savings Account	\$ 3,023,821	\$ 24
<i>The average savings account rate for October was 0.01%</i>			<i>The average savings account rate for September was 0.01%</i>		
<u>Fifth Third Bank Investment Account</u>			<u>Previous Month's Fifth Third Bank Investment Account</u>		
	Balance October 31, 2021	Interest Earned October 31, 2021		Balance September 30, 2021	Interest Earned September 30, 2021
Library Improvement Reserve Fd	\$ 2,230,273	\$ 160	Library Improvement Reserve Fd	\$ 2,230,113	\$ 94
Rainy Day Fund	\$ 3,460,979	\$ 248	Rainy Day Fund	\$ 3,460,731	\$ 146
Total Fifth Third Bank	\$ 5,691,253	\$ 409	Total Fifth Third Bank	\$ 5,690,844	\$ 240
<i>The average investment account rate for October was 0.09%</i>			<i>The average investment account rate for September was 0.05%</i>		
<u>Hoosier Fund Account Income</u>			<u>Previous Month's Hoosier Fund Account Income</u>		
	Balance October 31, 2021	Interest Earned October 31, 2021		Balance September 30, 2021	Interest Earned September 30, 2021
Operating Fund	\$ 8,683,498	\$ 2,362	Operating Fund	\$ 8,681,136	\$ 2,286
Rainy Day Fund	\$ 179,862	\$ 46	Rainy Day Fund	\$ 179,816	\$ 44
2017A Brightwood Project Fund	\$ -	\$ -	2017A Brightwood Project Fund	\$ -	\$ -
2018B West Perry Project Fund	\$ 562,846	\$ -	2018B West Perry Project Fund	\$ 562,846	\$ -
2018A Multi-Project Fund	\$ 751,796	\$ -	2018A Multi-Project Fund	\$ 751,796	\$ -
Bond & Interest Redemption Fd	\$ 27,923	\$ 192	Bond & Interest Redemption Fd	\$ 27,732	\$ 185
2019 Lawrence/Wayne Project Fund	\$ -	\$ -	2019 Lawrence/Wayne Project Fund	\$ -	\$ -
Total Hoosier Fund Account	\$ 10,205,925	\$ 2,600	Total Hoosier Fund Account	\$ 10,203,325	\$ 2,515
<i>The average Hoosier Fund account rate for October was 0.30%</i>			<i>The average Hoosier Fund account rate for September was 0.30%</i>		
<u>TrustIndiana</u>			<u>Previous Month's TrustIndiana</u>		
	Balance October 31, 2021	Interest Earned October 31, 2021		Balance September 30, 2021	Interest Earned September 30, 2021
Operating Fund	\$ 6,428,139	\$ 335	Operating Fund	\$ 6,427,804	\$ 318
2015 RFID Project Fund	\$ -	\$ -	2015 RFID Project Fund	\$ -	\$ -
2017A Brightwood Project Fund	\$ -	\$ -	2017A Brightwood Project Fund	\$ -	\$ -
2017B Eagle Project Fund	\$ 370,223	\$ -	2017B Eagle Project Fund	\$ 370,223	\$ -
2018B West Perry Project Fund	\$ -	\$ -	2018B West Perry Project Fund	\$ -	\$ -
Bond & Interest Redemption Fd 2	\$ 90,897	\$ -	Bond & Interest Redemption Fd 2	\$ 90,897	\$ -
Bond & Interest Redemption Fd	\$ 450,251	\$ -	Bond & Interest Redemption Fd	\$ 450,251	\$ -
Total TrustIndiana Account	\$ 7,339,511	\$ 335	Total TrustIndiana Account	\$ 7,339,175	\$ 318
<i>The average TrustIndiana account rate for October was 0.05%</i>			<i>The average TrustIndiana account rate for September was 0.05%</i>		
<u>U. S. Bank</u>			<u>Previous Month's U.S. Bank</u>		
	Balance October 31, 2021	Interest Earned October 31, 2021		Balance September 30, 2021	Interest Earned September 30, 2021
Operating Fund	\$ 1,053,360	\$ 4	Operating Fund	\$ 1,053,355	\$ 5
Total U. S. Bank	\$ 1,053,360	\$ 4	Total U. S. Bank	\$ 1,053,355	\$ 5
<i>The average U. S. Bank account rate for October was 0.005%</i>			<i>The average U. S. Bank account rate for September was 0.005%</i>		

Indianapolis-Marion County Public Library
Fund 301 and 321 - Bond and Interest Funds - Detailed Income Statement
Month Ended October 31, 2021

	ORIGINAL BUDGET	REVISED BUDG.	MTD	YTD	P.O.	AVAILABLE BUDG.
REVENUES						
Property Taxes						
311000 PROPERTY TAX	14,136,876	14,136,876	-	7,761,507	-	6,375,369
Property Taxes Total	14,136,876	14,136,876	-	7,761,507	-	6,375,369
Intergovernmental						
335100 FINANCIAL INSTITUTION T	97,302	97,302	-	46,425	-	50,877
335200 LICENSE EXCISE TAX REVE	810,160	810,160	-	437,751	-	372,409
335700 COMMERCIAL VEHICLE TAX	89,302	89,302	-	41,598	-	47,704
339000 IN LIEU OF PROP. TAX	8,521	8,521	-	3,798	-	4,723
Intergovernmental Total	1,005,285	1,005,285	-	529,572	-	475,713
Miscellaneous						
361000 INTEREST INCOME	-	-	192	2,610	-	(2,610)
Miscellaneous Total	-	-	192	2,610	-	(2,610)
REVENUES Total	15,142,161	15,142,161	192	8,293,689	-	6,848,472
EXPENSES						
Other Services and Charges						
439904 BANK FEES/CREDIT CARD F	14,750	14,750	-	2,250	-	12,500
438100 PRINCIPAL	15,385,000	15,385,000	-	10,250,000	-	5,135,000
438200 INTEREST	1,467,665	1,467,665	-	889,806	-	577,859
Other Services and Charges Total	16,867,415	16,867,415	-	11,142,056	-	5,725,359
EXPENSES Total	16,867,415	16,867,415	-	11,142,056	-	5,725,359

Indianapolis-Marion County Public Library
Fund 245 - Rainy Day Fund - Detailed Income Statement
Month Ended October 31, 2021

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	30,000	30,000	298	3,195	-	26,805
MISCELLANEOUS Total	30,000	30,000	298	3,195	-	26,805
REVENUE Total	30,000	30,000	298	3,195	-	26,805
EXPENSE						
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	100,000	35,361	1,140	47,817	-	(12,456)
431200 ENGINEERING & ARCHITECTURAL	400,000	1,670,295	12,199	1,120,226	550,719	(650)
431500 CONSULTING SERVICES	-	94,560	4,761	63,458	31,102	-
433200 PUBLICATION OF LEGAL NOTICES	-	220	560	1,157	-	(937)
438400 ISSUANCE COSTS	-	-	4,845	4,958	-	(4,958)
452002 TRANSFERS IN/OUT	-	-	-	-	-	-
OTHER SERVICES AND CHARGES TOTAL	500,000	1,800,436	23,505	1,237,615	581,821	(19,000)
CAPITAL						
441000 LAND	1,000,000	1,000,000	-	934,968	-	65,032
443500 BUILDING	1,500,000	212,164	35,553	35,553	-	176,611
CAPITAL Total	2,500,000	1,212,164	35,553	970,521	-	241,643
EXPENSE Total	3,000,000	3,012,600	59,058	2,208,136	581,821	222,643

Indianapolis-Marion County Public Library
Fund 471 - Library Improvement Reserve Fund - Detailed Income Statement
Month Ended October 31, 2021

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	20,000	20,000	160	1,429	-	18,571
MISCELLANEOUS Total	20,000	20,000	160	1,429	-	18,571
REVENUE Total	20,000	20,000	160	1,429	-	18,571
EXPENSE						
OTHER SERVICES AND CHARGES						
436100 REP & MAINT-STRUCTURE	-	28,441	-	28,441	-	-
OTHER SERVICES AND CHARGES TOTAL	-	28,441	-	28,441	-	-
CAPITAL						
444501 COMPUTER SOFTWARE	-	133,362	-	2,550	130,812	-
CAPITAL Total	-	133,362	-	2,550	130,812	-
EXPENSE Total	-	161,803	-	30,991	130,812	-

Indianapolis-Marion County Public Library
Fund 226 - Parking Garage - Detailed Income Statement
Month Ended October 31, 2021

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347610 PARKING REVENUE	120,000	120,000	16,835	88,301	-	31,699
347611 EVENTS PARKING	8,000	8,000	1,468	4,958	-	3,043
CHARGES FOR SERVICES Total	128,000	128,000	18,303	93,258	-	34,742
MISCELLANEOUS						
360001 REVENUE ADJUSTMENT	-	-	(9)	(32)	-	32
361000 INTEREST INCOME	1,000	1,000	3	47	-	953
MISCELLANEOUS Total	1,000	1,000	(6)	15	-	985
REVENUE Total	129,000	129,000	18,297	93,273	-	35,727
EXPENSE						
SUPPLIES						
421200 PRINTER SUPPLIES	2,000	2,000	-	199	-	1,801
421500 OFFICE SUPPLIES - FAC/PURCH	6,000	6,000	235	987	-	5,013
422310 CLEANING & SANITATION	100	100	-	-	-	100
SUPPLIES Total	8,100	8,100	235	1,186	-	6,914
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	5,000	5,000	-	4,033	-	968
431500 CONSULTING SERVICES	-	10,280	-	-	10,280	-
431501 PARKING GARAGE CONTRACTUAL	12,000	12,000	2,000	9,000	-	3,000
432200 POSTAGE	100	100	-	-	-	100
432400 DATA COMMUNICATIONS	6,000	6,000	887	3,749	-	2,251
434201 EXCESS LIABILITY	7,000	7,000	778	3,515	-	3,485
436100 REP & MAINT-STRUCTURE	15,000	15,000	-	3,600	-	11,400
436110 CLEANING SERVICES	8,000	8,000	-	-	-	8,000
436200 REP & MAINT-EQUIPMENT	8,000	8,000	636	684	-	7,316
436201 REP & MAINT-HEATING & AIR	123,062	112,782	-	-	-	112,782
439904 BANK FEES/CREDIT CARD FEES	7,000	7,000	369	1,770	-	5,230
439905 OTHER CONTRACTUAL SERVICES	52,000	52,000	7,398	31,832	-	20,168
OTHER SERVICES AND CHARGES TOTAL	243,162	243,162	12,068	58,182	10,280	174,700
CAPITAL						
445300 CAPITAL - EQUIPMENT	184,446	309,732	-	128,746	-	180,985
CAPITAL Total	184,446	309,732	-	128,746	-	180,985
EXPENSE Total	435,708	560,994	12,303	188,114	10,280	362,599

Indianapolis-Marion County Public Library
Fund 270 - Shared System - Detailed Income Statement
Month Ended October 31, 2021

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347640 SHARED SYSTEM REVENUE	-	-	2,453	97,501	-	(97,501)
CHARGES FOR SERVICES Total	-	-	2,453	97,501	-	(97,501)
REVENUE Total	-	-	2,453	97,501	-	(97,501)
EXPENSE						
PERSONAL SERVICES						
411000 SALARIES APPOINTED STAFF	62,942	62,942	7,262	53,258	-	9,684
413100 FICA AND MEDICARE	4,815	4,815	508	3,723	-	1,092
413300 PERF/INPRS	8,938	8,938	688	7,219	-	1,719
PERSONAL SERVICES Total	76,695	76,695	8,458	64,200	-	12,495
SUPPLIES						
421600 LIBRARY SUPPLIES	5,000	4,310	-	4,226	-	84
SUPPLIES Total	5,000	4,310	-	4,226	-	84
OTHER SERVICES AND CHARGES						
431500 CONSULTING SERVICES	5,000	5,000	-	-	-	5,000
432300 TRAVEL	1,500	1,500	-	-	-	1,500
432501 IN HOUSE CONFERENCE	250	250	-	-	-	250
439901 COMPUTER SERVICES	916	1,916	-	120	1,250	546
439907 EVENTS & PR	500	500	-	-	-	500
439909 REIMBURSEMENT FOR SERVICES EXP	75,000	75,000	-	-	-	75,000
439930 MATERIALS CONTRACTUAL	14,000	14,000	-	9,488	-	4,512
OTHER SERVICES AND CHARGES TOTAL	97,166	98,166	-	9,608	1,250	87,308
EXPENSE Total	178,861	179,171	8,458	78,034	1,250	99,887

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2021

	MTD	YTD
REVENUE		
MISCELLANEOUS		
334700 GRANTS - LSTA	-	12,680
334720 GRANTS - STATE	-	2,288
360000 MISCELLANEOUS REVENUE	-	179
360001 REVENUE ADJUSTMENT	-	-
361000 INTEREST INCOME	2	23
367000 FOUNDATION CONTRIBUTION	195,991	2,282,644
367002 FOUNDATIONS - DESIGNATED GIFTS	-	-
367004 OTHER GRANTS	50,000	384,338
396000 REFUNDS	-	-
399000 REIMBURSEMENT FOR SERVICES	-	(4,795)
MISCELLANEOUS Total	245,993	2,677,356

REVENUE Total	245,993	2,677,356
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EXPENSE		
00005012 - AQUARIUM MAINTENANCE MULTI-BRANCH	345	4,649
00015001 - CENTRAL UNRESTRICTED GIFT	-	-
00015007 - CBLC CENTER FOR BLACK LIT & CULTURE	10,231	101,053
00025001 - COLLEGE UNRESTRICTED GIFT	-	-
00045001 - IRVINGTON UNRESTRICTED GIFT	-	316
00055001 - BRIGHTWOOD UNRESTRICTED GIFT	-	34
00065001 - DECATUR UNRESTRICTED GIFT	-	54
00075001 - EAGLE UNRESTRICTED GIFT	-	61
00095001 - E. WASHINGTON UNRESTRICTED GIFT	-	164
00125001 - HAUGHVILLE UNRESTRICTED GIFT	-	36
00135001 - LAWRENCE UNRESTRICTED GIFTS	221	994
00145001 - NORA UNRESTRICTED GIFTS	750	3,175
00155001 - PIKE UNRESTRICTED GIFTS	-	-
00155005 - PIKE AQUARIUM	-	930
00165001 - GARFIELD PARK UNRESTRICTED GIFTS	233	483
00185001 - SPADES PRK UNRESTRICTED GIFTS	-	592
00195001 - WAYNE UNRESTRICTED GIFTS	-	169
00215001 - FRANKLIN RD UNRESTRICTED GIFTS	-	1,316
00285001 - BEECH GROVE UNRESTRICTED GIFTS	-	158
00405001 - CEO UNRESTRICTED GIFTS	35	8,351
00405010 - DIGITAL ENCYCLOPEDIA OF INDPLS DEOI	-	355,730

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2021

	MTD	YTD
00425002 - LIBRARY MATERIALS MEMORIAL FUND	12	(1,432)
00425003 - LIBRARY MATERIALS ESTATE GIFTS	-	26,664
00425010 - LILLY CITY DIGITIZATION	7,670	72,701
00425015 - LSTA DIGITIZING LA VOZ DE INDIANA	-	10,680
17005012 - READY TO READ 2017	-	-
18005012 - READY TO READ	-	-
18015015 - CURVESIDE RIDE - LEARNING CURVE	-	-
18015018 - #CODECAFE AT CENTRAL MAKERSPACE	-	-
18015025 - IMAGINE IT! WINNER-QUIET CAVE	-	-
18055010 - GROW WITH GOOGLE	4,123	30,894
18085010 - NE CORRIDOR COMMUNITY READERS E38	-	-
18245013 - POCKET PARK STORYWALK TCM	-	278
18455012 - SONS MODERN AFRICAN AMERICAN MALE	-	-
18455014 - WORLD LANGUAGE BOOK GIVEAWAYS 2018	-	-
18465011 - SCHOOL LIBRARY CARDS	-	10,901
19155001 - LAUNDROMAT PROGRAMMING PIKE	-	169
19420515 - COMMUNITY CORE COLLECTION CMSA	-	1,434
19425012 - HI-LO BOOKS COLLECTION	578	578
19425022 - SIMON LOVE OF READING	-	180
20005010 - TEEN ADVISORY GRP MULTI-BRANCH	-	327
20005012 - READY TO READ 2020	-	5
20005013 - SUMMER READING PROGRAM 2020	-	2,300
20005014 - CAREER CENTER 2020	-	185
20005026 - TEEN SPACES MULTI-BRANCH	-	1,102
20005027 - ADULT BOOK DISCUSSIONS MULTI-BRANCH	-	138
20005028 - CODING & TECH FOR ADULTS MULTI BRAN	-	2,185
20015016 - SIMPLE AFFORDABLE PLANT BASED COOKI	-	182
20015032 - CONSERVATION PRESERVATION CENTRAL	-	500
20015033 - ISCR LECTURE SERIES CENTRAL	-	500
20015035 - LGBTQ+ ORAL HISTORY PROJECT	-	6,000
20065010 - ART FOR FAMILIES DECATUR	-	332
20065011 - STEAM PRESCHOOL STORYTIME DECATUR	-	56
20125011 - HVL DEVICE LENDING EXPANSION	7,284	50,805
20225010 - SNACKS & STORIES WARREN	-	324
20245010 - READ TO ME PLEASE INFOZONE	3,182	3,182
20245014 - ASPIRE FELLOWSHIP INFOZONE	399	399
20275010 - MICHIGAN ROAD BRANCH ART	-	3,000

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2021

	MTD	YTD
20425010 - GENERAL DIGITIZATION 2020	-	7,764
20425011 - MARION CTY INTERNET LIBRARY 20-21	-	500
20425012 - CATALOGING & PROCESSING EITELJORG	392	392
20425015 - ANTI-RACISM BOOKS	106	17,427
20425017 - AXIS 360 HIGH SCHOOL EBOOKS	-	51,361
20425018 - AXIS 360 COVID EXPANSION EBOOKS	-	39,085
20455011 - LUNCH AND LEARN PDA	-	1,000
20455014 - WORLD LANGUAGE BOOK GIVEAWAYS	3,000	3,000
20455020 - ARTS & CRAFTS TAKE HOME KITS	85	85
20455023 - 100 BOOKS BEFORE GRADUATION	-	2,542
20455024 - CIVIC SWITCHBOARD	-	8,450
20455028 - TEEN COMMUNITY BOOK CLUBS	-	2,650
20455030 - FOLKLORIC DANCE DEMOS	-	1,000
20465011 - BRANDED GIVEAWAYS	-	6,076
21005010 - FREE COMIC BOOK DAY 2021	-	800
21005013 - SUMMER READING PROGRAM 2021	1,013	168,869
21005015 - FALL FEST 2021 SLAMMIN RHYMES CHALL	4,125	4,125
21005016 - ADULT SUMMER READING PROGRAM	100	9,969
21005017 - IWC NATURAL HELPERS POP UP BRANCHES	1,680	1,680
21005026 - TEEN ZONE WRN IRV PIK	-	28
21005027 - TEAM TREEHOUSE CEN E38TH	-	9,405
21005029 - INDYPL SEED LIBRARY	583	3,268
21005033 - MENTAL HEALTH AND WELL BEING	-	683
21005035 - EARLY CHILDHOOD EDUCATORS WORKSHOP	-	-
21005036 - PRESCHOOL PACKAGED PROGRAMS	630	8,389
21005037 - CONCERT SERIES	-	12,250
21005038 - MONUMENT CIRCLE BOOK STATION TO CEN	-	20,000
21005039 - ON THE ROAD TO READING R2R	-	4,672
21015011 - NONPROFIT WORKSHOPS AT CENTRAL	750	2,250
21015016 - SIMPLE AND AFFORDABLE PLANT BASED C	-	606
21015037 - CENTRAL LIBRARY BOOK CLUB	-	184
21015038 - POP UP COMPUTER LAB CEN/E38	-	(2,147)
21015039 - CODING AND TECHNOLOGY FOR ADULTS CE	-	198
21085010 - BUSINESS AUTOMATION WITH CODE BLACK	-	-
21085018 - ZINE COLLECTION	-	1,240
21085022 - GRAB AND GO CRAFTS E38	-	518
21085024 - E38TH STREET YOUTH ART SERIES	-	-

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2021

	MTD	YTD
21135010 - ADULT BOOK DISCUSSIONS - LAW	-	607
21135011 - CULTURE HISTORY AND SOCIETY LAW	215	790
21225010 - SNACKS AND STORIES	-	27
21225013 - EXPRESS YOURSELF	-	10
21225015 - TEEN GAMING AND ART	11	72
21225016 - FANDOM AT THE LIBRARY	39	116
21245011 - GROWING GLOBAL CITIZENS	-	-
21295010 - WEST PERRY GRAND OPENING	-	963
21305010 - IPS AND CHARTER SCHOOL LIBRARY CARD	-	-
21415015 - THE PUBLIC COLLECTION ART STRATEGIE	-	1,909
21425011 - INDYPL HISTORIC DOCUMENT DIGITIZATI	-	629
21425012 - MARION COUNTY INTERNET LIBRARY MCIL	506,068	506,068
21425014 - GENERAL DIGITIZATION 2021	54	3,338
21425019 - BOOK CLUB IN A BAG CMSA	-	1,012
21425021 - BRANCHES MAGAZINE DIGITIZATION PROJ	-	-
21425022 - LSTA HERRON MORTON NEIGHBORH'D ASOC	1,001	1,001
21455010 - MEET THE ARTIST XXXIII 2021 ALL STA	-	15,504
21455014 - CAREER CENTER	-	2,283
21455018 - FIT LIT BOOK DISCUSSION AND LECTURE	-	613
21455028 - TEEN COMMUNITY BOOK CLUBS	-	58
21455032 - DUNGEONS AND DRAGONS CLUB	-	853
21455034 - INTERNATIONAL FESTIVALS AND CELEBRA	2,050	3,024
21455035 - YA AUTHOR VISITS	-	1,500
21455038 - ANIMAL PROGRAMS	3,800	18,750
21455039 - SUMMER WORKSHOPS	3,405	14,938
21455042 - CONVERSATION CIRCLES	1,250	2,450
21455043 - 1000 BOOKS BY KINDERGARTEN R2R	-	-
EXPENSE Total	565,419	1,667,662

Indianapolis-Marion County Public Library
Summary of Construction Fund Cash Balances
Month Ended October 31, 2021

Construction Fund Cash Balances - Does Not Include Retainage Withheld

Fund 475 - Restricted - RFID Project	0.00
Fund 476 - Restricted - Michigan Road Project	3,986.47
Fund 477 - Restricted - Brightwood Project	17,401.48
Fund 478 - Restricted - Eagle Project	480,612.05
Fund 479 - Restricted - Multiple Projects	1,143,477.21
Fund 480 - Restricted - West Perry Project	450,173.47
Fund 481 - Restricted - Lawrence/ Wayne Projects	11,456.96
Fund 482 - Restricted - Multiple Projects II	3,569,477.22
Total Construction Fund Cash Balances	<u><u>5,676,584.86</u></u>

Construction Fund Classification Breakdown

Fund 475 - Restricted - RFID Project	0.00
Fund 476 - Restricted - Michigan Road Project	3,986.47
Fund 477 - Restricted - Brightwood Project	17,401.48
Fund 478 - Restricted - Eagle Project	480,612.05
Fund 479 - Restricted - Multiple Projects	1,143,477.21
Fund 480 - Restricted - West Perry Project	450,173.47
Fund 481 - Restricted - Lawrence/ Wayne Projects	11,456.96
Fund 482 - Restricted - Multiple Projects II	3,569,477.22
Total Construction Fund Breakdown	<u><u>5,676,584.86</u></u>

Summary of Classifications

Total Restricted	5,676,584.86
Total Assigned	0.00
Total of All Classifications	<u><u>5,676,584.86</u></u>

Summary of Project Activity

PROJECT	* ADJUSTED ORIGINAL BUDGET	CURRENT MONTH	CURRENT YEAR	PROJECT TO DATE	OPEN P.O.	UNEXPENDED
* Fund 475 - Restricted - RFID Project	2,000,000.00	155.33	155.33	2,000,000.00	0.00	0.00
* Fund 476 - Restricted - Michigan Road Project	7,719,554.17	0.00	2,834.50	7,715,567.70	0.00	3,986.47
* Fund 477 - Restricted - Brightwood Project	6,100,000.00	0.00	20,370.95	6,082,598.52	2,968.23	14,433.25
* Fund 478 - Restricted - Eagle Project	7,800,000.00	23,675.00	43,088.18	7,319,387.95	4,828.00	475,784.05
* Fund 479 - Restricted - Multiple Projects	5,000,000.00	0.00	484,267.09	3,856,522.79	17,768.43	1,125,708.78
* Fund 480 - Restricted - West Perry Project	9,600,000.00	0.00	4,326,298.53	9,149,826.53	318,481.06	131,692.41
* Fund 481 - Restricted - Lawrence/ Wayne Projects	3,183,628.84	0.00	41,498.94	3,172,171.88	0.00	11,456.96
* Fund 482 - Restricted - Multiple Projects II	5,349,512.62	81,250.51	1,670,977.35	1,780,035.40	163,716.04	3,405,761.18
Total Expenditures	<u>46,752,695.63</u>	<u>105,080.84</u>	<u>6,589,490.87</u>	<u>41,076,110.77</u>	<u>507,761.76</u>	<u>5,168,823.10</u>

	ADJUSTED ORIGINAL BUDGET	CURRENT MONTH	CURRENT YEAR	PROJECT TO DATE	BUDGET BALANCE
Appropriated Interest Earnings - Fund 476	154,554.17	0.00	0.00	154,554.17	0.00
Appropriated Interest Earnings - Fund 477	155,000.00	0.00	0.00	155,000.00	0.00
Appropriated Interest Earnings - Fund 478	83,372.45	0.00	0.00	83,372.45	0.00
Appropriated Interest Earnings - Fund 480	189,043.46	0.00	0.00	189,043.46	0.00
Appropriated Interest Earnings - Fund 481	9,917.50	0.00	0.00	9,917.50	0.00

* This is the original maximum budget for the Bond including interest that was appropriated for use.



Board Action Request

5b

To: IMCPL Board

Meeting Date: November 22, 2021

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 22, 2021

Subject: – Establishment of American Rescue Plan Act (ARPA) Grant Fund - Resolution 59-2021

Recommendation: Authorize the adoption of Resolution 59-2021

Background: In September 2021, the Library was notified it would receive a sub-grant disbursed from the Indiana State Library as part of the American Rescue Plan Act (ARPA). ARPA funds are being administered under the Institute of Museum and Library Services' (IMLS) Grants to States program. Funds can only be spent according to the Library Services and Technology Act (LSTA). The grant is in the form of a reimbursement grant. In order to comply with State Board of Accounts directives to receive the grant money from the Indiana State Library, a separate grant fund titled "ARP Grant Fund" must be established in the accounting ledger of the Library.

Strategic/Fiscal Impact: No fiscal impact.



Board Resolution

5b

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 59-2021
ESTABLISHMENT OF AMERICAN RESCUE PLAN ACT (ARPA) GRANT FUND
November 22, 2021**

WHEREAS, Indiana Code 36-12-3-11(a) authorizes the Library Board to establish funds for money and securities of the public library; and

WHEREAS, the Library Board finds that an American Rescue Plan Act (ARPA) grant fund needs to be established to receive money from the Indiana State Library, and the fund name as directed by State Board of Accounts must be called "ARP Grant Fund"; therefore

BE IT RESOLVED that the Board of the Indianapolis-Marion County Public Library does hereby establish the ARP Grant Fund for the purpose of receiving money from the American Rescue Plan and use of the fund in accordance with the purpose of helping communities respond to the pandemic, as well as to address related economic and community needs through equitable approaches.

ADOPTED this 22nd day of November, 2021.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA**

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Action Request

5c

To: IMCPL Board **Meeting Date:** November 22, 2021
From: Finance Committee **Approved by the Library Board:**
Effective Date: November 22, 2021

Subject: – Appropriation of American Rescue Plan Act (ARPA) Funds - Resolution 60-2021

Recommendation: Authorize the adoption of Resolution 60-2021

Background: The Library will receive funding in the amount \$26,050 as part of the American Rescue Plan Act (ARPA) via a sub-grant from Indiana State Library. These funds will be used to reimburse the Library for expenses incurred to update and expand its Chromebook lending program and videoconferencing solutions. These purchases will allow the Library to provide greater access and connectivity to its patrons and staff.

Strategic/Fiscal Impact: The fiscal impact of the grant funds is the opportunity for the Library to expand its technology programming without the use of tax dollars.



Board Resolution

5c

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 60-2021
APPROPRIATION OF AMERICAN RESCUE PLAN ACT (ARPA) FUNDS
November 22, 2021**

WHEREAS, the Library has been awarded sub-grant funds in the amount of \$26,050 from the American Rescue Plan Act (ARPA), which funds will be disbursed from the Indiana State Library; and

WHEREAS, these sub-grant funds will be used to reimburse the Library for expenses incurred to update and expand its Chromebook lending program and videoconferencing solutions; and

WHEREAS, it is necessary to appropriate the grant funds; therefore

BE IT RESOLVED that the following appropriations be made via:

Appropriation of ARP Grant Fund – Fund 277		
FROM:	Grant Proceeds – American Rescue Plan Act	<u>\$ 26,050</u>
TO:	27726110 – 421500 IT SUPPLIES	\$ 8,507
	27726110 – 429001 NONCAPITAL FURNITURE & EQUIPMENT	1,879
	27726110 – 431500 CONSULTING SERVICES	8,580
	27726110 – 439901 COMPUTER SERVICES	530
	27726110 – 445301 COMPUTER EQUIPMENT	<u>6,554</u>
		<u>\$ 26,050</u>

ADOPTED this 22nd day of November, 2021.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA**

AYE

NAY

ATTEST:

Secretary of the Board



Board Action Request

6a

To: IMCPL Board **Meeting Date:** November 22, 2021

From: Diversity, Policy and HR Committee **Approved by the Library Board:**

Effective Date: November 22, 2021

Subject: Approval of Resolution 61-2021 Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees.

Recommendation: We recommend that the Library Board approve Resolution 61-2021 (Resolution Adopting a Schedule of Pay Grades, Staff Positions and Benefits for Library Employees).

Background: Resolution 61-2021 is a routine procedural document that approves the bi-weekly salaries, staff positions and benefits for Library employees for the next year.

The following information reflects some changes appearing on the 2022 Salary Schedule.

- Increases in PG 3 and 4
- Pages moved to PG 3 with new pay range

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2022



Board Resolution

6a

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 61-2021

RESOLUTION ADOPTING A SCHEDULE OF PAY GRADES, STAFF POSITIONS AND BENEFITS FOR LIBRARY EMPLOYEES

RESOLVED, that Resolution 48-2020 approved by this Board of Trustees (“Board”) on November 23, 2020, adopting a schedule of library employee positions and pay grades, page and hourly compensation rates, and establishing special regulations and benefits for employees of the Indianapolis-Marion County Public Library, be, and the same hereby is, replaced and superseded by this Resolution effective for 2022 except as otherwise herein provided.

FURTHER RESOLVED, that the provisions of this Resolution adopting a schedule of pay grades, employee positions and benefits for Library employees shall apply to all appropriate or eligible employees of the Library as provided herein except as may be otherwise provided for (i) bargaining unit employees of the library in a collective bargaining agreement that may be entered into between the library administration and AFSCME Local 3395 and approved by the Board, or (ii) employees not represented by AFSCME Local 3395, in the “Joint Written Recommendations Submitted by the Indianapolis-Marion County Public Library and the IMCPL Staff Association Compensation Committee (SACC) to the IMCPL Board of Trustees,” as previously approved by the Board and as may be amended by the parties and subsequently approved by the Board.

FURTHER RESOLVED, that the attached Pay Structure schedule setting forth the schedules of pay grades, employee positions and compensation ranges is hereby approved and adopted to become effective the first pay period of 2022; any Pay Structure adjustments are subject to the subsequent availability of Board funds for such purposes, and the provisions of this resolution involving monetary expenditures may be rescinded at any time by action of this Board.

FURTHER RESOLVED, that any library employee who is called for jury duty, either grand or petit, shall, during the period of his or her absence on account of such jury service, be paid his or her full regular salary or wage less the per diem allowances earned by such employee for jury duty.

FURTHER RESOLVED, that any library employee who is called for reserve military active duty training, will be granted time, not to exceed 15 calendar days in any calendar year, and will be paid his or her full regular wage.

FURTHER RESOLVED, that subject to those personnel policies and benefit descriptions outlined in the Human Resources Section of the Policy Manual, as may be amended, the following special regulations and benefits for exempt and non-exempt employees on the staff of the Indianapolis-Marion County Public Library are hereby continued or established, viz.:

CERTIFICATION – An appropriate grade of certification, as established by the Indiana Library Certification Law and as administered by the Indiana Library Certification Board, is assigned to each Librarian and Public Services Associate position. The employees holding those positions, for which a grade of certification is required, must qualify for and hold that grade of certification as designated for the position, in addition to those educational and experience requirements needed to fill the position. Employees will not be assigned to Librarian or Public Services Associate positions for which they do not hold the necessary educational requirements and the proper grade of certification, except as provided in the Policy Manual regarding acting appointments or as otherwise authorized by applicable law or regulation.

HOURS OF WORK – Individuals are employed for system-wide assignment and may be asked to work any hours the library system is open. Full-time employees work a standard workweek of 40 hours, usually divided into five standard workdays of 8 hours each from Sunday through Saturday, and may include 2 evening schedules per workweek. An evening schedule is determined when any standard day includes two or more hours worked after 5:30 P.M. When a non-exempt employee is scheduled for evening duty, the standard workday will include a 30-minute paid dinner break except as otherwise provided by personnel policies in the Human Resources Section of the Policy Manual. When a non-exempt employee works a split shift the employee will be given credited time consistent with policies in Human Resources Section of the Policy Manual. All hours worked in excess of 40 hours per workweek by non-exempt employees will be paid at the rate of time and one-half the normal rate of pay. Employees scheduled to work on those holidays when the Library is closed will be compensated at the rate of double time.

HOLIDAYS –All sections of the Library (with the exception of the Children's Museum) are closed on New Year's Day, Martin Luther King Day, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day and Personal Holiday and are all designated paid holidays for Library employees. Benefit-eligible employees will receive one personal holiday, 8 hours, pro-rated for part-time, to be used during the calendar year. A personal holiday must be pre-scheduled and approved by the employee's manager. Employee's personal holiday will not carry over. It must be used during the calendar year it is given and if not used by the employee it is forfeited for that year. Any change in status after use of one's personal holiday, i.e., part-time to full-time, will not during the same year as the change of status receive additional hours. Easter Sunday and the Saturday and Sunday before Memorial Day are days the Library is closed to the public. For the days the Library is closed and not designated as holidays, there will be no additional credited time other than the credited time granted for the holidays themselves (i.e. the week of December 23rd will be 24 regular hours

worked; the week of December 30th will be a 32 hour workweek, and the week after Labor Day would be 32 regular hours worked for full time employees and an appropriate prorated amount for part-time employees).

PAID TIME OFF – Paid Time Off (PTO) is a single bank of accrued time a benefit-eligible employee uses for both scheduled and unscheduled time away from work for personal reasons, vacation and illness as stated in Policy 236.

New hires who are benefit eligible will be credited with 40 hours of PTO (or appropriate prorated amount for part-time employees). This PTO will be advanced to the employee before he/she has worked hours to earn the PTO. PTO does not begin to accrue until the benefit-eligible employee has worked a sufficient number of hours to “repay” the PTO advance. If the employee resigns or is terminated after taking PTO that he/she has not yet earned, the employee will be responsible to repay to the Library the value of the unearned PTO taken prior to resignation or termination. All steps will be taken to re-coup any losses.

Although employees may carry over accrued, unused PTO time from year to year, there is a cap on the amount of PTO time that can be accumulated. Once an employee reaches the cap, no additional PTO will be accrued until the balance goes below the cap in which case PTO will again begin to accrue. Employees will not receive retroactive credit for time worked while at the cap limit. PTO accrual is capped at 480 hours for employees hired prior to the effective date of the PTO policy and 240- hours for employees hired or rehired on or after the effective date of the PTO policy (2/5/17).

Retired employees who already have coverage under the Library’s group health and dental plan and employees newly retired on or before December 31, 2015, will continue to have access to the Library’s group health and dental plan until they become eligible for Medicare benefits. The entire cost of such coverage will be assumed by the retiree. Employees newly retired on or after January 1, 2016, will not have access to the Library’s group health and dental plan.

HEALTH-ACCIDENT INSURANCE – Health insurance is available through Anthem Blue Cross-Blue Shield. Benefit eligible employees have two (2) Consumer Driven Health plans (CDHP Option 1 or CDHP Option 2) from which to choose coverage. The Library currently pays up to approximately 90% of the cost for the Employee Only coverage and up to approximately 60% of the additional cost to add dependents and spouses to the coverage (or an appropriate prorated amount for part-time employees) for those employees enrolled in either CDHP. Both plan descriptions are on file in Human Resources.

For 2022, employees enrolled in CDHP Option 1 and have a health savings account will receive a one-time library contribution of \$500.00 for employee only coverage and \$1300.00 for employee/spouse, employee/children or family coverage. For 2022, employees enrolled in CDHP Option 2 and have a health savings account will receive a one-time library contribution of \$925.00 for employee only coverage and \$2000.00 for employee/spouse, employee/children or family coverage. Part-time employees will receive a pro-rated contribution.

Employees on leaves of absence may continue participation in the group health plan. Employees on leaves of absence not subject to the Family and Medical Leave Act will pay the entire insurance premium.

DENTAL INSURANCE - Benefit eligible employees may elect to participate in the dental plan. The Library will pay a portion of the coverage cost for full-time employees and added dependents. For part-time benefit eligible employees, the Library will pay an appropriate pro-rated amount of the premium based on the schedule of the employee.

INJURY LEAVE - Employees who cannot work because of an injury occurring while on duty, may choose to use accrued, unused PTO or Individual Catastrophic Account (CAT) hours for missed workdays. If the injury is approved as a legitimate Worker's Compensation covered injury, the employee may request a return of 66 and 2/3rd of used accrued time for days covered by Worker's Compensation upon reimbursing the Library for the used accrued time.

LIFE INSURANCE - Group term insurance is available to all benefit eligible employees. The life insurance schedule for all benefit eligible employees is one times an employee's annual salary as of January 1st of each year, rounded to the next higher 1,000 or \$15,000, whichever is greater. Full time benefit eligible employees contribute \$9.10 per year towards this premium with part-time employees contributing an appropriate prorated amount.

The Library also offers a Voluntary Term Life or Group Life Insurance plan through Guardian Insurance Company and a Voluntary Universal Life Insurance Plan through American United Life Insurance Company on a payroll deduction basis to supplement the Basic Group Life Plan offered above.

DISABILITY INSURANCE – Group short-term disability insurance is offered on a voluntary basis. The plan begins paying benefits on the 15th day of disability to a maximum of 24 weeks. Premium deductions per pay are based on .59 per \$10 of weekly benefit based on 66 and 2/3% of the employee's weekly salary.

Long-term disability insurance is provided to all benefit eligible employees by the Library. The plan pays benefits after 6 months of disability and continues until the employee can return to work or eligible to retire under Social Security. The benefits paid are 66 and 2/3% of the employee's salary.

TAX DEFERRED ANNUITIES – These are available through American United Life Insurance Companies on a payroll deduction basis. With the Tax Deferred annuity plan, a contract is initiated between the employer and the employee for a reduction in bi-weekly salary by the amount which the employee specifies should be contributed to the plan. Federal, State and Local Income Taxes are paid only on the remaining amount.

FIDELITY INVESTMENTS – Investments in mutual funds for retirement savings are available through Fidelity Investments. With these mutual funds, a contract is initiated between Fidelity and the employee for a reduction in salary by the amount which the employee specifies

should be contributed to the plan. Federal, State and Local Income Taxes are paid on the remaining amount.

P.E.R.F. (Retirement Plan) – All benefit eligible employees are required to join the Public Employee’s Retirement Fund of Indiana. With a minimum of 10 years of creditable service, a member is eligible for retirement at 65. With 15 years of service, earlier retirement is possible. As provided by IC 5-10.3-7-9 the Library will pay the employees’ required 3% contribution to the Public Employees’ Retirement Fund Annuity Savings Account. In addition, the Library contribution to the pension plan in 2022 is the equivalent of 11.2% of the total gross earnings of those participating.

DEATH BENEFIT – Upon the demise of any employee, payment for accrued annual leave will be made to the survivors or to the estate.

TUITION ASSISTANCE – The Library offers a tuition assistance program to employees who are pursuing an additional job related degree. The assistance is limited to an annual maximum of \$2,000.00 for course work completed at a grade level of 3.0 or above on a 4.0 scale by an employee. Allocation of funds will be prioritized based on institutional goals and available funding.

The Library offers financial assistance to employees who are in a position requiring a Professional Certification. The assistance is limited to a maximum total of \$750.00 for course work completed toward achieving the initial Certification requirement. Allocation of funds will be prioritized on successful course completion, passing a pass/fail course or achieving a grade point of 3.0 or higher on a 4.0 scale, institutional goals and available funding. Employees not meeting required criteria for financial assistance will not receive assistance from IndyPL and be solely responsible for all costs owed to the course provider.

Only employees who have successfully completed the probationary period, have a performance rating of “Good Performance” on their most recent performance evaluation and are either in regularly scheduled benefit eligible positions or regularly scheduled non-benefit eligible positions requiring Indiana State Library certification are eligible for tuition assistance.

FLEXIBLE BENEFIT PLAN – The Library has adopted a Section 125 Flexible Benefit Plan. Under this program, benefit eligible employees are required to pay their portion of health and dental insurance premiums on a pre-tax basis. They may also elect to establish Medical and Dependent Care Reimbursement Accounts in order that these expenses may, too, be reimbursed with pre-tax dollars.

EMPLOYEE ASSISTANCE PROGRAM – Library employees, and members of their immediate families, may utilize the services of the Employee Assistance Program. There is no charge to employees for this service. This counseling and referral service is designed to assist employees and their families in overcoming personal problems.

VISION PLAN – A voluntary vision plan through Guardian is available on a payroll deduction basis to all benefits eligible employees.

IDENTITY THEFT AND/OR LEGAL PLAN - The Library offers a voluntary group legal and/or identity theft protection through Pre-Paid Legal Services, Inc. These plans cover the employee, his/her spouse, and any minor children and/or dependents residing in the employee's household.

CAREER SERVICE BENEFIT – A Career Service Benefit will be given to an employee upon retirement. An employee would be paid an amount equal to their accumulated CAT hours in excess of 160 hours at a rate of one hour of pay for two hours sick leave. The maximum number of hours paid under this benefit will be 160.

**LIBRARY BOARD OF THE INDIANAPOLISMARION
COUNTY PUBLIC LIBRARY, INDIANA**

AYE

NAY

ATTEST: _____
Secretary of the Board

**IMCPL
2022 PAY STRUCTURE**

Job Title	Pay Grade	Min	Hourly Min	Midpoint	Hourly Mid	Max	Hourly Max
Chief Executive Officer	19	\$124,483	\$59.85	\$155,604	\$74.81	\$186,724	\$ 89.77
Chief Financial Officer	18	\$103,735	\$49.87	\$129,669	\$62.31	\$155,603	\$ 74.81
Chief Public Services Officer	18	\$103,735	\$49.87	\$129,669	\$62.31	\$155,603	\$ 74.81
Director, Innovation & Technology	18	\$103,735	\$49.87	\$129,669	\$62.32	\$144,746	\$ 74.81
Director, Collection Management	17	\$96,497	\$46.39	\$120,622	\$57.99	\$144,746	\$ 69.59
Director, Communications	17	\$96,497	\$46.39	\$120,622	\$57.99	\$144,746	\$ 69.59
Director, Facilities	17	\$96,497	\$46.39	\$120,622	\$57.99	\$144,746	\$ 69.59
Director, Human Resources	17	\$96,497	\$46.39	\$120,622	\$57.99	\$144,746	\$ 69.59
Diversity, Equity & Inclusion Officer	16	\$80,414	\$38.66	\$100,518	\$48.33	\$120,622	\$ 57.99
Strategic Planning and Assessment Officer	16	\$80,414	\$38.66	\$100,518	\$48.33	\$120,622	\$ 57.99
Manager, Systems and Network Infrastructure	16	\$80,414	\$38.66	\$100,518	\$48.33	\$120,622	\$ 57.99
Controller	15	\$69,925	\$33.62	\$87,407	\$42.02	\$104,889	\$ 50.43
Manager, Data & Web Services	15	\$69,925	\$33.62	\$87,407	\$42.02	\$104,889	\$ 50.43
Manager, Facilities Projects	15	\$69,925	\$33.62	\$87,407	\$42.02	\$104,889	\$ 50.43
Manager, Organizational Learning and Development	15	\$69,925	\$33.62	\$87,407	\$42.02	\$104,889	\$ 50.43
Manager, Business Systems and Messaging	15	\$69,925	\$33.62	\$87,407	\$42.02	\$120,622	\$ 50.43
Area Resource Manager, Adult Services	14	\$65,047	\$31.27	\$81,309	\$39.09	\$97,571	\$ 46.91
Area Resource Manager, Branches	14	\$65,047	\$31.27	\$81,309	\$39.09	\$97,571	\$ 46.91
Area Resource Manager, Central Library	14	\$65,047	\$31.27	\$81,309	\$39.09	\$97,571	\$ 46.91
Area Resource Manager, Youth Services	14	\$65,047	\$31.27	\$81,309	\$39.09	\$97,571	\$ 46.91
Manager, Communications and Advocacy	14	\$65,047	\$31.27	\$81,309	\$39.09	\$97,571	\$ 46.91
Manager, Payroll	14	\$65,047	\$31.27	\$81,309	\$39.09	\$97,571	\$ 46.91
Interim Budget Manager	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Manager, Acquisitions and Collection Development	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Manager, Cataloging and Metadata	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Manager, Central Adult Services	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Manager, Outreach Services & Volunteer Resources	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Manager, Purchasing and Supplier Diversity	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Manager, Regional Branch	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Manager, Shared Systems	13	\$60,509	\$29.09	\$75,637	\$36.36	\$90,764	\$ 43.64
Lan Administrator	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Manager, Buildings and Grounds	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Manager, Community Branch	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Manager, Digital Projects	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Manager, Events	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Network Systems Analyst	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Senior Accountant	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Software Engineer	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Supervisor, Accounting	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Supervisor, Digital Inclusion	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Supervisor, Volunteer Resources	12	\$56,287	\$27.06	\$70,360	\$33.83	\$84,431	\$ 40.59
Budget Analyst	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$ 37.76
Business Analyst	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$ 37.76

Collection Development Librarian	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Collection Development Librarian (Diversity)	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Digital Marketing Specialist	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Digital Projects Coordinator	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Electronic Resources Librarian	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Front End Web Developer	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Human Resources Generalist	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Indy Library Store Coordinator	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Media Specialist	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Manager, Central Services	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Manager, Circulation	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Manager, Digital Encyclopedia	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Manager, Learning Curve	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Manager, Neighborhood Branch	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Manager, Processing	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
PC/Lan Specialist	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Program Specialist	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Project Manager	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Public Relations Specialist	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Safety and Security Officer	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Special Collections Librarian	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Staff Accountant	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Venue Coordinator	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Web Developer	11	\$52,360	\$25.17	\$65,451	\$31.47	\$78,541	\$	37.76
Facilities Technical Assistant	10	\$48,707	\$23.42	\$60,885	\$29.27	\$73,061	\$	35.13
Social Worker	10	\$48,707	\$23.42	\$60,885	\$29.27	\$73,061	\$	35.13
Supervisor Librarian	10	\$48,707	\$23.42	\$60,885	\$29.27	\$73,061	\$	35.13
Supervisor Librarian NE	10	\$48,707	\$23.42	\$60,885	\$29.27	\$73,061	\$	35.13
Web Content Specialist	10	\$48,707	\$23.42	\$60,885	\$29.27	\$73,061	\$	35.13
Cataloging and Metadata Librarian	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Circulation Supervisor II	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Diversity Fellow - Human Resources	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Diversity Fellow - CBLC Multi-Media Project Manager	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Executive Assistant	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Metadata Specialist	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Organizational Learning & Development Coordinator	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Project Coordinator	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Public Services Librarian	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Public Services Librarian NE	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Supervisor, Building Systems	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Supervisor, Shipping and Receiving	9	\$45,309	\$21.78	\$56,636	\$27.23	\$67,963	\$	32.67
Circulation Supervisor I	8	\$42,147	\$20.26	\$52,685	\$25.33	\$63,221	\$	30.39
Circulation Supervisor I NE	8	\$42,147	\$20.26	\$52,685	\$25.33	\$63,221	\$	30.39
Human Resources Assistant	8	\$42,147	\$20.26	\$52,685	\$25.33	\$63,221	\$	30.39
Network PC Technician	8	\$42,147	\$20.26	\$52,685	\$25.33	\$63,221	\$	30.39
Strategy & Equity Specialist	8	\$42,147	\$20.26	\$52,685	\$25.33	\$63,221	\$	30.39
Accounting Assistant	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27
Administrative Assistant II	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27
Auditorium Technician	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27
Artist-in-Residence	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27
Hourly Auditorium Assistant	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27

Hourly Youth Multimedia Learning Specialist	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27	
Payroll Specialist	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27	
Technical Support Assistant	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27	
Youth Multimedia Learning Specialist	7	\$39,207	\$18.85	\$49,009	\$23.56	\$58,811	\$	28.27	
Accounts Payable Assistant	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Administrative Assistant I	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Program Billing & Budget Specialist	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Hourly Public Services Specialist	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Indy Library Store Assistant Coordinator	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Program Associate - Outreach	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Public Services Associate II	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Public Services Associate II - Floater	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Public Services Specialist	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Technology Learning Specialist	6	\$36,472	\$17.53	\$45,590	\$21.92	\$54,709	\$	26.30	
Building Steward	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Cataloging Assistant	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Circulation Coordinator	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Control Room Technician	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Hourly Indy Library Store Online Bookseller	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Hourly Public Services Associate I	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Lead Office Assistant	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Library Assistant III	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Order Specialist	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Processing Accounts Assistant	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Processing Assistant II	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Processing Assistant II (Shared System)	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Purchasing Order Specialist	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Serials Specialist	5	\$33,928	\$16.31	\$42,410	\$20.39	\$50,892	\$	24.47	
Bookmobile Driver/Clerk	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Computer Assistant II	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Bookmobile Driver/Clerk	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Computer Assistant II	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Processing Assistant	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Library Security Assistant	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Processing Assistant I	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Team Member, Shipping and Receiving	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Computer Assistant I	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Computer Assistant I	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Digital Projects Intern	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Editorial Assistant	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Events Assistant	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Library Assistant II	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Special Collections Intern	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Inter-Library Loan Assistant	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Library Assistant II	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Library Assistant II-Outreach	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Hourly Library Assistant I	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Library Assistant I	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Office Assistant	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Processing Unpacking Assistant	4	\$31,560	\$15.17	\$39,450	\$	18.97	\$47,341	\$	22.76
Page	3	\$26,000	\$12.50	\$31,200	\$15.00	\$36,400	\$	\$17.50	



Board Action Request

6b

To: IMCPL Board

Meeting Date: 11/22/2021

From: Diversity, Policy and Human Resources Committee

**Approved by the
Library Board:**

Effective Date: 11/22/2021

Subject: Resolution 62 - 2021 (Approval of Additional Payments to Employees for Year End)

Recommendation: Approval of Resolution 62 -2021 (Approval of Additional Payments to Employees for Year End)

Background: Resolution 62 -2021 is an action to provide a one-time, end of the year extra compensation payment to Board Appointed and Hourly employees currently in active status.

The Library has accumulated a surplus in the Personal Services category of the Operating Fund due to the accumulated balances from vacant positions and related benefits not expended during the year. Based on the identified surplus, Management recommends that approximately \$516,000 of the surplus (\$424,000 payment amount to employees, plus appropriate amounts for FICA and PERF as applicable) be used to provide an end of year distribution to all active employees. The gross payment amount will vary depending on whether an employee is full time, part-time or hourly. The payment will be made via direct deposit or check and all applicable taxes will be withheld.

Benefit: The employees will receive a bonus in December.

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2021.



Board Resolution

6b

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 62 - 2021

APPROVAL OF ADDITIONAL PAYMENTS TO EMPLOYEES FOR YEAR END

WHEREAS, the Library has generated a surplus in the Personal Services category of its Operating Fund for 2021 due to the accumulated balances from vacant positions and related benefits not expended during the year; and

WHEREAS, due to the 2021 surplus, management has determined that funding for additional compensation is available and recommends that one-time additional compensation for 2021 be made available to all active staff with final gross payments to vary depending on whether an employee is full time, part time or an hourly employee; now therefore,

BE IT RESOLVED, that \$516,000 (\$424,000 payment amount to employees, plus appropriate amounts for FICA and PERF) of those funds, already appropriated in the Personal Section of the 2021 Operating Fund Budget, be allocated according to the attached list of employees and distributed through the end of year process, with payments to be made via direct deposit or check, subject to all applicable withholding for taxes, and subject to the appropriate PERF contribution if a PERF covered position.

Adopted this 22 day of November, 2021.

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY, INDIANA

AYE

NAY

ATTEST: _____
Secretary of the Board

Name	Job Title	Pay	Schedule
Radway, Jeremy C	Hrly Auditorium Assistant	\$ 300.00	hourly
Sahu, Punita	Hrly Computer Assistant I	\$ 300.00	hourly
Wissel, Bryce Nelson	Hrly Computer Assistant I	\$ 300.00	hourly
Brown, Anita J	Hrly Computer Assistant I	\$ 300.00	hourly
Kimsey, Samantha	Hrly Computer Assistant II	\$ 300.00	hourly
Scheidler, Paula A	Hrly Computer Assistant II	\$ 300.00	hourly
Black, Charles	Hrly Control Room Technician	\$ 300.00	hourly
Fischer, Jessica Erin	Hrly Editorial Assistant	\$ 300.00	hourly
Verderame, Jyoti Avinash	Hrly Editorial Assistant	\$ 300.00	hourly
Hoskin, Neva Adele	Hrly Indy Library Store Online Bookseller	\$ 300.00	hourly
Barreno Jr., Sergio Filadelfo	Hrly Library Assistant I	\$ 300.00	hourly
Carlisle, Devonna J.	Hrly Library Assistant II	\$ 300.00	hourly
Cobb, Mary K	Hrly Library Assistant II	\$ 300.00	hourly
Franklin, Kelly	Hrly Library Assistant II	\$ 300.00	hourly
Hunt, Thelma J	Hrly Library Assistant II	\$ 300.00	hourly
Klein, Madeline Rene	Hrly Library Assistant II	\$ 300.00	hourly
Laurie, Linda Lou	Hrly Library Assistant II	\$ 300.00	hourly
Ling, Phung	Hrly Library Assistant II	\$ 300.00	hourly
O'Loughlin, Jeanette M	Hrly Library Assistant II	\$ 300.00	hourly
Pote, Patricia L	Hrly Library Assistant II	\$ 300.00	hourly
Smith, LaTia Kiara	Hrly Library Assistant II	\$ 300.00	hourly
Smith, Quentin Zerron	Hrly Library Assistant II	\$ 300.00	hourly
Tegmeyer, Linda R	Hrly Library Assistant II	\$ 300.00	hourly
Tial Chin Sung, Sally	Hrly Library Assistant II	\$ 300.00	hourly
Harris, Leigh W.	Hrly Library Assistant II	\$ 300.00	hourly
Trulock, Barbara Perron	Hrly Library Assistant II	\$ 300.00	hourly
Brady, Kay A	Hrly Library Assistant II	\$ 300.00	hourly
Davis, Sharon Sue	Hrly Library Assistant II	\$ 300.00	hourly
Clark, Angela J	Hrly Library Assistant II	\$ 300.00	hourly
Wilson, Eugenie Pffnner	Hrly Library Assistant II	\$ 300.00	hourly
Ward, Susan Lynn	Hrly Processing Assistant I	\$ 300.00	hourly
Bridge, Stephen W	Hrly Public Services Associate I	\$ 300.00	hourly
Bulloff, Deborah Hargis	Hrly Public Services Associate I	\$ 300.00	hourly
Herold Short, Ann M	Hrly Public Services Associate I	\$ 300.00	hourly
Lewis, Sharon Ann	Hrly Public Services Associate I	\$ 300.00	hourly
Solis-Foley, Leticia Fonseca	Hrly Public Services Associate I	\$ 300.00	hourly
Robinson, Susan Joy	Hrly Public Services Associate I	\$ 300.00	hourly
Bottoms-Seals, Sandra	Hrly Public Services Associate I	\$ 300.00	hourly
MacNeil, Amy Elizabeth	Hrly Public Services Associate I	\$ 300.00	hourly
Silvers, Georgia Ann	Hrly Public Services Associate I	\$ 300.00	hourly
Fitzpatrick, Holly	Hrly Special Collections Intern	\$ 300.00	hourly
Harrison, Keith C	Hrly Technology Learning Specialist	\$ 300.00	hourly
Ressino, Melissa Anne	Interim-Administrative Assistant II	\$ 300.00	hourly
Abel, Haley	Page	\$ 300.00	hourly
Adams, Paula J	Page	\$ 300.00	hourly
Alam, Fahmida Imran	Page	\$ 300.00	hourly

Arnold, Laila Dawn	Page	\$ 300.00	hourly
Balde, Boubacar Cherif	Page	\$ 300.00	hourly
Barnett, Aaliyah Danae	Page	\$ 300.00	hourly
Beyers, Megan	Page	\$ 300.00	hourly
Bielawski, Stephanie Elizabeth	Page	\$ 300.00	hourly
Bowie, Celeste R	Page	\$ 300.00	hourly
Branam, Robert M	Page	\$ 300.00	hourly
Burton, Allison	Page	\$ 300.00	hourly
Chemmaoui, Salma Khadija	Page	\$ 300.00	hourly
Cinto-Grande, Areli	Page	\$ 300.00	hourly
Cravens, Kali Mariah	Page	\$ 300.00	hourly
Davis, Dori Kelleher	Page	\$ 300.00	hourly
Dunne, James Daniel	Page	\$ 300.00	hourly
Durham, Briann Nicole	Page	\$ 300.00	hourly
Farmer, Mary Laura	Page	\$ 300.00	hourly
Fogleman, Patricia	Page	\$ 300.00	hourly
Foster, Mark Emmet	Page	\$ 300.00	hourly
Fowler, Carol J.	Page	\$ 300.00	hourly
Frick, Julia Diane	Page	\$ 300.00	hourly
Gizaw, Fana Mulugeta	Page	\$ 300.00	hourly
Gonzalez, Rene	Page	\$ 300.00	hourly
Gordon, Mychael Alexandria	Page	\$ 300.00	hourly
Graham, Beverly Jane	Page	\$ 300.00	hourly
Guthrie, Paula	Page	\$ 300.00	hourly
Harp, Griffin	Page	\$ 300.00	hourly
Harris, Amanda Joy	Page	\$ 300.00	hourly
Helft, Margot Helen	Page	\$ 300.00	hourly
Hochman-Cadore, Linda J	Page	\$ 300.00	hourly
Horton, Kevin Joseph	Page	\$ 300.00	hourly
Johnson, Rakiya Johnson	Page	\$ 300.00	hourly
Johnson, Tanya Michelle	Page	\$ 300.00	hourly
Joyce, Betsy Ann	Page	\$ 300.00	hourly
Kimbrew, Matthew Elijah	Page	\$ 300.00	hourly
Klick, Heather B.	Page	\$ 300.00	hourly
Koehring, Nancy L	Page	\$ 300.00	hourly
Koors, Angela C	Page	\$ 300.00	hourly
Lampkins, Eustace Jayne Jumalon	Page	\$ 300.00	hourly
Lee, Tristen	Page	\$ 300.00	hourly
Lewis, Abigail Jane	Page	\$ 300.00	hourly
Lewis, Valerie L	Page	\$ 300.00	hourly
Lott, David	Page	\$ 300.00	hourly
Luebke, Barbara	Page	\$ 300.00	hourly
Lufcy, Eliza Jane	Page	\$ 300.00	hourly
Maggos, Christian Paul	Page	\$ 300.00	hourly
Manuel, Kenedy Charlene	Page	\$ 300.00	hourly
McNeil, Jason Andrew	Page	\$ 300.00	hourly
McRoy, Jeanne M.	Page	\$ 300.00	hourly

Medina, Leslie	Page	\$ 300.00	hourly
Miele, Brianna	Page	\$ 300.00	hourly
Miller, Barbara Joan	Page	\$ 300.00	hourly
Morphew, Theresa Marie	Page	\$ 300.00	hourly
Myers, Thomas Melvin	Page	\$ 300.00	hourly
Norman, Kaitlyn	Page	\$ 300.00	hourly
Orentlicher, Shayna	Page	\$ 300.00	hourly
Par, Isbely	Page	\$ 300.00	hourly
Paris, Jeshawn Anthony	Page	\$ 300.00	hourly
Patino Garcia, Jullian Brian	Page	\$ 300.00	hourly
Pillow, Sharon K	Page	\$ 300.00	hourly
Piper, Aria Lynn	Page	\$ 300.00	hourly
Polak, Grace Katherine	Page	\$ 300.00	hourly
Powell, Lily Rayne	Page	\$ 300.00	hourly
Price, Timothy R	Page	\$ 300.00	hourly
Quebe, Arthur Frederick	Page	\$ 300.00	hourly
Raber, Katelyn Rose	Page	\$ 300.00	hourly
Roth, Arlene L	Page	\$ 300.00	hourly
Roush, Kathy Ann	Page	\$ 300.00	hourly
Schantz, Danielle Annette	Page	\$ 300.00	hourly
See, Terri Lee	Page	\$ 300.00	hourly
Sloan, Sharon H	Page	\$ 300.00	hourly
Smith, Elexis Tatyiana	Page	\$ 300.00	hourly
Springfield, Sydney Maurice	Page	\$ 300.00	hourly
Stockard, Perrena Ann	Page	\$ 300.00	hourly
Stringer, Isabella	Page	\$ 300.00	hourly
Strong, Christina Michelle	Page	\$ 300.00	hourly
Stumpf, Hannah	Page	\$ 300.00	hourly
Stutts, Jarrell	Page	\$ 300.00	hourly
Swisher, Isaac Fallon	Page	\$ 300.00	hourly
Tatum, Jeff S	Page	\$ 300.00	hourly
Taylor, Claire Athena	Page	\$ 300.00	hourly
Thomas, Rachel L	Page	\$ 300.00	hourly
Tweedy, Rhonda Wray	Page	\$ 300.00	hourly
Vitello, Sarah	Page	\$ 300.00	hourly
Webb, Priest Webb	Page	\$ 300.00	hourly
Webster, DeAnte Larenz Joe	Page	\$ 300.00	hourly
Wessel, Miranda Jane	Page	\$ 300.00	hourly
Whaley, Caroline	Page	\$ 300.00	hourly
Liebhaber, Sara A	Administrative Assistant I	\$ 500.00	part time
Chapman, Daniel Michael	Computer Assistant II	\$ 500.00	part time
Duncan, Michelle A	Computer Assistant II	\$ 500.00	part time
Gomez, Alvaro	Computer Assistant II	\$ 500.00	part time
Koch, Briesa Adora	Computer Assistant II	\$ 500.00	part time
Light, Moon	Computer Assistant II	\$ 500.00	part time
Mattox, Jessica	Computer Assistant II	\$ 500.00	part time
Rin, Lal	Computer Assistant II	\$ 500.00	part time

Rucker II, Anthony Nelson	Computer Assistant II	\$ 500.00	part time
Shrestha, Riya	Computer Assistant II	\$ 500.00	part time
Shrestha, Shakila	Computer Assistant II	\$ 500.00	part time
Snodgrass, Daniel Nathan	Computer Assistant II	\$ 500.00	part time
Taylor, Kyala Corrine Summer	Computer Assistant II	\$ 500.00	part time
Cain, Charles Wells	Computer Assistant II	\$ 500.00	part time
Mosely, Rosa Margarita	Interim-Administrative Assistant II	\$ 500.00	part time
Young, Debra Jo	Library Assistant I	\$ 500.00	part time
Engelking, Frank Henry	Library Assistant I	\$ 500.00	part time
Goodloe, Thelma Marie	Library Assistant I	\$ 500.00	part time
Lin, Xiaolin	Library Assistant I	\$ 500.00	part time
Ballesteros, Marissa Renee	Library Assistant II	\$ 500.00	part time
Bartholomew, Suzanne Gail	Library Assistant II	\$ 500.00	part time
Bolinger, Sara Jane	Library Assistant II	\$ 500.00	part time
Charboneau, Grace Audrey	Library Assistant II	\$ 500.00	part time
Chmeliwskyj, Kimberli Linn	Library Assistant II	\$ 500.00	part time
Dhasmana, Shivani	Library Assistant II	\$ 500.00	part time
Dollar, Zoe Greene	Library Assistant II	\$ 500.00	part time
Edwards, Chelsea L.	Library Assistant II	\$ 500.00	part time
English, Mary Joann	Library Assistant II	\$ 500.00	part time
Fancher, Laurie Michelle	Library Assistant II	\$ 500.00	part time
Griffin, S. Aleta	Library Assistant II	\$ 500.00	part time
Hamilton, Opal Jane	Library Assistant II	\$ 500.00	part time
Hilton, Tracy Ann	Library Assistant II	\$ 500.00	part time
House, Cera Jo	Library Assistant II	\$ 500.00	part time
Korobov, Paulette Z	Library Assistant II	\$ 500.00	part time
Lane, Margaret Frances	Library Assistant II	\$ 500.00	part time
Mawi, Dorcas Siang Za	Library Assistant II	\$ 500.00	part time
McGehee, Lydia	Library Assistant II	\$ 500.00	part time
Mitchell, Jamie Kristine	Library Assistant II	\$ 500.00	part time
Owens, Lexi	Library Assistant II	\$ 500.00	part time
Ratz, Deborah I	Library Assistant II	\$ 500.00	part time
Rinker, Jessica	Library Assistant II	\$ 500.00	part time
Roush, Jaclyn M.	Library Assistant II	\$ 500.00	part time
Shaffer, Amanda Lynne	Library Assistant II	\$ 500.00	part time
Small, Sally Ann	Library Assistant II	\$ 500.00	part time
Smith, Cierra Bianca	Library Assistant II	\$ 500.00	part time
Torres, Matilda Kaye	Library Assistant II	\$ 500.00	part time
Van Pelt, Tony Michael	Library Assistant II	\$ 500.00	part time
Wankat, Jennifer Glenn	Library Assistant II	\$ 500.00	part time
Werle, Patricia J	Library Assistant II	\$ 500.00	part time
Borley, Cassandra Hope	Library Assistant II	\$ 500.00	part time
Dillenback, Cheryl Lynn	Library Assistant II	\$ 500.00	part time
Maxey, Regina A	Library Assistant II	\$ 500.00	part time
Minton, Holly S.	Library Assistant II	\$ 500.00	part time
Strahan, Dilasia Christianna	Library Assistant II	\$ 500.00	part time
Winkle, Makiyah Jade	Library Assistant II	\$ 500.00	part time

Farrell, Erin S	Library Assistant III	\$ 500.00	part time
Brandon, Danny Charles	Library Security Assistant	\$ 500.00	part time
Coder, Morgan Diane	Library Security Assistant	\$ 500.00	part time
Skaggs, Tami Anna	Library Security Assistant	\$ 500.00	part time
Evans, Valerie Lynne	Processing Assistant I	\$ 500.00	part time
Trebajo, Elliot George Omandac	Processing Assistant I	\$ 500.00	part time
Aguiar, Raquel O	Program Associate-Outreach	\$ 500.00	part time
Breach, Teresa Dawn	Program Associate-Outreach	\$ 500.00	part time
Washington, Sandra Dee	Program Associate-Outreach	\$ 500.00	part time
Andrews, Darla J	Public Services Associate II	\$ 500.00	part time
Battaglia, Zoe	Public Services Associate II	\$ 500.00	part time
King, Khaila Monique	Public Services Associate II	\$ 500.00	part time
LaFerney, Ryan Timothy	Public Services Associate II	\$ 500.00	part time
Masson-Randall, Sarah Anne	Public Services Associate II	\$ 500.00	part time
Maxwell, Ashley	Public Services Associate II	\$ 500.00	part time
Miller, Jennifer Ann	Public Services Associate II	\$ 500.00	part time
Segal, Carol Fay	Public Services Associate II	\$ 500.00	part time
Shepherd, Megan	Public Services Associate II	\$ 500.00	part time
Watson-Juarez, Katherine E	Public Services Associate II	\$ 500.00	part time
Wilson, Clarissa Margarete	Public Services Associate II	\$ 500.00	part time
Wos, Joanna H	Public Services Associate II	\$ 500.00	part time
Koroleski, Elizabeth Ann	Public Services Associate II	\$ 500.00	part time
Buchanan, Tamara Jo Phillips	Public Services Librarian-NE	\$ 500.00	part time
Burriss, Natalie R	Public Services Librarian-NE	\$ 500.00	part time
Griffitts, Joan Kathryn	Public Services Librarian-NE	\$ 500.00	part time
Houdek, Ryan A.	Public Services Librarian-NE	\$ 500.00	part time
Klopp, Kathleen Denise	Public Services Librarian-NE	\$ 500.00	part time
Poppleton, Nancy Elizabeth	Public Services Librarian-NE	\$ 500.00	part time
Slawson, Elizabeth R	Public Services Librarian-NE	\$ 500.00	part time
Smith, Carrie Ann	Public Services Librarian-NE	\$ 500.00	part time
Weasner, Rachel Lynn Schmitt	Public Services Librarian-NE	\$ 500.00	part time
Ridge, John Holland	Supervisor Librarian-NE	\$ 500.00	part time
Scheib, Catherine Janel	Supervisor Librarian-NE	\$ 500.00	part time
Robertson-Taylor, Sylvia J	Technology Learning Specialist	\$ 500.00	part time
Habegger, Annabella Claire	Youth Multimedia Learning Specialist	\$ 500.00	part time
Wood-Gebhart, Robin Marie	Accounting Assistant	\$ 1,000.00	full time
Lopez, Daniel	Accounts Payable Assistant	\$ 1,000.00	full time
Brewer, Jacquelyn	Administrative Assistant I	\$ 1,000.00	full time
Sims, Dallas Nicole	Administrative Assistant I	\$ 1,000.00	full time
Sims-Barnes, Alexis	Administrative Assistant I	\$ 1,000.00	full time
Fesler, Alyssa Elaine	Administrative Assistant II	\$ 1,000.00	full time
Morrison, Robert Bruce	Administrative Assistant II	\$ 1,000.00	full time
Wooton, Melissa Kaye	Area Resource Manager-Adult Services	\$ 1,000.00	full time
Brown Harden, Kimberly Ann	Area Resource Manager-Branches	\$ 1,000.00	full time
Emmert, Joan Ellen	Area Resource Manager-Branches	\$ 1,000.00	full time
Scott, Constance Elaine	Area Resource Manager-Central	\$ 1,000.00	full time
Bernhardt, Sharon A	Area Resource Manager-Youth Services	\$ 1,000.00	full time

Radford, Anthony Wayne	Artist-in-Residence	\$ 1,000.00	full time
Meyers, James William	Auditorium Technician	\$ 1,000.00	full time
Benton, Bruce V	Bkmo Driver/Clerk	\$ 1,000.00	full time
Smith, Shirley Ann	Building Steward	\$ 1,000.00	full time
Spurrier, Amy L	Business Analyst	\$ 1,000.00	full time
Bacone, Kathryn N	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Durchholz, Mary A	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Millikan, Kathryn Ann	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Strizu, Meredith M	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Wire, Sara A	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Burke, Michelle Antoinette	Circulation Coordinator	\$ 1,000.00	full time
Barnes, Marcella A	Circulation Supervisor I	\$ 1,000.00	full time
Bell, Priscilla I	Circulation Supervisor I	\$ 1,000.00	full time
Brandon, Michelline	Circulation Supervisor I	\$ 1,000.00	full time
Carlson, Amanda Sue	Circulation Supervisor I	\$ 1,000.00	full time
Childress, Thomas B	Circulation Supervisor I	\$ 1,000.00	full time
Cope, Andrew	Circulation Supervisor I	\$ 1,000.00	full time
Laker, Jill Entrekin	Circulation Supervisor I	\$ 1,000.00	full time
Laratte, Reginald	Circulation Supervisor I	\$ 1,000.00	full time
Luna, Ashley Lynn	Circulation Supervisor I	\$ 1,000.00	full time
Moore, Alexandria Elizabeth	Circulation Supervisor I	\$ 1,000.00	full time
Munkacsi, Orsolya	Circulation Supervisor I	\$ 1,000.00	full time
Polley, Claudine Marie	Circulation Supervisor I	\$ 1,000.00	full time
Reeser, Kyle Joseph	Circulation Supervisor I	\$ 1,000.00	full time
Sabo, Amber Michelle	Circulation Supervisor I	\$ 1,000.00	full time
Baughman, Andrea L	Circulation Supervisor II	\$ 1,000.00	full time
Blandford, Rebecca A	Circulation Supervisor II	\$ 1,000.00	full time
Fleming, Erin Melissa	Circulation Supervisor II	\$ 1,000.00	full time
Hutson, Jennifer L	Circulation Supervisor II	\$ 1,000.00	full time
Kopernak, Linda J	Circulation Supervisor II	\$ 1,000.00	full time
Roeder, Sheila	Circulation Supervisor II	\$ 1,000.00	full time
Tanner, Blake Duane	Circulation Supervisor II	\$ 1,000.00	full time
Underwood, Kathleen	Circulation Supervisor II	\$ 1,000.00	full time
Winston, Brandi Rochelle	Circulation Supervisor II	\$ 1,000.00	full time
Thorne, Lauren E	Circulation Supervisor II, OS&VR	\$ 1,000.00	full time
Chandler, Emily L	Collection Development Librarian	\$ 1,000.00	full time
Lawrence, Jessica Marie	Collection Development Librarian	\$ 1,000.00	full time
Murray, Christopher James	Collection Development Librarian	\$ 1,000.00	full time
Olaniyi, Olanike	Collection Development Librarian	\$ 1,000.00	full time
Spaulding, Janet M	Collection Development Librarian	\$ 1,000.00	full time
Arndt, Daniel Johannes	Computer Assistant II	\$ 1,000.00	full time
Barnes, Bryanna Shalouise	Computer Assistant II	\$ 1,000.00	full time
Drosos, Kiersten	Computer Assistant II	\$ 1,000.00	full time
McKenzie, Stephen P	Computer Assistant II	\$ 1,000.00	full time
Moore, Paul Alexander	Computer Assistant II	\$ 1,000.00	full time
Nieves, Linda Margarita	Computer Assistant II	\$ 1,000.00	full time
Stanish, Jeremy	Computer Assistant II	\$ 1,000.00	full time

Wright, Juli Emma	Computer Assistant II	\$ 1,000.00	full time
Cunningham, Todd A	Control Room Technician	\$ 1,000.00	full time
Elmawardy, Ramsey M	Control Room Technician	\$ 1,000.00	full time
Esche, Laurie S	Control Room Technician	\$ 1,000.00	full time
Fesler, John Jason	Control Room Technician	\$ 1,000.00	full time
Green, John Michael	Control Room Technician	\$ 1,000.00	full time
Johnson, Mary Helen	Control Room Technician	\$ 1,000.00	full time
Bulloff, Kathryn Anne	Digital Marketing Specialist	\$ 1,000.00	full time
Farmer, Kathryn Alyce	Digital Projects Coordinator	\$ 1,000.00	full time
Lambert, Debra Anne	Dir., Collection Management	\$ 1,000.00	full time
Backe, Joseph D	Dir., Communications	\$ 1,000.00	full time
Heyward, Shanika Renekia	Dir., Information Technology	\$ 1,000.00	full time
Hughes, Keesha Richardson	Diversity & Inclusion Officer	\$ 1,000.00	full time
Ewers, Kimberly Ann Jones	Diversity Fellow	\$ 1,000.00	full time
Malcom, Amira	Diversity Fellowship-CBLC Multimedia Proje	\$ 1,000.00	full time
Fox, Darlene J	Electronic Resources Librarian	\$ 1,000.00	full time
Gilbert, Mary Angela	Executive Assistant	\$ 1,000.00	full time
Osmundson, Daniel R	Front End Web Developer	\$ 1,000.00	full time
Fillenwarth, Callie Irene	Human Resources Generalist	\$ 1,000.00	full time
Ehret, Michael Lee	Indy Library Store Coordinator	\$ 1,000.00	full time
Wehr, Margaret A	Interim-Area Resource Manager-Branches	\$ 1,000.00	full time
Adams, Carolyn Jean	Interim-CFO	\$ 1,000.00	full time
Helling, John Patrick	Interim-Chief Executive Officer	\$ 1,000.00	full time
Hill, Gregory A	Interim-Chief Public Services Officer	\$ 1,000.00	full time
McKune, Hope A	Interim-Circulation Supervisor I	\$ 1,000.00	full time
Armour, Stephanie R	interim-Circulation Supervisor II	\$ 1,000.00	full time
Coghlan, Charles Michael	Interim-Dir., Facilities	\$ 1,000.00	full time
Galarce Bernardy, Tisha Marie	Interim-Dir., Human Resources	\$ 1,000.00	full time
Newell, Genira L.	Interim-Human Resources Generalist	\$ 1,000.00	full time
Carter, Jennifer L	Interim-Mgr., Budget	\$ 1,000.00	full time
Allison, Bethany Akerhielm	Interim-Mgr., Community Branch	\$ 1,000.00	full time
Tadsen, Sarah Beth	Interim-Public Services Librarian	\$ 1,000.00	full time
Colyer, Rachelle Marie	Inter-Library Loan Assistant	\$ 1,000.00	full time
Mahoney, Patrick James	Lan Administrator	\$ 1,000.00	full time
Bush, Kimeral R	Lead Office Assistant	\$ 1,000.00	full time
Michaelis, Michelle Elaine	Library Assistant I	\$ 1,000.00	full time
Baker, Brinley Diane	Library Assistant II	\$ 1,000.00	full time
Barnes, Laura Ann	Library Assistant II	\$ 1,000.00	full time
Beasley, Maureen	Library Assistant II	\$ 1,000.00	full time
Beatty, Cristal Joi	Library Assistant II	\$ 1,000.00	full time
Bellamy, Tess McCall	Library Assistant II	\$ 1,000.00	full time
Berry II, Jackie Arnold	Library Assistant II	\$ 1,000.00	full time
Brocklehurst, Mary E	Library Assistant II	\$ 1,000.00	full time
Butler, TaShawwna Latrice	Library Assistant II	\$ 1,000.00	full time
Carter, Bria Djienne	Library Assistant II	\$ 1,000.00	full time
Castaneda, Ross Patrick	Library Assistant II	\$ 1,000.00	full time
Childers, Chad	Library Assistant II	\$ 1,000.00	full time

Cobb, Valerie Annora	Library Assistant II	\$ 1,000.00	full time
Delehanty, Reid James	Library Assistant II	\$ 1,000.00	full time
Dollar, Janette Marie Greene	Library Assistant II	\$ 1,000.00	full time
Fore, Julie A	Library Assistant II	\$ 1,000.00	full time
Hale, Carrie Louise	Library Assistant II	\$ 1,000.00	full time
Hayes, Kaelynn Marie	Library Assistant II	\$ 1,000.00	full time
Hoffman, Melanie Lynn	Library Assistant II	\$ 1,000.00	full time
House, William	Library Assistant II	\$ 1,000.00	full time
Jourdan, Katherine M.	Library Assistant II	\$ 1,000.00	full time
Kesterson-Yates, Maureen E	Library Assistant II	\$ 1,000.00	full time
Koriath, Anna	Library Assistant II	\$ 1,000.00	full time
McFadden, Brittany Nicole	Library Assistant II	\$ 1,000.00	full time
Moore, Ramona Lynn	Library Assistant II	\$ 1,000.00	full time
Parker, Briana Marie	Library Assistant II	\$ 1,000.00	full time
Poudrier, Renee Francine	Library Assistant II	\$ 1,000.00	full time
Rice, Kera Rene	Library Assistant II	\$ 1,000.00	full time
Rojas, Joshua	Library Assistant II	\$ 1,000.00	full time
Switzer, Shaina Leigh	Library Assistant II	\$ 1,000.00	full time
Takacs, Lorette S	Library Assistant II	\$ 1,000.00	full time
Tatlock, Billie Jean	Library Assistant II	\$ 1,000.00	full time
Thomas, Isabella Nissan	Library Assistant II	\$ 1,000.00	full time
Turner-Booker, Tanya Nichole	Library Assistant II	\$ 1,000.00	full time
Warner, Sean	Library Assistant II	\$ 1,000.00	full time
Williams, Emma	Library Assistant II	\$ 1,000.00	full time
Zavala, Consuelo	Library Assistant II	\$ 1,000.00	full time
Zemanek, Alysha	Library Assistant II	\$ 1,000.00	full time
Conrow, Katharine Louise	Library Assistant III	\$ 1,000.00	full time
Diebold, Margaret Ann	Library Assistant III	\$ 1,000.00	full time
Dunham, Zachary T	Library Assistant III	\$ 1,000.00	full time
Faust, Debbie Jo	Library Assistant III	\$ 1,000.00	full time
Quebe, Julie Ann	Library Assistant III	\$ 1,000.00	full time
Smith, Mikaela	Library Assistant III	\$ 1,000.00	full time
Talbott, Mary Elizabeth	Library Assistant III	\$ 1,000.00	full time
Walsh, Kathleen M	Library Assistant III	\$ 1,000.00	full time
Corbin, Dianne Alice	Library Assistant II-Outreach	\$ 1,000.00	full time
Patterson, Tarya Katrina	Library Assistant II-Outreach	\$ 1,000.00	full time
Starks, Randall O	Media Specialist	\$ 1,000.00	full time
Henzlik, Jennifer Lynn	Mgr., Acquisitions	\$ 1,000.00	full time
Thomas, Kevin Clarence	Mgr., Buildings and Grounds	\$ 1,000.00	full time
Jones, Veatrice Marie	Mgr., Business Systems and Messaging	\$ 1,000.00	full time
Swaidner, Pamela Sue	Mgr., Cataloging and Metadata	\$ 1,000.00	full time
Kelley, Robin L	Mgr., Central Adult Services	\$ 1,000.00	full time
Franklin, Tonya C	Mgr., Central Services	\$ 1,000.00	full time
Watkins, Cordia J	Mgr., Circulation	\$ 1,000.00	full time
Williams, Michael Alan	Mgr., Communication and Advocacy	\$ 1,000.00	full time
Allensworth, Naomi Renee	Mgr., Community Branch	\$ 1,000.00	full time
Gilbert, Todd P	Mgr., Community Branch	\$ 1,000.00	full time

Gould, Janice Kristeen	Mgr., Community Branch	\$ 1,000.00	full time
Hylton, Mary Agnes	Mgr., Community Branch	\$ 1,000.00	full time
Malone, Denyce	Mgr., Community Branch	\$ 1,000.00	full time
Mattix, Jena	Mgr., Community Branch	\$ 1,000.00	full time
Sharp, Michelle Nicole	Mgr., Community Branch	\$ 1,000.00	full time
Smither, Doriene K.	Mgr., Community Branch	\$ 1,000.00	full time
Edminster, Jeffrey P	Mgr., Data & Web Services	\$ 1,000.00	full time
Van Allen, Elizabeth J	Mgr., Digital Encyclopedia	\$ 1,000.00	full time
Hollenbach, Natasha	Mgr., Digital Projects	\$ 1,000.00	full time
George, Janelle Ann	Mgr., Events	\$ 1,000.00	full time
Rich Mansfield, Shellie Rene	Mgr., Learning Curve	\$ 1,000.00	full time
Crain, Josh	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Taboada, Monica Patricia	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Terrell, Staci L	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Walters, Jayne Wescott	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Wynne Ayers, Tia Jah	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Wright, Cheryl	Mgr., Organizational Learning and Development	\$ 1,000.00	full time
Ward, Margaret E	Mgr., Outreach Services & Volunteer Resources	\$ 1,000.00	full time
Zimmermann, Marina A	Mgr., Payroll	\$ 1,000.00	full time
Carson, Angela Michelle	Mgr., Processing	\$ 1,000.00	full time
Simmons, Gwendolyn M	Mgr., Purchasing and Supplier Diversity	\$ 1,000.00	full time
Duke, Fiona	Mgr., Regional Branch	\$ 1,000.00	full time
Ehret, Deborah Deanne	Mgr., Regional Branch	\$ 1,000.00	full time
Gray, Judy A	Mgr., Regional Branch	\$ 1,000.00	full time
Jamerson, Vanessa Marnita	Mgr., Regional Branch	\$ 1,000.00	full time
Kruppa, Marianne H	Mgr., Regional Branch	\$ 1,000.00	full time
Mullican, Melinda Kay	Mgr., Regional Branch	\$ 1,000.00	full time
Oliver, Rhonda Sue	Mgr., Regional Branch	\$ 1,000.00	full time
Todd, Adam Bartley	Mgr., Regional Branch	\$ 1,000.00	full time
Wetnight, Jill M	Mgr., Regional Branch	\$ 1,000.00	full time
Batt, Sarah Jane	Mgr., Shared Systems	\$ 1,000.00	full time
Pauly, Peter	Mgr., Sys/Network Infrastructure	\$ 1,000.00	full time
Barreno-Quintanar, Adrian Jose	Network PC Technician	\$ 1,000.00	full time
Duncan, Tim A	Network Systems Analyst	\$ 1,000.00	full time
Marbley, Debra Jean	Office Assistant	\$ 1,000.00	full time
McGrath, Elena	Office Assistant	\$ 1,000.00	full time
Odell, Cory E	Organizational Learning/Development Coordinator	\$ 1,000.00	full time
Wisemiller, Kristen Leigh	Payroll Specialist	\$ 1,000.00	full time
Bolden, Gregory Dante	PC/Lan Specialist	\$ 1,000.00	full time
Bradburn, Elaine Marie	Processing Accounts Assistant	\$ 1,000.00	full time
Barnett, Catrina	Processing Assistant I	\$ 1,000.00	full time
Bilal, Lashelle M	Processing Assistant I	\$ 1,000.00	full time
Dunbar, Megan Noel	Processing Assistant I	\$ 1,000.00	full time
Hankerson, Dianne	Processing Assistant I	\$ 1,000.00	full time
Hudson, Ciera Quinn	Processing Assistant I	\$ 1,000.00	full time
Jennings, Stephanie	Processing Assistant I	\$ 1,000.00	full time
Prince, Megan Huntzinger	Processing Assistant I	\$ 1,000.00	full time

Roberts, Kathryn M	Processing Assistant I	\$ 1,000.00	full time
Winfrey, Kimberly J	Processing Assistant I	\$ 1,000.00	full time
Wright, Pamela	Processing Assistant I	\$ 1,000.00	full time
Moralez, Yolanda	Processing Assistant II	\$ 1,000.00	full time
Staley, Rebecca	Processing Assistant II	\$ 1,000.00	full time
Powell, Tammy Lynn O'Neal	Processing Assistant II (Shared System)	\$ 1,000.00	full time
Luzader, Mary Catherine	Program Billing and Budget Specialist	\$ 1,000.00	full time
Montes-Salinas, Claudia Wendoline	Program Specialist	\$ 1,000.00	full time
North, Devery	Program Specialist	\$ 1,000.00	full time
Robinson, Tariq A	Program Specialist	\$ 1,000.00	full time
Weaver, Kirsten Tenille	Program Specialist	\$ 1,000.00	full time
Weidenbach, Shael	Program Specialist	\$ 1,000.00	full time
Terry, Kellie Marie	Project Coordinator	\$ 1,000.00	full time
Andersen, Kimberly S	Project Manager	\$ 1,000.00	full time
McEntire, Keshia Renee	Public Relations Specialist	\$ 1,000.00	full time
Choplin, Virginia Kate	Public Services Associate II	\$ 1,000.00	full time
Davitto, Kaylie	Public Services Associate II	\$ 1,000.00	full time
Ebacher, Meegan Barbara	Public Services Associate II	\$ 1,000.00	full time
Hill, Katherine	Public Services Associate II	\$ 1,000.00	full time
Priesman Marquez, Rachel Kaye	Public Services Associate II	\$ 1,000.00	full time
Smith, Raven Marie	Public Services Associate II	\$ 1,000.00	full time
Stevenson, Isaiah Alfonso	Public Services Associate II	\$ 1,000.00	full time
Torres, Michael M	Public Services Associate II	\$ 1,000.00	full time
Wallace, Patty M	Public Services Associate II	\$ 1,000.00	full time
Williams, Deandra	Public Services Associate II	\$ 1,000.00	full time
Youngworth, Robin	Public Services Associate II	\$ 1,000.00	full time
Crawford-Cottonham, Theresa Dale	Public Services Associate II - Floater	\$ 1,000.00	full time
Meeker, Liana Kay	Public Services Associate II - Floater	\$ 1,000.00	full time
Foland, Kristen	Public Services Librarian-E	\$ 1,000.00	full time
Acs Loewen, Alexandra	Public Services Librarian-E	\$ 1,000.00	full time
Adrian, Amy	Public Services Librarian-E	\$ 1,000.00	full time
Brookins, Christine Mari	Public Services Librarian-E	\$ 1,000.00	full time
Ciriello, Donna	Public Services Librarian-E	\$ 1,000.00	full time
Clinkingbeard, Alix Nicole	Public Services Librarian-E	\$ 1,000.00	full time
Coleman, Theresa Anne	Public Services Librarian-E	\$ 1,000.00	full time
Conrad, Joanna	Public Services Librarian-E	\$ 1,000.00	full time
Davis, Andrew M	Public Services Librarian-E	\$ 1,000.00	full time
Davis, Jason Conrad	Public Services Librarian-E	\$ 1,000.00	full time
Dinnage, Keith B	Public Services Librarian-E	\$ 1,000.00	full time
Donnelly, Ryan M	Public Services Librarian-E	\$ 1,000.00	full time
Duncan, Maureen E	Public Services Librarian-E	\$ 1,000.00	full time
Edminster, Tami M	Public Services Librarian-E	\$ 1,000.00	full time
Flexman, Ellen	Public Services Librarian-E	\$ 1,000.00	full time
Fox, Jeanine Marie	Public Services Librarian-E	\$ 1,000.00	full time
Freeman, Lauren Diane	Public Services Librarian-E	\$ 1,000.00	full time
Friedman, Amy G	Public Services Librarian-E	\$ 1,000.00	full time
Graam, Shelby Danielle	Public Services Librarian-E	\$ 1,000.00	full time

Greenawalt, Mary Kay	Public Services Librarian-E	\$ 1,000.00	full time
Haddox, Marie A	Public Services Librarian-E	\$ 1,000.00	full time
Hanks, Robin Lynne	Public Services Librarian-E	\$ 1,000.00	full time
Heckroth, Andrew Kendall	Public Services Librarian-E	\$ 1,000.00	full time
Hunt, Jordan William	Public Services Librarian-E	\$ 1,000.00	full time
Jamieson, Rachel Marie	Public Services Librarian-E	\$ 1,000.00	full time
Jones, Deborah Anne	Public Services Librarian-E	\$ 1,000.00	full time
Joya Detorre, Richard M.	Public Services Librarian-E	\$ 1,000.00	full time
Kim, Leah Rae	Public Services Librarian-E	\$ 1,000.00	full time
Lewis, Angie Michele	Public Services Librarian-E	\$ 1,000.00	full time
Liang, Sailan	Public Services Librarian-E	\$ 1,000.00	full time
Lutholtz, Joseph Francis	Public Services Librarian-E	\$ 1,000.00	full time
Lynn, Emilie Marie Van Sloun	Public Services Librarian-E	\$ 1,000.00	full time
Manley, Deborah Minon	Public Services Librarian-E	\$ 1,000.00	full time
Martin, Chase Raymond	Public Services Librarian-E	\$ 1,000.00	full time
Megerle Barker, Montoya Janice	Public Services Librarian-E	\$ 1,000.00	full time
Mladenovic, James D	Public Services Librarian-E	\$ 1,000.00	full time
Neeb-Smith, Jessica Leigh	Public Services Librarian-E	\$ 1,000.00	full time
Norton, Nicole Anne	Public Services Librarian-E	\$ 1,000.00	full time
O'Donnell, Shannon Maria	Public Services Librarian-E	\$ 1,000.00	full time
Osborn, Kristina Margaret	Public Services Librarian-E	\$ 1,000.00	full time
Osting, Lori Ann	Public Services Librarian-E	\$ 1,000.00	full time
Panighetti, Kasey	Public Services Librarian-E	\$ 1,000.00	full time
Patterson, Michele E	Public Services Librarian-E	\$ 1,000.00	full time
Perkins, Michael I	Public Services Librarian-E	\$ 1,000.00	full time
Pintal, Beth Ann	Public Services Librarian-E	\$ 1,000.00	full time
Reid, Jarrod M	Public Services Librarian-E	\$ 1,000.00	full time
Smith, Linda Darlene	Public Services Librarian-E	\$ 1,000.00	full time
Smither, William D	Public Services Librarian-E	\$ 1,000.00	full time
Sparrow, Masada Leighanne	Public Services Librarian-E	\$ 1,000.00	full time
Stewart, Darren M	Public Services Librarian-E	\$ 1,000.00	full time
Stewart, Kathleen Marie	Public Services Librarian-E	\$ 1,000.00	full time
Summers, Kevin L	Public Services Librarian-E	\$ 1,000.00	full time
Utterback, Sherry J	Public Services Librarian-E	\$ 1,000.00	full time
Vollmer, Timothy Joseph	Public Services Librarian-E	\$ 1,000.00	full time
Walker, Sarah S	Public Services Librarian-E	\$ 1,000.00	full time
Warrener, Kathryn Elizabeth	Public Services Librarian-E	\$ 1,000.00	full time
White, Jared Anthony	Public Services Librarian-E	\$ 1,000.00	full time
Williams, Anika D	Public Services Librarian-E	\$ 1,000.00	full time
Wood, Rachel Nevada	Public Services Librarian-E	\$ 1,000.00	full time
Woodruff, Sarah Gardner	Public Services Librarian-E	\$ 1,000.00	full time
Flexman, George G	Purchasing Order Specialist	\$ 1,000.00	full time
Olaniyi, Olutimilehin	Purchasing Order Specialist	\$ 1,000.00	full time
Rosier, Irene E	Purchasing Order Specialist	\$ 1,000.00	full time
Imel, Dana L	Safety and Security Officer	\$ 1,000.00	full time
Hollandbeck, Michael Gary	Senior Accountant	\$ 1,000.00	full time
Tate, Felecia E	Serials Specialist	\$ 1,000.00	full time

McGraw, Yanna	Social Worker	\$ 1,000.00	full time
Dunten, Brian P	Software Engineer	\$ 1,000.00	full time
Hayes, Nichelle Marie	Special Collections Librarian	\$ 1,000.00	full time
Lane II, Stephen M	Special Collections Librarian	\$ 1,000.00	full time
Ruiz III, Miguel Angel	Staff Accountant	\$ 1,000.00	full time
Mason, Garrett L	Strategic Planning & Assessment Officer	\$ 1,000.00	full time
Weber, Nathaniel Lee	Strategy and Equity Specialist	\$ 1,000.00	full time
Coronado, Magaly Alexandria	Supervisor Librarian	\$ 1,000.00	full time
Genovese, Carri Ann	Supervisor Librarian	\$ 1,000.00	full time
Haddix, Lindsay Sherer	Supervisor Librarian	\$ 1,000.00	full time
Heilman, Susan Walker	Supervisor Librarian	\$ 1,000.00	full time
Helmond, Kathy J	Supervisor Librarian	\$ 1,000.00	full time
Hogsett, Christopher	Supervisor Librarian	\$ 1,000.00	full time
Holmer, Heidi L	Supervisor Librarian	\$ 1,000.00	full time
Lake, Anna Joyce	Supervisor Librarian	\$ 1,000.00	full time
Lucas, Sarah Hannah	Supervisor Librarian	\$ 1,000.00	full time
Murphy, Erin Michal	Supervisor Librarian	\$ 1,000.00	full time
Pea, Bambi Cathelina	Supervisor Librarian	\$ 1,000.00	full time
Peak, Shelby Suzanne	Supervisor Librarian	\$ 1,000.00	full time
Schoettle, Elizabeth	Supervisor Librarian	\$ 1,000.00	full time
Chekoff, Kendra Dee	Supervisor, Accounting	\$ 1,000.00	full time
Curlin, Mark Dominic	Supervisor, Building Systems	\$ 1,000.00	full time
McKenzie, Marianne Elizabeth	Supervisor, Digital Inclusion	\$ 1,000.00	full time
Johnson, Bradley A	Supervisor, Shipping and Receiving	\$ 1,000.00	full time
Johnson, Wendy Lynn	Supervisor, Volunteer Resources	\$ 1,000.00	full time
Gossett, William A	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Huber-Hopkins, Holley S	Team Member, Shipping and Receiving	\$ 1,000.00	full time
McLaurin, Miah	Team Member, Shipping and Receiving	\$ 1,000.00	full time
McWilliams, Brian E	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Miner, Corinna	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Mohler, Elizabeth	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Parker, JaChaun K	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Montoya, Savannah Ranee	Technical Support Assistant	\$ 1,000.00	full time
Bagg, Walter Gerald	Technology Learning Specialist	\$ 1,000.00	full time
Cunningham, Ian L.	Technology Learning Specialist	\$ 1,000.00	full time
Hampton, Alexander Parker	Technology Learning Specialist	\$ 1,000.00	full time
Hinojosa, Cordero Roberto	Technology Learning Specialist	\$ 1,000.00	full time
Moore, Karen	Technology Learning Specialist	\$ 1,000.00	full time
Yarde, O'Brian Elijah	Technology Learning Specialist	\$ 1,000.00	full time
Hawkins, Riley	Venue Coordinator	\$ 1,000.00	full time
Waterson, Carrie E	Web Content Specialist	\$ 1,000.00	full time
Waymire, Joshua D	Web Developer	\$ 1,000.00	full time
Brozo, Christopher S	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
O'Leary, Barbara A	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Senior, Austin Scott	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Tarr, Elizabeth Kay	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Wortham, Lucy Renee	Youth Multimedia Learning Specialist	\$ 1,000.00	full time

Board Action Request

RE: Resolution 63 – 2021

Date: November 22, 2021

Per our request for further on the job training, **Allied Universal** has continued to implement a 16 hour on the job training for all newly hired guards, in addition to the 24 hours of classroom training provided before placement. The security guard shadows an experienced security guard or account manager and is trained in Library rules and expectations. This training was implemented on August 1, 2019 and continues to be standard for all **Allied Universal** new hires. The 24 hour classroom training curriculum provided by **Allied Universal** includes the Dale Carnegie customer service training. The results have been a decrease in turnover, expectations met or exceeded and fewer staff and customer complaints.

When **Allied Universal** proposed the rates in August, 2021, they provided information from the Economic Research Institute (ERI). At that time, the ERI data showed the 25th and 75th percentiles at \$12.70 and \$14.93. Their current starting wage at the time was \$13.00, which was 13% below the suggested mean wage. In August of 2021, the ERI data showed the mean for Security Officers in and around Marion County at \$14.73, with the 25th and 75th percentiles at \$14.93 and \$18.86. At their current starting wage of \$13.00, this is now 23% below the suggested mean wage. The \$14.00 per hour wage is also consistent with the Library's recent adjustment of lower paid library positions. The increase in the base wage results in the upward adjustment of the applicable Services Billing Rates as set forth in the revised vendor price sheet included in the attached Second Addendum.

After the last amendment, the IndyPL System has been working diligently in establishing an in-house security team. Three branches currently have Library Security Assistants who have replaced the need for contracted security companies. The goal is to continue to replace contracted security with the Library Security Assistants at all of our locations, if possible. There are two other branches who have chosen an applicant to be their security team member, which reduces the need for contracted security to only four locations. With continued effort and the cooperation from **Allied Universal**, we will continue to build upon this foundation of in-house security.

The Safety and Security Manager has seen the continued accommodations and service **Allied Universal** has provided, which reflects their understanding and willingness to respond and adapt to our concerns to serve both our public and our staff. Management recommends that we remain with **Allied Universal** through the end of our contract and to accept the 2021-2022 Proposed Rate Schedule.

Strategic/Fiscal Impact:

The additional cost of this service will be funded from the Operating Fund (Fund 101) and is within the approval appropriation for 2021.



Board Resolution

7a

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 63 - 2021

APPROVAL TO AMEND THE SERVICES CONTRACT FOR SECURITY AND ALARM RESPONSE SERVICES

November 22, 2021

WHEREAS, the Indianapolis-Marion County Public Library (“IndyPL”) contracted with **G4S Secure Solutions (USA) Inc.**, an Indiana corporation (“G4S”) to provide security and alarm response services for IndyPL facilities commencing in August 2017, as approved by Resolution 22-2017; and

WHEREAS, IndyPL and G4S amended the original agreement to adjust billing rates pursuant to an Addendum to Contractual Agreement dated July 25, 2019 as authorized by Resolution 22-2019; and

WHEREAS, IndyPL and G4S further amended the original agreement to adjust billing rates pursuant to a Second Addendum to Contractual Agreement dated January 28, 2020 as authorized by Resolution 05-2020; and

WHEREAS, IndyPL and G4S further amended the original agreement to extend the contract term for an additional year pursuant to a Third Addendum to Security Services Agreement dated November 2020 as authorized by Resolution 52-2020;

WHEREAS, G4S was subsequently acquired by **Universal Protection Service, LLC**, d/b/a Allied Universal Security Services (“Allied”) and as consented to by IndyPL, Allied assumed all G4S obligations under the Contract for Security and Alarm Response Services with IndyPL, as amended; and

WHEREAS, IndyPL has received, considered, and deems appropriate a Fourth Addendum to Security Services Agreement (“Fourth Addendum”) to the original agreement, which Fourth Addendum is attached hereto as Exhibit A, extending the contract term for an additional ninety days to expire on March 2, 2022, and making other certain amendments to the original agreement and its exhibits, including amended billing rates and an amended list of facilities at which the security and alarm response services shall be performed.

IT IS THEREFORE RESOLVED, that the Fourth Addendum to Security Services Agreement in substantially the form attached hereto as Exhibit A, by and between IndyPL and Allied, successor by acquisition to G4S, is approved and adopted, and that the interim Chief Executive Officer of IndyPL is hereby authorized to execute and deliver in the name and on

behalf of IndyPL, the Fourth Addendum with such changes in form or substance as the interim Chief Executive Officer shall approve, such approval to be conclusively evidenced by the execution thereof.

ADOPTED this 22nd day of November, 2021.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA**

AYE

NAY

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

ATTEST:

Secretary of the Board

EXHIBIT A

Fourth Addendum to Security Services Agreement

Fourth Addendum to Security Services Agreement

This Fourth Addendum to Security Services Agreement (the "Fourth Addendum"), dated this ___ day of _____, 2021, further amends the Security Services Agreement dated September 26, 2017, as previously amended by the Addendum to Contractual Agreement dated July 25, 2019, by the Second Addendum to Contractual Agreement dated January 28, 2020, and by the Third Addendum to Security Services Agreement, dated November 2020 (together, the "Agreement") between the Indianapolis-Marion County Public Library ("IndyPL") and Universal Protection Service, LLC, d/b/a Allied Universal Security Services ("Contractor"), successor by acquisition to G4S Secure Solutions (USA) Inc. ("G4S"), (IndyPL and Contractor are sometimes referred to herein collectively as the "Parties") for alarm response services and security officer services.

Recitals

- A. Contractor and G4S have executed an Assignment and Assumption Agreement dated October 8, 2021, which is attached hereto as **Attachment A**, wherein G4S assigned to Contractor G4S' right, title, benefits, privileges, and interest in the Agreement, and Contractor assumed and agreed to perform all duties, obligations, terms, provisions and covenants, and to discharge all liabilities of G4S under the Agreement; and
- B. As provided in Section 6.3 of the Agreement, IndyPL executed a prior written consent, which is attached hereto as **Attachment B**, wherein IndyPL accepted and agreed to the assignment of G4S' interest in the Agreement to Contractor; and
- C. The current term of the Agreement expires on November 30, 2021; and
- D. As provided in Section 4.1(B) of the Agreement, the Parties wish to extend the term of the Agreement for an additional ninety day term; and
- E. As provided in Section 6.1 of the Agreement, the Parties wish to modify the Agreement to amend certain provisions thereof.

Agreement

In consideration of the mutual covenants, agreements and representations set forth in the Agreement and this Fourth Addendum, and other good and adequate consideration, the receipt and sufficiency of which is acknowledged, the Parties agree as follows:

1. Extension of Term. The term of the Agreement is hereby extended for an additional term of ninety (90) days commencing December 1, 2021 and ending March 2, 2022.
2. Notices. Section 6.10 of the Agreement is amended to read as follows:

When written notice is required by this Agreement, it shall be sufficiently given when personally delivered or sent by United States first class mail to Contractor at the following address, or to IndyPL at the following address:

Contractor:	IndyPL:
Universal Protection Service, LLC d/b/a Allied Universal Security Services Attn: Nathan Wolfe 8777 Perdue Road Indianapolis, Indiana 46268 Copy to: nathan.wolfe@aus.com	John Helling Chief Executive Officer (interim) Indianapolis-Marion County Public Library 2450 North Meridian Street Indianapolis, Indiana 46208 Copy to: jhelling@indypl.org

3. Facilities. Section 1.1 of the Agreement provides the Facilities at which the Services shall be performed are more particularly identified on **Exhibit B**. **Exhibit B** to the Agreement is hereby amended and replaced in its entirety by the **Amended Exhibit B** attached hereto reflecting limited changes to certain Facilities at which the Services shall be provided ("Amended Facilities"). Services shall be provided at the Amended Facilities on and after December 1, 2021, unless otherwise provided by IndyPL pursuant to Section 1.2 of the Agreement.
4. Payments for Services. Section 2.1 of the Agreement provides that Contractor shall be compensated for Security Services rendered by Contractor and agreed to by IndyPL at the rates set forth in **Exhibit C**. **Exhibit C** to the Agreement was amended and replaced in its entirety by the **Amended Exhibit C**, effective July 29, 2019. **Amended Exhibit C** was further amended, effective January 28, 2020. **Amended Exhibit C** to the Agreement is hereby further amended and replaced in its entirety by the **Third Amended Exhibit C** attached hereto reflecting limited changes to certain of the rates as originally provided ("Third Amended Rates"). The Third Amended Rates shall be effective for Security Services rendered on and after December 1, 2021.
5. Pike Branch Rates. **Exhibit G** to the Agreement provides separate rates for Security Services rendered by Contractor at the IndyPL Pike Branch Facility. **Exhibit G** to the Agreement is hereby revoked in its entirety. The IndyPL Pike Branch Facility shall be billed at the Third Amended Rates set forth in **Third Amended Exhibit C** attached hereto effective for Security Services rendered on and after December 1, 2021.

6. No Further Changes. Except as expressly amended by this Fourth Addendum, all terms, conditions and obligations memorialized in the Agreement between the Parties shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Fourth Addendum effective as of the date first above written.

Indianapolis-Marion County
Public Library ("IndyPL")

Universal Protection Service, LLC,
d/b/a Allied Universal Security
Services ("Contractor")

By: _____
John Helling, CEO (interim)

By: _____
Nathan Wolfe, Regional Vice
President

Date: _____

Date: _____

ATTACHMENT A

**Assignment and Assumption Agreement by and between Universal Protection Service,
LLC, d/b/a Allied Universal Security Services and G4S Secure Solutions (USA) Inc.**

ASSIGNMENT AND ASSUMPTION AGREEMENT

FOR CLIENT: Indianapolis-Marion County Public Library (“Client”)

This Assignment and Assumption Agreement is executed and delivered this 8th day of October, 2021 (the “Effective Date”), by and between G4S Secure Solutions (USA) Inc., a Florida corporation (“G4S”), and Universal Protection Service, LLC, a Delaware limited liability company, d/b/a Allied Universal Security Services (“Allied Universal”), successor to G4S.

RECITALS

WHEREAS, G4S previously entered into an agreement with Client (the “Security Service Agreement”) for the provision of security services and related services at Client’s facilities (each a “Property” and, collectively, the “Properties”);

WHEREAS, G4S desires to assign and Allied Universal desire to receive the Service Agreement pursuant to the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants set forth herein, and for other good and valuable consideration, the receipt, adequacy and legal sufficiency of which are hereby acknowledged, G4S and Allied Universal do hereby agree as follows:

1. Assignment and Assumption. G4S hereby assigns, sells, transfers and sets over to Allied Universal all of G4S’ right, title, benefits, privileges and interest in the Security Service Agreement (collectively, the “Assets”), and all of G4S’ obligations and liabilities in connection to such Assets (collectively, the “Assignment”). Allied Universal hereby accepts the Assignment and assumes and agrees to observe and perform all of the duties, obligations, terms, provisions and covenants, and to pay when due and discharge all of the liabilities of G4S to be observed, performed, paid or discharged from and after the Effective Date, in connection to the Assets Allied Universal assumes by the operation of this Assignment.

2. Successors and Assigns. Except as otherwise provided in this Agreement, the rights and obligations of G4S and Allied Universal hereunder will be binding upon and inure to the benefit of their respective successors, assigns, heirs, executors, administrators and representatives.

3. Facsimile or Scanned Signature. This Agreement may be executed and delivered in counterpart signature pages executed and delivered via facsimile transmission or via email with scan or email attachment, and any such counterpart executed and delivered via facsimile transmission or via email with scan or email attachment will be deemed an original for all intents and purposes. All signatures will be deemed to be delivered simultaneously.

[Signature Page Follows]

IN WITNESS WHEREOF, the Parties have executed this Assignment and Assumption Agreement as of the date first written above.

Universal Protection Service, LLC
d/b/a Allied Universal Security Services

G4S Secure Solutions (USA) Inc.

By: Mark Habatch
Name: Mark Habatch
Title: Regional Vice President

By: Nathan Wolfe
Name: Nathan Wolfe
Title: Regional Vice President

ATTACHMENT B

Written Consent of IndyPL to Assignment



October 7, 2021

Attn: Robert Scott
Indianapolis Public Library
2450 N. Meridian St.
Indianapolis, IN 46208

RE: Consent to Assignment from G4S Secure Solutions (USA) Inc. to Universal Protection Service, LLC d/b/a Allied Universal Security Services

Dear Mr. Scott:

We greatly appreciate the Indianapolis-Marion County Public Library discussing Allied Universal's acquisition of G4S. Although the acquisition closed at a parent level on April 6, 2021, it did not result in any immediate operational changes. Allied Universal and G4S continued to operate independently as we prepared for the integration that is scheduled to go-live on October 8, 2021.

I am writing pursuant to Section 6.3 of the Services Agreement (the "Agreement") dated September 26, 2017, between the Indianapolis-Marion County Public Library and G4S. Specifically, I am asking the Library to consent to the assignment of the Agreement from G4S to Allied Universal, together with any and all purchase orders, statements of work and work orders in connection to the Agreement.

Please have the appropriate representative of the Library sign this letter acknowledging and providing consent to such assignments and return to: Nathan Wolfe at Nathan.wolfe@aus.com.

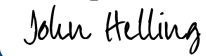
Thank you for your courtesy, consideration and assistance in this matter.

Sincerely,

Nathan Wolfe
Regional Vice President, Indiana & Kentucky
Allied Universal Security Services

Accepted and agreed to on 10/7/2021, 2021.

~~Indianapolis~~ Marion County Public Library


CD747D0837B2410

Signature

John Helling

Printed or Typed Name

CEO (interim)

Title

AMENDED EXHIBIT B

Library Facility Inventory and Security Officer Service Schedules
Facilities Requiring Alarm Response Services

<u>Facility/Branch Name</u>	<u>Address</u>	<u>Zip Code</u>
1. Library Services Center	2450 North Meridian	46206
2. Central Library	40 East St. Clair	46206
3. Beech Grove Branch	1102 Main Street	46107
4. Martindale-Brightwood Branch	2434 North Sherman Drive	46218
5. College Avenue Branch	4180 College Avenue	46205
6. Decatur Branch	5301 Kentucky Avenue	46221
7. Eagle Branch	3325 Lowry Road	46222
8. East Washington Branch	2822 East Washington Street	46219
9. East 38 th Street Branch	5420 E. 38 th Street	46218
10. Franklin Branch	5550 S. Franklin Road	46219
11. Garfield Park Branch	2502 Shelby Street	46203
12. Glendale Branch	6101 N. Keystone Avenue	46220
13. Haughville Branch	2121 West Michigan Street	46222
14. Irvington Branch	5625 East Washington Street	46250
15. Lawrence Branch	7898 North Hague Road	46256
16. Nora Branch	8625 North Guilford	46260
17. Pike Branch	6525 Zionsville Road	46268
18. Southport Branch	2630 East Stop 11 Road	46227
19. Spades Park	1801 Nowland Avenue	46201
20. Warren Branch	9701 East 21st Street	46229
21. Wayne Branch	198 South Girls School Road	46231
22. West Indianapolis Branch	1216 Kappes	46221
23. West Perry Branch	6650 S. Harding St.	46217
24. Michigan Road Branch	6201 North Michigan Road	46268

Note: The InfoZone Branch in the Children's Museum does not require Security Services.

EXHIBIT B- Continued
Library Facility Inventory and Security Officer Service Schedules
Branch Library and Services Center Security Officer Services Requirements

Facility	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday
Eagle	1400-1800			1400-1800	1600-2000	1400-1800	1400-1800
East 38th Street	1400-1800			1615-2015	1615-2015	1400-1800	1400-1800
Garfield Park	1415-1815			1615-2015	1615-2015	1400-1800	1400-1800
Haughville	1415-1815			1615-2015	1615-2015	1400-1800	1400-1800
Irvington	1415-1815			1615-2015	1615-2015	1400-1800	1400-1800
LSC	0800-1800			0800-1800	0800-1800	0800-1800	0800-1800
Martindale/BT W	1415-1815			1615-2015	1615-2015	1400-1800	1400-1800
Pike	1415-1815			1415-1815	1415-1815	1415-1815	1415-1815
Warren	1415-1815			1415-1815	1415-1815	1415-1815	1415-1815
West Indy	1415-1815			1615-2015	1615-2015	1400-1800	1400-1800

The weekly number of hours to be provided by the Vendor at the branches is 230 unless provided otherwise by IndyPL pursuant to Section 1.2 of the Agreement.

EXHIBIT B Continued
Library Facility Inventory and Security Officer Service Schedules
Central Library Security Officer Services

The weekly number of hours to be provided by the Vendor at Central Library is 701, with the following coverage:

Account Manager: 0900 - 1700 Monday through Friday.

Open Hours: Six (6) security guards plus a minimum of one (1) shift supervisor during hours open to the public. Central is open on Sunday from 1200-1700, Monday through Wednesday 1000-2000, Thursday 1000-1800, Friday 1000-1700, and Saturday 1000-1700.

Building Closed and Holiday Hours: Two (2) security guards at all times. A shift supervisor must be on site at least during a portion of each day the building is closed to the Public.

Special Events: Special events will require different staffing levels and hours based on the event.

THIRD AMENDED EXHIBIT C

Library Security Services Vendor Price Sheet

Vendor: Universal Protection Service, LLC, d/b/a Allied Universal Security Services

Services Billing Rates:

Standard Security Services Rate: **With 24 hour notice Hourly rate would apply for After Hours**

Hourly \$20.10 After Hours \$28.14 Holiday \$28.14 Overtime \$28.14

Supervisor Security Services Rate: **With 24 hour notice Hourly rate would apply for After Hours**

Hourly \$22.11 After Hours \$30.95 Holiday \$30.95 Overtime \$30.95

Book Sale Security Services Rate: **With 24 hour notice Standard Security Service Rate Will Apply**

Hourly \$25.94 After Hours \$25.94 Holiday \$25.94 Overtime \$25.94

Special Events Security Services Rate: **With 24 hour notice Standard Security Service Rate Will Apply**

Hourly \$25.94 After Hours \$25.94 Holiday \$25.94 Overtime \$25.94

Plain-clothes Surveillance Rate: **With 24 hour notice Hourly rate would apply for After Hours**

Hourly \$19.89 After Hours \$27.85 Holiday \$27.85 Overtime \$27.85

Off-Duty Police Officer Rate:

Hourly \$55.00 After Hours \$55.00 Holiday \$55.00 Overtime \$55.00

Account Manager Rate: **With 24 hour notice Hourly rate would apply for After Hours**

Hourly \$29.50 After Hours \$41.30 Holiday \$41.30 Overtime \$41.30

Alarm Response Security Services Rate: **Hourly rate only applies if Officer posted longer than 30 mins.**

Hourly \$25.94 After Hours \$25.94 Holiday \$25.94

or

Alarm Response Security Services Rate: \$30.00 Per Call

Other Billable Expenses to IndyPL based Upon the Information provided in the RFP:

Item:	Expense:
Item:	Expense:
Item:	Expense:
Item:	Expense:

PRICING NOTES

Background Investigation

The rates quoted by Contractor include the following background investigation and screening elements for all personnel:

- Identity Verification
- Social Security Trace Report
- OFAC SDN Search (Terrorist Watch List)
- Criminal Searches (10 years)
- Statewide Criminal Search, where available
- Countrywide Criminal Search, when State not available

- Multi-jurisdictional and Sex Offender Search
- 10 Years of Activities (Employment, Unemployment, Education)
- Review, Investigation, and Resolution of all gaps 60 days or longer
- Drug Screen (10-panel) – initial and for cause
- Driver’s License Check

Training

The rates quoted include the following training for new hire personnel:

- State-required Training
- Pre-Assignment Classroom: 40 hours, 20 hours (TSO)
- OJT: 16-32 hours
- AED/First Aid/CPR: 8 hours
- Annual In Service: 8 hours

Holidays

Holidays worked are paid to full-time and part-time personnel at time and one half for the hours on the following six (6) holidays:

- New Year’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Overtime

The rates quoted are based on a 40-hour workweek schedule. Overtime billing rates will apply when IndyPL places Contractor’s personnel in an overtime posture for pay purposes as a result of IndyPL’s schedule (over 40 hours per week) or if additional hours are required outside the regular schedule with less than 72 hour notice to Contractor. Contractor will endeavor to use part-time personnel whenever possible in order to avoid overtime rates. Contractor’s personnel will be paid time and one half of their base pay rates for overtime and the corresponding bill rate is 1.4 times the straight-time billing rate.



Board Briefing Report

8

To: IndyPL Board **Meeting Date:** 11/22/2021
From: The Indianapolis Public Library Foundation
Subject: November 2021 Update

Background: Every month, the Library Foundation provides an update to the Library Board.

News

The Library Foundation wrapped up the 2021 Staff Campaign, Going for Gold. The preliminary total of \$22,486.45 was contributed by 132 Library and Foundation staff members. Thank you to all staff who participated! We would also like to thank the following Library staff for serving on the staff campaign committee this year: Katie Bulloff, Mike Coghlan, Mike Ehret, Joan Emmert, Christopher Hogsett, Emily Lynn, Olanika Olaniyi, Staci Terrell and Michelle Sharp. Included in your packet are testimonial emails the staff campaign committee sent to all Library staff to encourage participation.

Donors

The Foundation thanks 251 donors who made gifts last month. The following are our top corporate and foundation contributors. If you should have an opportunity to thank these donors, we would be grateful.

- College Savings Bank
- Ritz Charles Inc.
- Woodley Farra Manion Portfolio Management, Inc.

Program Support

This month, the Library Foundation is proud to provide more than \$52,000 for Library programs and initiatives. Examples of major initiatives supported include:

- High School eBook Collection
- 100 Books Before Graduation
- Simple and Affordable Plant Based Cooking



Hello friends!

Welcome to the 2021 Staff Campaign "Going for the Gold!" Like many of you, we watched a *lot* of the Summer Olympics this year. Perhaps it was the excitement of watching swimmers and runners break world records by milliseconds, the strength shown by Simone Biles and the women's gymnastics team, or the multitude of super-human athletic feats on our television screens each night but we could not get enough. Taking a couple hours each night to watch A-level athletes from around the world compete and win was just the break we needed!

That's why we—and the Staff Campaign committee—chose an Olympic theme to support The Indianapolis Public Library Foundation's staff campaign this year.

And, although you won't see either of us winning any Olympic gold medals (unless they make putting on sweatpants in the dark an Olympic sport), one of the ways we both go for the gold is by giving back to our community. That's why we joyfully support The Foundation each year. We both choose to support the Most Urgent Need fund, but there are many options where you can connect your generosity to causes that are important to you.

Throughout the next month, you'll hear from staff campaign committee members on why and how we all support the Indianapolis Public Library Foundation and the specific funds we each choose to support. We hope you will join all of us in giving—and in *going for the gold* in your efforts. How will you "stick the landing" this year and get on the podium?

In our quest to help you go for the gold, we've created [this video](#) to show you how you too can support this year's Staff Campaign. Our goal this year is to raise \$24,000 through the campaign—24 karat gold. We'll celebrate rookie competitors (new donors), returning champion donors, and those who stretch themselves to give a little more this year, through prize drawings and incentives.

Questions? Either of us—or any member of the Staff Campaign Committee—would be happy to help answer them. For more information about the Staff Campaign, including the benefits of becoming a Friend of the Library, payroll deduction and other giving options, please see the attached documents. You can also find these forms at <http://intranet.imcpl.org/forms/foundation>

We're excited to kick off the staff campaign today! You have from now until November 5th to participate. Consider it your training for—we *are so ready!*—the coming Winter Olympics! Curling for the win (or, you know, Luge)!

Best,
Katie Bulloff and Mike Ehret





Good Afternoon!

2021! Won't we all be glad to move into 2022 and leave behind the many challenges our staff has faced. It doesn't seem possible that we are already into October and getting closer to the end of 2021. My hope is that we've all found those areas of our lives where we can be grateful.

It was pleasant to read that the 2022 Olympic theme is "Together for a Shared Future." Just as the athletes who participated in the summer games had to work hard, diligently and at times with urgency for their gold, we too have an opportunity to continue to support each other, our programs and our library system. Now is our chance to collectively help the work and legacy of our Foundation through our contributions to the 2021 Staff Campaign. Our hope is that our programming returns to normal in 2022, but we need to do the work now in preparation for that return. That is why I'm designating my contribution to the "most urgent need."

If you are unfamiliar with this fund, let me explain. This money may be filling a funding gap for programs or perhaps funding a new program that comes up during the year. In a nutshell, it's like unrestricted funds as opposed to a donor designated fund with restrictions how the money can be spent. I guess the key to this fund is wrapped up in one word—flexibility. Haven't we all had to learn that word many times over this past year?

I invite you to help us reach our Gold this year. No matter the size of the contribution, together we can support our IndyPL community, programming and each other. To learn more about how to give to the 2021 Staff Campaign Fund, including all the benefits of becoming a Friend of the Library, payroll deduction and other giving options, please use the attached documents. You can also find these forms at <http://intranet.imcpl.org/forms/foundation>.

With gratitude,
Joan Emmert





Hello! I hope everyone enjoyed Staff Day and is having a good week.

By now you know that the annual Staff Campaign is in full swing, and you hopefully heard the basics. And you have had a chance to learn about the Olympic-sized flexibility you give the Library Foundation when you support their most urgent needs.

I want to share with you how the Cultural and Community Fund has supported many of our medal worthy programs over the last year. When you contribute to the Staff Campaign and the Cultural and Community Fund then you are helping to fund such programs as 100 Books Before Graduation, Fall Fest, Meet the Artist, Concert Series, and World Language Book Giveaways.

The Cultural and Community Fund allows us to support programs that dive into the hearts of our communities—programs just like these.

Now is the time to take this golden opportunity through supporting the Staff Campaign and funds like the Cultural and Community Fund. When you give to Staff Campaign, this is just one of the funds you can designate your gift to. To learn more about the Staff Campaign, including the benefits of becoming a Friend of the Library, payroll deduction and other giving options, please see the attached documents. You can also find these forms at <http://intranet.imcpl.org/forms/foundation>

Thank you in advance for your consideration.

Sincerely,
Staci Terrell





I'm writing on behalf of the Staff Campaign for The Foundation which helps to provide funds for many of programs at IndyPL. Before I proceed, I would like to acknowledge the ancestors and elders of Black-African Americans who endured and paved way for our generations. Ase!

Just like many staff and friends of the Library, I have great interest in the funding and support for the Library's Center for Black Literature & Culture (CBLC) located at Central Library. There is no doubt that IndyPL, with the support of the great people of Indianapolis, made a monumental decision in 2017: recognizing the importance of having a place to showcase and promote the accomplishments, struggles, identities and future of Black-African Americans. The CBLC will be celebrating its 4th anniversary in October 2021. Since its existence, the CBLC, with its diverse collaborations and innovations, has embarked and brought to fruition awesome programs, initiatives and information to the citizens of Indianapolis and its environs. They are just so amazing. As part of the mission and vision of IndyPL, the CBLC has helped to boost the diverseness and inclusivity of the collection, including titles by Black-African Americans (throughout the diaspora) and about their identities, beliefs and culture, to mention but a few. These are available in different formats. You find at the center the portraits of distinguished Indiana African-Americans from various professions and great source of inspiration to many.

With the funding and support from the Library Foundation, for its 4th year celebration and Interactive Technology Phase, the CBLC has experienced improvements, among which are 5 touchscreen kiosks provided to give a deeper dive into history and culture.

The 4th anniversary is outlined thus:

CBLC 4th Anniversary - October 23, 2021 Saturday (In-person and Virtual)

12PM - 3PM.

Featured Speaker - A'Lelia Bundles

CBLC Poet Laureate Januarie York

Unveiling of the CBLC Immersive Multimedia (Kiosks & Web)

In the past months, the CBLC's founding leader, Nichelle M. Hayes, and its diversity fellow, Amira Malcom, have worked on powerful projects such as: Reading of Frederick Douglass with the Center for Black Literature & Culture - Indiana Humanities and the IUPUI Institute for Engaged Learning, CBLC "Louder Than Words Can Say" Adinkra Quilt Exhibit.

With us all reaching for the gold, I encourage you to support the CBLC: a great vision of this wonderful Library to support the cultural programs and educational efforts they provide. The CBLC is here for us all to learn and see beyond ourselves.

You can support when you donate to the 2021 Staff Campaign. To learn more about the Staff Campaign, including the benefits of becoming a Friend of the Library, payroll deduction and other giving options, please see the attached documents. You can also find these documents at <http://intranet.imcpl.org/forms/foundation>.

Olanike Olaniyi





Greetings everyone,

What a year this has been – and I can only wonder what it will be like next year. I know there is no way I can go back to the way it was. I and the world have changed with new challenges, expectations, and goals.

The title of our 2020 Annual Report is "Programming through a Pandemic" which sums up what we have been doing. Throughout this adventure, IndyPL has been providing a wide variety of services for all because of our caring, dedicated, and skilled staff. Within this upheaval we have learned how to do things differently, all while knowing future challenges are on the horizon.

The theme for the Staff Campaign this year is Going for Gold. This reflects our individual desires to do our best every day, with every patron, and in every situation. This year I have designated my gift to the Staff Development Fund. At its essence public library service is the interaction of a staff member with a patron. By supporting IndyPL staff through the Staff Development Fund I know my gift will make a long and lasting impact.

Whether this is your first year with IndyPL, you haven't chosen to donate in the past, or are a longtime supporter, my hope is this year you will join me in making a gift to support fellow staff, a specific branch, program, or the Foundation's most urgent need. Whatever the size of your gift, it will make a difference and help us all **go for gold**.

To learn more about the Staff Campaign, including the benefits of becoming a Friend of the Library, payroll deduction and other giving options, please see the attached documents. You can also find these forms at <http://intranet.imcpl.org/forms/foundation>.

Take care and be safe everyone.

Michael Coghlan





Hi everyone,

Why Do I give? I haven't been with Indy PL long and have been with the Curve an even shorter amount of time, but I can tell you, your donations make a difference. Growing up, my family moved around a lot (7 cities in under four years at one point). However, we kids were always able to find our happy place at the public library. It was programs like the Summer Reading Program, 1,000 books before Kindergarten and story times that allowed my siblings and me to belong to those communities. Keep in mind when deciding to give to the Children's Fund these programs do make a difference in ways that can't be measured by a spreadsheet. The Library is committed to providing meaningful learning opportunities for children of all ages. Programs like the Summer Reading Program, 1,000 Books Before Kindergarten and story times are just a few examples of what gifts to the Children's Fund make possible.

The Children's Fund is just one of many options you have when you choose to donate to the 2021 Staff Campaign. To learn more about the Staff Campaign, including the benefits of becoming a Friend of the Library, payroll deduction and other giving options, please see the attached documents. You can also find these documents at <http://intranet.imcpl.org/forms/foundation>.

Sincerely,

Chris Hogsett





Hi everyone! It's time to GO FOR THE GOLD!

I'm Michelle Sharp and as a lifelong library user, the Lifelong Learning Fund at the Library Foundation is near and dear to my heart. Many people are introduced to the library via children's programming, so it's wonderful to be able to support programming that continues to encourage lifelong learning among adults and seniors.

The great thing about the staff campaign is that we can show that we support what the library is doing through gifts to specific funds that we can personally choose. It says a lot about an organization when its employees not only choose to work there, but also choose to use their own money to help support and serve the communities they work in. Every gift given helps the Library **go for gold**.

The Lifelong Learning fund not only supports fun reading programs, but also contributes to necessary programs that our patrons use on a daily basis, like Job Centers, Seed Libraries, Workshops for Nonprofits, USBs that are given out to patrons, Book Clubs, #CodeCafe, Spanish Language Computer Classes and more! Many communities across our great city have benefitted from these excellent programs.

Recently we had a mother stop by our branch with her three young daughters. As they checked out at the self-check station, one of the girls said, "I want some green beans!" The mother smiled and said, 'when we get home we'll pick some from our garden.' Our librarian overhearing commented, 'that's not something you often hear in the library (child asking for green beans). By any chance, did you grow your beans from library seeds?' The mother said they did! "They grew so well and are delicious." 'I was thinking today how thankful I was for the garden.' This was their first year to grow them and she's looking forward to next spring and getting more "Library Seeds"!

The Foundation pays special attention to make sure programs we offer our patrons are accessible and beneficial to the communities that we serve. Without funding from the Library Foundation and the Lifelong Learning Fund, programs like these would not be possible.

I will leave you with this quote by Michael Jordan. "Some people want it to happen, some wish it would happen, others make it happen." Let's do more than want and wish, let's make it happen! It's time to go for the gold and help the Foundation reach its 2021 goal to support programs that our communities will benefit from for years to come!

Michelle Sharp





Board Action Request

9a1

To: IMCPL Board **Meeting Date:** November 22, 2021

From: John Helling, Interim CEO **Approved by the Library Board:**

Effective Date: November 22, 2021

Subject: Finances, Personnel and Travel Resolution 64-2021

Recommendation: Approve Finances, Personnel and Travel Resolution 64-2021

Background: The Finances, Personnel and Travel Resolution 64-2021 is a routine procedural action that appoints new salaried hires, approves new hourly hires, compensation changes, resignations, and travel and financial-related claims and warrants.

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2021.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION REGARDING FINANCES, PERSONNEL AND TRAVEL

RESOLUTION 64 - 2021

WHEREAS, the Chief Executive Officer of the Library and the Treasurer of the Library do hereby jointly certify to the Board that the following claims have been allowed and said warrants issued during the month of October 2021 pursuant to the Annual Resolution.

THEREFORE, BE IT RESOLVED, that the Board has considered and now confirms these acts lawfully taken by the Chief Executive Officer and the Treasurer as lawful acts on behalf of the Library.

Warrant numbers **75086** through **75208** for a total of
\$953,146.86 were issued from the operating bank accounts.

EFT numbers **1536** through **1551** and
304789 through **304814** and
304817 through **304841** and
304844 through **304881** for a total of

\$1,000,525.93 were issued from the operating bank accounts.

Warrant number **869** through **878** for a total of

\$284.90 was issued from the fines bank account.

Warrant numbers **8074** through **8128** for a total of

\$535,215.40 were issued from the gift bank account.

EFT numbers **304815** through **304816** and
304842 through **304843** and
304882 for a total of

\$8,946.06 were issued from the gift bank account.

Warrant numbers **269219** through **269254** and
1389 for a total of

\$15,565.41 were issued for employee payroll

Direct deposits numbers **390001** through **390532** and
410001 through **410537** and
430001 through **430542** for a total of

\$1,560,093.14 were issued for employee payroll

Electronic transfers for payment of taxes and garnishments for a total of

\$588,262.54 were issued for employee payroll

AND WHEREAS, the Chief Executive Officer of the Library and the Treasurer of the Library do hereby jointly certify to the Board that the following personnel actions have been taken pursuant to the Annual Resolution.

THEREFORE, BE IT FURTHER RESOLVED, that the Board has considered and now confirms these acts lawfully taken by the Chief Executive Officer of the Library and the Treasurer of the Library as lawful acts on behalf of the Library.

AND WHEREAS, the Chief Executive Officer of the Library does hereby certify that the attached schedule of travel and training has been authorized and is within the appropriations previously approved by the Board.

THEREFORE, BE IT FURTHER RESOLVED, that the Board has considered and now confirms these acts lawfully taken by the Chief Executive Officer of the Library and the Treasurer of the Library as lawful acts on behalf of the Library.

Raymond J. Biederman

Rev. T.D. Robinson

Curtis W. Bigsbee

Hope C. Tribble

Dr. Khaula Murtadha

Judge Jose D. Salinas

I have examined the within claims and certify they are accurate:

Patricia A. Payne

Carolyn J. Adams
Treasurer of the Library Board

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
OPERATING ACCOUNTS

No.	Type	Date	Reference	Amount
1536	VOID	10/05/2021	NOT USED	-
1537	VOID	10/05/2021	NOT USED	-
1538	VOID	10/05/2021	NOT USED	-
1539	VOID	10/05/2021	NOT USED	-
1540	EFT	10/15/2021	FIDELITY INVESTMENTS	4,535.13
1541	EFT	10/15/2021	AMERICAN UNITED LIFE INSURANCE CO	2,090.69
1542	EFT	10/13/2021	EUGENIA JOHNSON	85.60
1543	EFT	10/06/2021	TOM MARSH	1,026.00
1544	EFT	10/05/2021	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	105,511.02
1545	EFT	10/20/2021	INDIANA DEPARTMENT OF REVENUE	601.68
1546	EFT	10/29/2021	AMERICAN UNITED LIFE INSURANCE CO	2,090.69
1547	EFT	10/28/2021	FIDELITY INVESTMENTS	4,535.13
1548	EFT	10/15/2021	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	106,779.94
1549	VOID	10/15/2021	NOT USED	-
1550	EFT	10/15/2021	ADP, INC.	5,724.92
1551	EFT	10/15/2021	ADP, INC.	844.50
75086	CHECK	10/07/2021	AFSCME COUNCIL IKOC 962	2,128.48
75087	CHECK	10/07/2021	ALGOLIA, INC.	5,172.96
75088	CHECK	10/07/2021	AMERICAN UNITED LIFE INSURANCE CO	3,027.46
75089	CHECK	10/07/2021	AT&T	1,461.18
75090	CHECK	10/07/2021	AT&T MOBILITY	524.50
75091	CHECK	10/07/2021	BEECH GROVE SEWAGE WORKS	194.04
75092	CHECK	10/07/2021	CITIZENS ENERGY GROUP	1,332.87
75093	CHECK	10/07/2021	GEYER FIRE PROTECTION, LLC	571.69
75094	CHECK	10/07/2021	GUARDIAN	17,642.83
75095	CHECK	10/07/2021	INDIANAPOLIS FLEET SERVICES	1,138.22
75096	CHECK	10/07/2021	INDY CURB APPEAL ASPHALT, INC	17,000.00
75097	CHECK	10/07/2021	JACKSON SYSTEMS, LLC	2,337.00
75098	CHECK	10/07/2021	LEGALSHIELD	261.85
75099	CHECK	10/07/2021	LEHMAN'S INC. OF ANDERSON	2,014.50
75100	CHECK	10/07/2021	PITNEY BOWES, INC.	334.92
75101	CHECK	10/07/2021	REPROGRAPHIX, INC	1,707.00
75102	CHECK	10/07/2021	TECHNOLOGY INTEGRATION GROUP	15,898.42
75103	CHECK	10/07/2021	THE HARMON HOUSE L.L.C.	3,000.00
75104	CHECK	10/07/2021	THRESETTE K. BRIGGS	7,150.00
75105	CHECK	10/07/2021	UNITED PARCEL SERVICE	289.49
75106	CHECK	10/07/2021	VANCO	558.60
75107	VOID	10/14/2021	ANTHEM INSURANCE COMPANIES, INC	-
75108	VOID	10/14/2021	AT&T MOBILITY	-
75109	VOID	10/14/2021	BORSHOFF	-
75110	VOID	10/14/2021	CAROL HERNANDEZ	-
75111	VOID	10/14/2021	CITIZENS ENERGY GROUP	-
75112	VOID	10/14/2021	CLARK, QUINN, MOSES, SCOTT & GRAHN, LLP	-
75113	VOID	10/14/2021	COMMUNICO, LLC	-
75114	VOID	10/14/2021	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	-
75115	VOID	10/14/2021	DELL MARKETING L.P.	-
75116	VOID	10/14/2021	DELL MARKETING L.P.	-
75117	VOID	10/14/2021	DYNAMARK GRAPHICS GROUP	-
75118	VOID	10/14/2021	INDIANA NEWSPAPERS, INC.	-
75119	VOID	10/14/2021	INDIANAPOLIS POWER & LIGHT COMPANY	-
75120	VOID	10/14/2021	INFOR (US), INC	-
75121	VOID	10/14/2021	LUNA LANGUAGE SERVICES	-
75122	VOID	10/14/2021	OCLC INC	-
75123	VOID	10/14/2021	SCHOLASTIC	-
75124	VOID	10/14/2021	SONDHI SOLUTIONS	-
75125	VOID	10/14/2021	THE HARMON HOUSE L.L.C.	-
75126	VOID	10/14/2021	TOM MARSH	-
75127	CHECK	10/14/2021	ANTHEM INSURANCE COMPANIES, INC	310,500.00
75128	CHECK	10/14/2021	AT&T MOBILITY	4,122.73
75129	CHECK	10/14/2021	BORSHOFF	10,000.00

No.	Type	Date	Reference	Amount
75130	CHECK	10/14/2021	CAROL HERNANDEZ	400.00
75131	CHECK	10/14/2021	CITIZENS ENERGY GROUP	4,318.52
75132	CHECK	10/14/2021	CLARK, QUINN, MOSES, SCOTT & GRAHN, LLP	5,985.00
75133	CHECK	10/14/2021	COMMUNICO, LLC	35,000.00
75134	CHECK	10/14/2021	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	1,246.48
75135	CHECK	10/14/2021	DELL MARKETING L.P.	79.78
75136	CHECK	10/14/2021	DELL MARKETING L.P.	1,296.84
75137	CHECK	10/14/2021	DYNAMARK GRAPHICS GROUP	1,460.07
75138	CHECK	10/14/2021	INDIANA NEWSPAPERS, INC.	3,314.05
75139	CHECK	10/14/2021	INDIANAPOLIS POWER & LIGHT COMPANY	156,164.71
75140	CHECK	10/14/2021	INFOR (US), INC	8,610.00
75141	CHECK	10/14/2021	LUNA LANGUAGE SERVICES	150.00
75142	CHECK	10/14/2021	OCLC INC	39,491.51
75143	CHECK	10/14/2021	SCHOLASTIC	1,186.47
75144	CHECK	10/14/2021	SONDHI SOLUTIONS	816.66
75145	CHECK	10/14/2021	THE HARMON HOUSE L.L.C.	1,400.00
75146	CHECK	10/14/2021	TOM MARSH	1,026.00
75147	CHECK	10/21/2021	ALLISON O'KEEFFE	700.00
75148	CHECK	10/21/2021	CHAIN STORE GUIDES, LLC	386.00
75149	CHECK	10/21/2021	CLARK, QUINN, MOSES, SCOTT & GRAHN, LLP	18,748.75
75150	CHECK	10/21/2021	COMPLETE WELLNESS SOLUTIONS LLC	932.75
75151	CHECK	10/21/2021	ELIZABETH FRANKLIN	1,353.03
75152	CHECK	10/21/2021	GALE GROUP THE	13,413.67
75153	CHECK	10/21/2021	GANNETT SATELLITE INFORMATION NETWORK, LLC	411.26
75154	CHECK	10/21/2021	HEALTH & HOSPITALS CORP. OF MARION CNTY.	2,400.00
75155	CHECK	10/21/2021	MEGAN HOVIOUS	2,000.00
75156	CHECK	10/21/2021	IBJ MEDIA	148.31
75157	CHECK	10/21/2021	MANON BULLOCK	900.00
75158	CHECK	10/21/2021	MIDWEST COLLABORATIVE FOR LIBRARY SERVICES (MCLS)	3,103.11
75159	CHECK	10/21/2021	PROCUREMENT RESOURCES INC.	12,000.00
75160	CHECK	10/21/2021	SENTRUM MARKETING LLC	192.90
75161	CHECK	10/21/2021	SMITH SECKMAN REID, INC	4,761.00
75162	CHECK	10/21/2021	WIKSTROM ENGINEERING CONSULTING, P.C.	1,350.00
75163	CHECK	10/22/2021	AT&T	1,746.69
75164	CHECK	10/22/2021	BIBLIOTHECA	33,443.60
75165	CHECK	10/22/2021	CITIZENS ENERGY GROUP	1,286.86
75166	CHECK	10/22/2021	DYNAMARK GRAPHICS GROUP	798.56
75167	CHECK	10/22/2021	ESSENTIAL ARCHITECTURAL SIGNS, INC	23,675.00
75168	CHECK	10/22/2021	GWENDOLYN SIMMONS	155.00
75169	CHECK	10/22/2021	REPROGRAPHIX, INC	104.50
75170	CHECK	10/28/2021	ALLISON O'KEEFFE	1,100.00
75171	CHECK	10/28/2021	ANOVA FURNISHING INC	19,833.00
75172	CHECK	10/28/2021	ARAB TERMITE AND PEST CONTROL INC	1,509.00
75173	CHECK	10/28/2021	AT&T	25.02
75174	CHECK	10/28/2021	AT&T	374.63
75175	CHECK	10/28/2021	BLACKMORE & BUCKNER ROOFING	392.15
75176	CHECK	10/28/2021	BONDRY MANAGEMENT CONSULTANTS LLC	3,000.00
75177	CHECK	10/28/2021	CASSANDRA FAUROTE	1,785.00
75178	CHECK	10/28/2021	CITIZENS ENERGY GROUP	3,290.12
75179	CHECK	10/28/2021	COMPUTYPE INC.	4,637.25
75180	CHECK	10/28/2021	CONTINENTAL BOOK COMPANY	1,739.41
75181	CHECK	10/28/2021	CROSSROADS DOCUMENT SERVICES	2,771.75
75182	CHECK	10/28/2021	DRIESSEN WATER INC	92.00
75183	CHECK	10/28/2021	DACO GLASS & GLAZING INC	2,378.50
75184	CHECK	10/28/2021	DELL MARKETING L.P.	26,381.70
75185	CHECK	10/28/2021	EXPODESIGN, INC.	749.50
75186	CHECK	10/28/2021	GALE GROUP THE	675.28
75187	CHECK	10/28/2021	GEYER FIRE PROTECTION, LLC	1,485.00
75188	CHECK	10/28/2021	GORDON PLUMBING, INC.	225.00
75189	CHECK	10/28/2021	HALL, RENDER, KILLIAN, HEATH & LYMAN, P.C.	81.00
75190	CHECK	10/28/2021	HEALTH & HOSPITALS CORP. OF MARION CNTY.	600.00
75191	CHECK	10/28/2021	HORNING ROOFING & SHEET METAL	435.41
75192	CHECK	10/28/2021	ICC FLOORS	1,085.00
75193	CHECK	10/28/2021	INDIANAPOLIS STAR	29.97

No.	Type	Date	Reference	Amount
75194	CHECK	10/28/2021	INDIANAPOLIS FLEET SERVICES	1,204.09
75195	CHECK	10/28/2021	INDY CURB APPEAL ASPHALT, INC	2,500.00
75196	CHECK	10/28/2021	JACKSON SYSTEMS, LLC	196.00
75197	CHECK	10/28/2021	JEREMY NORRIS	2,660.00
75198	CHECK	10/28/2021	KI	8,391.60
75199	CHECK	10/28/2021	KWIK CASE LLC	19,067.00
75200	CHECK	10/28/2021	LEADERSHIP DIRECTORIES INC	1,990.00
75201	CHECK	10/28/2021	MARION CTY STORMWATER MGMT DISTRICT	11,516.40
75202	CHECK	10/28/2021	OFFICEWORKS	9,088.73
75203	CHECK	10/28/2021	RED OXYGEN INC	15.55
75204	CHECK	10/28/2021	ROBERTS' DISTRIBUTORS, LP	495.00
75205	CHECK	10/28/2021	STERLING INFOSYSTEMS INC	112.00
75206	CHECK	10/28/2021	THE DAVEY TREE EXPERT COMPANY	3,213.48
75207	CHECK	10/28/2021	WILLIAMS CREEK MANAGEMENT CORPORATION	23,455.50
75208	CHECK	10/28/2021	YOUR AUTOMATIC DOOR COMPANY	240.00
304789	EFT	10/07/2021	ALSCO	362.06
304790	EFT	10/07/2021	BAKER & TAYLOR	252.75
304791	EFT	10/07/2021	BAKER & TAYLOR	4,967.18
304792	EFT	10/07/2021	BAKER & TAYLOR	5,897.49
304793	EFT	10/07/2021	BAKER & TAYLOR	1,104.85
304794	EFT	10/07/2021	BAKER TILLY VIRCHOW KRAUSE, LLP	2,030.25
304795	EFT	10/07/2021	BRODART COMPANY	1,507.50
304796	EFT	10/07/2021	CDW GOVERNMENT, INC.	101.38
304797	EFT	10/07/2021	EBSCO INFORMATION SERVICES	1,516.34
304798	EFT	10/07/2021	FINELINE PRINTING GROUP	724.00
304799	EFT	10/07/2021	INDIANA PLUMBING AND DRAIN LLC	1,117.50
304800	EFT	10/07/2021	INSIGHT PUBLIC SECTOR, INC	28,060.40
304801	EFT	10/07/2021	J&G CARPET PLUS	7,888.00
304802	EFT	10/07/2021	KLINES QUALITY WATER, INC	43.60
304803	EFT	10/07/2021	MIDWEST TAPE - AUDIOBOOKS ONLY	392.99
304804	EFT	10/07/2021	MIDWEST TAPE - PROCESSED DVDS	1,951.99
304805	EFT	10/07/2021	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	1,492.00
304806	EFT	10/07/2021	MIDWEST TAPE NON PROCESSED	856.71
304807	EFT	10/07/2021	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	8,379.94
304808	EFT	10/07/2021	MIDWEST TAPE, LLC	1,417.40
304809	EFT	10/07/2021	MOORE INFORMATION SERVICES, INC	1,528.65
304810	EFT	10/07/2021	OVERDRIVE INC	16,900.98
304811	EFT	10/07/2021	PERFECTION GROUP, INC.	162.50
304812	EFT	10/07/2021	POWERS & SONS CONSTRUCTION	35,553.00
304813	EFT	10/07/2021	RATIO ARCHITECTS, LLC	12,199.00
304814	EFT	10/07/2021	RICHARD LOPEZ ELECTRICAL, LLC	14,025.00
304817	EFT	10/14/2021	BAKER & TAYLOR	1,137.34
304818	EFT	10/14/2021	BAKER & TAYLOR	7,078.19
304819	EFT	10/14/2021	BAKER & TAYLOR	368.42
304820	EFT	10/14/2021	CDW GOVERNMENT, INC.	821.58
304821	EFT	10/14/2021	DENISON PARKING	5,822.25
304822	EFT	10/14/2021	FINELINE PRINTING GROUP	1,323.00
304823	EFT	10/14/2021	J&G CARPET PLUS	2,516.00
304824	EFT	10/14/2021	OVERDRIVE INC	15,214.44
304825	EFT	10/14/2021	TECH-LOGIC CORPORATION	2,615.70
304826	EFT	10/21/2021	BAKER & TAYLOR	57.04
304827	EFT	10/21/2021	BAKER & TAYLOR	5,227.39
304828	EFT	10/21/2021	BAKER & TAYLOR	0.12
304829	EFT	10/21/2021	BAKER & TAYLOR	16,474.40
304830	EFT	10/21/2021	BAKER & TAYLOR	25,456.73
304831	EFT	10/21/2021	BAKER & TAYLOR AXIS 360 E-BOOKS	14,492.63
304832	EFT	10/21/2021	BLACKSTONE AUDIO INC	3,064.73
304833	EFT	10/21/2021	INGRAM LIBRARY SERVICES	232.27
304834	EFT	10/21/2021	J&G CARPET PLUS	2,197.00
304835	EFT	10/21/2021	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	968.50
304836	EFT	10/21/2021	MIDWEST TAPE NON PROCESSED	1,602.82
304837	EFT	10/21/2021	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	143.97
304838	EFT	10/21/2021	MIDWEST TAPE, LLC	107.96
304839	EFT	10/21/2021	MIDWEST TAPE, LLC	17,759.29

No.	Type	Date	Reference	Amount
304840	EFT	10/21/2021	OVERDRIVE INC	33,111.61
304841	EFT	10/21/2021	RECORD AUTOMATIC DOORS, INC	265.00
304844	EFT	10/22/2021	CITIZENS THERMAL ENERGY	67,302.75
304845	EFT	10/22/2021	G4S SECURE SOLUTIONS (USA) INC.	30,748.29
304846	EFT	10/22/2021	INDPLS-MARION COUNTY PUBLIC LIBRARY	2,745.64
304847	EFT	10/22/2021	REGIONS BANK PURCHASING CARD	22,310.55
304848	EFT	10/28/2021	ALSCO	362.06
304849	EFT	10/28/2021	AUSTIN BOOK SALES	28,605.73
304850	EFT	10/28/2021	BAKER & TAYLOR	3,398.61
304851	EFT	10/28/2021	BAKER & TAYLOR	350.93
304852	EFT	10/28/2021	BAKER & TAYLOR	3,105.81
304853	EFT	10/28/2021	BAKER & TAYLOR AXIS 360 E-BOOKS	557.35
304854	EFT	10/28/2021	CDW GOVERNMENT, INC.	1,440.17
304855	EFT	10/28/2021	CENTRAL SECURITY & COMMUNICATIONS	164.00
304856	EFT	10/28/2021	DANCORP INC. DBA DANCO	1,300.00
304857	EFT	10/28/2021	DELTA DENTAL	10,787.08
304858	EFT	10/28/2021	DEMCO, INC.	832.90
304859	EFT	10/28/2021	DENISON PARKING	6,091.53
304860	EFT	10/28/2021	FLEET CARE, INC.	246.60
304861	EFT	10/28/2021	GRAINGER	231.65
304862	EFT	10/28/2021	INDIANA PLUMBING AND DRAIN LLC	6,168.00
304863	EFT	10/28/2021	J&G CARPET PLUS	2,516.00
304864	EFT	10/28/2021	KLINES QUALITY WATER, INC	81.50
304865	EFT	10/28/2021	LOCKERBIE SQUARE CABINET CO	1,840.00
304866	EFT	10/28/2021	LOGICALIS, INC	39,716.40
304867	EFT	10/28/2021	MIDWEST TAPE - AUDIOBOOKS ONLY	1,237.70
304868	EFT	10/28/2021	MIDWEST TAPE - PROCESSED DVDS	2,390.01
304869	EFT	10/28/2021	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	14,852.20
304870	EFT	10/28/2021	MIDWEST TAPE NON PROCESSED	562.50
304871	EFT	10/28/2021	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	19,811.84
304872	EFT	10/28/2021	MIDWEST TAPE, LLC	2,280.39
304873	EFT	10/28/2021	ORACLE ELEVATOR HOLDCO, INC.	4,243.76
304874	EFT	10/28/2021	PERFECTION GROUP, INC.	14,919.79
304875	EFT	10/28/2021	RECORD AUTOMATIC DOORS, INC	315.00
304876	EFT	10/28/2021	RICHARD LOPEZ ELECTRICAL, LLC	60,366.99
304877	EFT	10/28/2021	STENZ MANAGEMENT COMPANY, INC	18,686.51
304878	EFT	10/28/2021	STUART'S HOUSEHOLD FURNITURE MOVING & STORAGE	2,378.75
304879	EFT	10/28/2021	TECH-LOGIC CORPORATION	6,378.75
304880	EFT	10/28/2021	THOMSON REUTERS-WEST PUBLISHING CORPORATION	5,558.17
304881	EFT	10/28/2021	TITAN ASSOCIATES	73,322.88
Total				\$ 1,953,672.79

Summary by Transaction Type:

Computer Check	\$ 953,146.86
EFT Check	\$ 1,000,525.93
Total Payments	\$ 1,953,672.79
Total Voided Items	\$ -

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
FINES ACCOUNT**

No.	Type	Date	Reference	Amount
869	VOID	10/14/2021	CLARISSA CHAPPELLE	-
870	VOID	10/14/2021	FRANCES CULL	-
871	VOID	10/14/2021	JULIE HEATH	-
872	VOID	10/14/2021	LINDA NIKCEVICH	-
873	VOID	10/14/2021	MADELINE LEAHY	-
874	CHECK	10/14/2021	CLARISSA CHAPPELLE	28.94
875	CHECK	10/14/2021	FRANCES CULL	30.00
876	CHECK	10/14/2021	JULIE HEATH	123.88
877	CHECK	10/14/2021	LINDA NIKCEVICH	67.13
878	CHECK	10/14/2021	MADELINE LEAHY	34.95
			Total	\$ 284.90

Summary by Transaction Type:

Computer Check	\$ 284.90
EFT Check	\$ -
Total Payments	\$ 284.90
Total Voided Items	\$ -

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
GIFT ACCOUNT

No.	Type	Date	Reference	Amount
8074	CHECK	10/07/2021	AMERICAN PROGRAM BUREAU, INC.	4,125.00
8075	CHECK	10/07/2021	ANNETTE LAMB	125.00
8076	CHECK	10/07/2021	ARTS FOR LEARNING INDIANA	3,835.00
8077	CHECK	10/07/2021	BETH MENG	150.00
8078	CHECK	10/07/2021	BEVERLY SCOTT	300.00
8079	CHECK	10/07/2021	CAMPGRLL LLC	70.00
8080	CHECK	10/07/2021	CATHERINE BOWIE	100.00
8081	CHECK	10/07/2021	CREATIVE AQUATIC SOLUTIONS, LLC	344.90
8082	CHECK	10/07/2021	DEONNA CRAIG	400.00
8083	CHECK	10/07/2021	INDIANAPOLIS OPERA SOCIETY	125.00
8084	CHECK	10/07/2021	JEREMY SOUTH	400.00
8085	CHECK	10/07/2021	JULIA LOHLA	50.00
8086	CHECK	10/07/2021	LORALYNN E EADES	50.00
8087	CHECK	10/07/2021	NINJA ZONE GEIST ACADEMY	200.00
8088	CHECK	10/07/2021	PERRY A. SCOTT	300.00
8089	CHECK	10/07/2021	ROBERT L COLEMAN JR	450.00
8090	CHECK	10/07/2021	SAKURA FUQUA	200.00
8091	VOID	10/14/2021	AT&T MOBILITY	0.00
8092	VOID	10/14/2021	CATHERINE BOWIE	0.00
8093	VOID	10/14/2021	ELIZABETH MARCELLO	0.00
8094	VOID	10/14/2021	JOHN PETES GOWING	0.00
8095	VOID	10/14/2021	JULIA LOHLA	0.00
8096	VOID	10/14/2021	LINDSAY HADDIX	0.00
8097	VOID	10/14/2021	LORALYNN E EADES	0.00
8098	VOID	10/14/2021	MICHELLE SHARP	0.00
8099	VOID	10/14/2021	SAKURA FUQUA	0.00
8100	VOID	10/14/2021	SARAH S WALKER	0.00
8101	VOID	10/14/2021	SOLEDAD DOMINIC ZEPEDA ARECHEGA	0.00
8102	CHECK	10/14/2021	AT&T MOBILITY	7,283.75
8103	CHECK	10/14/2021	CATHERINE BOWIE	50.00
8104	CHECK	10/14/2021	ELIZABETH MARCELLO	200.00
8105	CHECK	10/14/2021	JOHN PETES GOWING	90.00
8106	CHECK	10/14/2021	JULIA LOHLA	50.00
8107	CHECK	10/14/2021	LINDSAY HADDIX	300.00
8108	CHECK	10/14/2021	LORALYNN E EADES	1,120.00
8109	CHECK	10/14/2021	MICHELLE SHARP	232.79
8110	CHECK	10/14/2021	SAKURA FUQUA	200.00
8111	CHECK	10/14/2021	SARAH S WALKER	10.70
8112	CHECK	10/14/2021	SOLEDAD DOMINIC ZEPEDA ARECHEGA	100.00
8113	CHECK	10/21/2021	GALE GROUP THE	374,700.00
8114	CHECK	10/21/2021	MIDWEST COLLABORATIVE FOR LIBRARY SERVICES (MCLS)	121,923.50
8115	CHECK	10/21/2021	SAGE PUBLISHING	9,444.00
8116	CHECK	10/28/2021	BETH MENG	250.00
8117	CHECK	10/28/2021	CATHERINE BOWIE	50.00
8118	CHECK	10/28/2021	CROSSROADS DOCUMENT SERVICES	54.29
8119	CHECK	10/28/2021	ELIZABETH MARCELLO	50.00
8120	CHECK	10/28/2021	FE SERVICES LLC	2,050.00
8121	CHECK	10/28/2021	GAIL THOMAS STRONG	750.00
8122	CHECK	10/28/2021	HEALTH & HOSPITALS CORP. OF MARION CNTY.	200.00
8123	CHECK	10/28/2021	JULIA LOHLA	50.00
8124	CHECK	10/28/2021	LORALYNN E EADES	610.00
8125	CHECK	10/28/2021	SAKURA FUQUA	300.00
8126	CHECK	10/28/2021	SARAH S WALKER	39.47

No.	Type	Date	Reference	Amount
8127	CHECK	10/28/2021	SCHOLASTIC	82.00
8128	CHECK	10/28/2021	SILLY SAFARI SHOWS, INC	3,800.00
304815	EFT	10/07/2021	INDPLS-MARION COUNTY PUBLIC LIBRARY	7,505.36
304816	EFT	10/07/2021	INGRAM LIBRARY SERVICES	930.58
304842	EFT	10/21/2021	BAKER & TAYLOR	11.77
304843	EFT	10/21/2021	BAKER & TAYLOR	106.10
304882	EFT	10/28/2021	INDPLS-MARION COUNTY PUBLIC LIBRARY	392.25
Total				\$ 544,161.46

Summary by Transaction Type:

Computer Check	\$ 535,215.40
EFT Check	\$ 8,946.06
Total Payments	\$ 544,161.46
Total Voided Items	-

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

November 22, 2021

PERSONNEL ACTIONS

RESOLUTION 64-2021

NEW HIRES:

- Elizabeth Mohler, Team Member, Collection Management, \$15.02 per hour, Effective: October 28, 2021
- Jennifer Nuckols, Page, \$10.00 per hour, Effective: November 10, 2021
- Cori Miner, Team Member, Collection Management, \$15.02 per hour, Effective: November 1, 2021
- Kelly Franklin, Hourly Library Assistant II, Spades Park, \$13.97 per hour, Effective: October 28, 2021
- Brianna Miele, Page, College, \$10.00 per hour, Effective: October 28, 2021
- Danny Brandon, Library Security Assistant, Public Services, \$15.02 per hour, Effective: 09/20/2021
- Rachel Ratajski, Public Services Associate II, Nora, \$17.36 per hour, Effective: November 19, 2021
- Jeanne McRoy, Page, Central, \$10.00 per hour, Effective: November 10, 2021
- Lior Segal, Hourly Library Assistant II (FTE), Wayne, \$13.97 per hour, Effective: November 19, 2021
- Jacob Leverton, Library Assistant II, Part-Time, Warren, \$13.97 per hour, Effective: November 19, 2021
- Stressca Nathaniel, Hourly Library Assistant II (FTE), Glendale, \$13.97 per hour, Effective: November 19, 2021

INTERNAL CHANGES:

- Bethany Allison from Public Services Librarian, Michigan Road, \$21.99 per hour to Interim Manager, West Perry, \$26.79 per hour, Effective: October 18, 2021
- Briesa Koch from Hourly Library Assistant II, Pike, \$13.97 per hour to Computer Assistant II, East 38th Street, \$15.02 per hour, Effective: October 24, 2021
- Sarah Tadsen from Computer Assistant II, Lawrence, \$15.32 per hour to Interim Public Services Librarian, Michigan Road, \$21.56 per hour, Effective: October 11, 2021
- Sean Warner from Library Assistant II, Part-Time, Warren to Library Assistant II, Full-Time, Warren, No Change in Pay, Effective: October 24, 2021
- Riley Hawkins from Hourly Events Assistant, Events, \$13.97 per hour to Interim Venue Coordinator, Events, \$24.92 per hour, Effective: October 24, 2021
- Liana Meeker from Hourly Public Services Associate I, Franklin Road, \$16.15 per hour to Public Services Associate II – Floater, East, \$17.36 per hour, Effective: November 7, 2021
- Carri Genovese from Public Services Librarian, Central, \$21.99 per hour to Interim Supervisor Librarian, Central \$23.18 per hour, Effective: October 24, 2021
- Kim Ewers from Supervisor Librarian, Central, \$23.64 per hour to Interim Diversity Fellow – Human Resources, \$24.83 per hour, Effective: October 24, 2021

- Chris Lopen from Accounts Payable Assistant, Part-Time, Accounting to Accounts Payable Assistant, Full-Time, No Change in Pay, Effective: November 8, 2021
- Megan Prince from Hourly Library Assistant II (FTE), Warren, \$14.25 per hour to Processing Assistant I, Collection Management, \$15.02 per hour, Effective: September 26, 2021
- Rebecca Blandford from Library Assistant III, Central Services, \$17.47 per hour to Circulation Supervisor II, Central Services, \$21.57 per hour, Effective: October 24, 2021
- Shaina Switzer from Library Assistant II, Part-Time, Nora to Library Assistant II, Full-Time, Nora, No Change in Pay, Effective: November 7, 2021
- Brandi Winton from Interim Manager, Glendale, \$28.80 per hour to Circulation Supervisor II, Glendale, \$21.99 per hour, Effective: November 7, 2021
- Celeste Bowie from Page, Glendale to Page, Central, No Change in Pay, Effective: November 21, 2021
- Kiersten Drosos from Interim Circulation Supervisor, Beech Grove, \$20.06 per hour to Computer Assistant II, Pike, \$15.02 per hour, Effective: November 7, 2021
- Ryan Laferney from Public Services Librarian, Irvington, \$21.57 per hour to Public Services Associate II, Irvington, \$18.00 per hour, Effective: November 7, 2021
- Jill Laker from Interim Circulation Supervisor II, Glendale, \$22.13 per hour to Circulation Supervisor I, Beech Grove, \$21.07 per hour, Effective: November 7, 2021
- Dianne Corbin from Library Assistant II – Outreach, \$15.12 per hour to Bookmobile Driver/Clerk, Outreach, \$16.63 per hour, Effective: November 21, 2021
- Riley Hawkins from Interim Venue Coordinator, Events to Venue Coordinator, Events, \$25.67 per hour, Effective: November 21, 2021
- Carolyn Adams from Controller, Accounting, \$41.27 per hour to Interim Chief Financial Officer, Accounting, \$49.37 per hour, Effective: November 1, 2021

RE-HIRES:

- Linda Laurie, Hourly Library Assistant II, Warren, \$13.97 per hour, Effective: October 25, 2021
- Theresa Crawford-Cottonham, Public Services Associate II, Pike, \$17.36 per hour, Effective: October 24, 2021
- Ashley Maxwell, Public Services Associate II, Michigan Road, \$17.36 per hour, Effective: October 28, 2021
- Stephen Bridge, Hourly Public Services Associate I, Franklin Road, \$16.50 per hour, Effective: November 8, 2021
- Gloriany Perez, Library Assistant II, East 38th, \$13.97 per hour, Effective: November 19, 2021

SEPARATIONS:

- Abigail Ferris, Page, Warren, 3 months, Effective: October 19, 2021
- Hannah Scott, Page, Haughville, 5 months, Effective: October 19, 2021
- Kati Legg, Hourly Public Services Associate I, Central, 15 years and 5 months, Effective: October 2, 2021
- Jennifer Wakolbinger, Public Services Associate II, Haughville, 2 years and 1 month, Effective: October 25, 2021

- Evelyn Pender, Page, Lawrence, 1 month, Effective: October 28, 2021
- Cindy Parish, Public Services Librarian, Spades Park, 2 years and 10 months, Effective: November 4, 2021
- Michael Rogers, Facilities Technical Assistant, Facilities, 2 years, Effective: November 5, 2021
- Ije Dike-Young, Chief Financial Officer, Accounting, 4 years and 6 months, Effective: November 1, 2021
- William House, Hourly Library Assistant II, Central, 1 month, Effective: November 5, 2021

INACTIVE: (None Reported)

RE-ACTIVATE: (None Reported)

RECLASSIFICATION: (None Reported)

Interim CEO Roadmap

Summary

This document intends to lay out things that can be either set in motion or accomplished in a period of several months while IndyPL carries out its search for a new CEO. It puts forward several guiding themes, followed by practical initiatives that are intended to build on those themes.

The items below are largely the result of direct feedback from staff. They were identified over a period of several weeks as the CEO visited branch meetings, held office hours, and solicited town hall questions, among other feedback mechanisms. Some are “big picture” items and some are simply outstanding/longstanding issues that staff members do not feel that EC has effectively “heard.” They range in size from large systemic changes to smaller “mechanical” issues that may not be as urgent but are still important and affect overall staff engagement and morale. In some cases progress has already been made toward these goals.

Themes

- Relationship building
- Internal customer service/employee support
- Effective communication with a focus on listening
- Transparency
- Servant Leadership
- Focus on strategic plan/Shared Goal/Re-energize staff

Initiatives

CEO/Executive Committee

- **Listening efforts**
 - *Context: A recurring theme that has come up over the last few months is that staff do not feel that the members of the Executive Committee are truly listening to their concerns. The bullet points below attempt to provide several new pathways for staff to communicate to EC.*
 - **Ongoing town halls** – regular opportunities for the CEO and other EC members to answer questions verbally
 - **11/21/21** – We have held three all staff town halls where staff can pose questions to the interim CEO and other EC members. The response to these opportunities has been positive and we plan to continue them into the future.

- **Get the organization focused on the strategic plan** – *an observation that has been made often in the last few weeks is the organization does not yet feel as connected to its current strategic plan as it did to its former plan. We need to provide more opportunities for staff to communicate how they are “living” the strategic plan and how we as an organization are progressing toward our goals. This could include a “friendly competition” where branches are rewarded for coming up with creative ways to pursue our strategic plan goals.*
 - **11/21/21** – Further feedback indicates that a “competition”, however friendly, is not what staff want right now. We will explore other ways to motivate staff to work on the strategic plan. The interim Chief Public Services Officer (Greg Hill) has created some tracking and management reporting resources highlighting areas of the strategic plan. Greg and Strategic Planning and Assessment Officer (Garrett Mason) are working together to revisit the Branch Manager Quarterly reports to incorporate or be replaced by the newly created resources.
- **EC matrix** – *EC keeps a list of organizational projects and initiatives that we call “the matrix.” It is intended to serve as a sort of dashboard to show overlapping project schedules and overall “busy-ness” levels at the library. It can also be a valuable communication tool for staff who want a birds-eye view of the organization. At points in the past we have committed to sharing this tool with staff more often but we need to recommit to that.*
 - **11/21/21** – Strategic Planning has been working on updating the Matrix and deploying it as a more collaborative document via M365. We previously were sharing a summarized version of the Matrix for all staff but it did not seem staff was accessing or utilizing this resource. We need to determine if the Matrix is of value to staff and, if so, the best manner to convey the Matrix.
- **Quarterly reports** – *it has been a longstanding practice for branch managers to produce quarterly reports, and it is not always clear to them who uses the reports and for what purpose. Being asked to complete this task so regularly without a clear goal in mind reduces morale. We need to identify the stakeholders of these reports and make sure the reports are filling their needs, adjust them if necessary, or drop them as a requirement if appropriate.*
 - **11/21/21** – The interim Chief Public Services Officer and Strategic Planning and Assessment Officer are developing a new reporting tool that has a clearer purpose
- **Café contract** – *Our café vendor at Central Library has indicated a desire to revisit their contract document and add some significant dimensions to their relationship with the library. We need to explore the potential benefit and liability in these changes.*

Human Resources

- **Appraisal format** – *our system of performance appraisals has been a source of frustration for a variety of reasons. Ideally, the appraisal tool should provide valuable feedback to both staff and managers, and we should adjust our process to meet that goal.*
 - **360 for managers** – *A 360 review, in which a person receives feedback not only from their supervisor but from their colleagues and/or direct reports (anonymously) as well,*

can add valuable context to the appraisal process. This is standard practice in some organizations.

- **Self-appraisal** – A self-appraisal component of performance reviews can often highlight specific areas where a staff person’s self-perception does not align with the manager’s perception, and can be useful in guiding an appraisal conversation to the points where it can be most helpful. Self-appraisals also provide staff members the opportunity to reflect on their own performance and “speak to” things they think are obstacles or hindrances to them.
 - **11/21/21-** This will be an item that will be discussed early next year to prepare for the review on Sept 2022.
- **Incident of bias flowchart** – A big part of the reason why incidents of bias may have gone unaddressed (or under-addressed) in the past is because our procedure for addressing such incidents was not specific enough. We would also benefit from a “third party” pathway for feedback/complaints (this has been referred to as a “whistleblower” or “ombudsperson” pathway).
 - **11/21/21** – The interim Director of HR has created a third party pathway for reporting incidents that is currently under review. Strategic Planning and Assessment Officer recently gained access to the data reporting aspect of the reporting process and is currently reviewing.
- **Formalizing interview panel guidelines** – We do not, as an organization, have formal/written guidelines for how interview panels should be created, resulting in missed opportunities to provide representation on crucial decision making bodies. These guidelines need to be created immediately.
- **Student Assistant page position** – The nature of the page position has come up in several discussions, including equitable pay but also how we might use these positions to give opportunities to students, specifically those from the communities surrounding our branch locations and how we might use these positions to highlight librarianship as a potential career path. We will explore the creation of a certain number of page positions that could specifically be reserved for students/youth.
 - **11/21/21-** The CFO and Interim Director of HR had a meeting with the Supervisor Librarians and the idea of creating this position was not well received. Here is the new suggestion: The Supervisor, Volunteer Resources and Interim Director of HR are working on creating guidelines for students’ opportunities. Their idea is to create a collaboration with schools and students in the library with opportunities to help and serve as Page, LA II and PSLs. We have identified local schools that provide funds for these opportunities and we are currently creating the guideline, procedures and job descriptions to share with the schools for consideration. This will bring more diversity and exposure to students to our library.
- **Diversity Fellow** – Our Diversity Fellow positions, which have been year-long, project-based positions that we reserve specifically for demographics that are underrepresented in our larger

staff, have been very valuable. We will continue to use these positions both to address project needs but to increase representation on our staff.

- **Training/onboarding** – *Our training/onboarding process needs to be more robust and needs to also serve as a process that helps to set and reinforce our organizational culture, in addition to the nuts and bolts of working at IndyPL.*
 - **11/21/21-** The Diversity Fellow- HR, Interim Director of HR and Diversity, Equity and Inclusion Officer are working to create a new onboarding program to highlight the library culture and goals. This will be the foundation for all new employees when they first start. The goal is to have this training ready and available for new employees by January 2022. Additionally, Interim Director of HR is revising the structure and the needs of the training division. The goal is to create more in-house training to help employees succeed in IndyPL. The revisions will be completed by the end of November.
- **Mentorship** – *We need a formal mentorship structure to ensure that staff are able to take advantage of the opportunity to learn from more experienced staff and help them set and follow their career paths.*
 - **11/21/21-** The Interim of Chief of Public Services and Interim of Director of HR are creating the procedure for a Mentorship Program. The pilot group will start in Public Services and roll out to other departments next year. Currently, looking at software to make the process more effective and able to gather the information and track the progress of the participants.
- **Health care costs** – *Our health care costs are expensive for our employees, especially those on our family health insurance plan. We need to explore creative ways of reducing these costs to the extent that we can.*
 - **11/21/21-** For 2022, we were unable to reduce the health costs for employees due to the increase of overall cost nationwide. However, we were able to keep the employees' premium the same and add new benefits at no cost to the employees. We added benefits for transgender, nutrition consulting and mental counseling for medically necessary conditions.
 - **11/21/21-** HR Dept is creating a new in-house Short Term Disability Program that will include Paternal Leave for birth, adopting and /or fostering mothers and fathers. This will be at no cost to employees.

Public Services

- **CAP process** – *The process for seeking program funding, called a Community Action Plan or CAP, can be cumbersome and confusing, especially for programs seeking only small financial support. We need to continue to improve this process so that it is easy for staff to create, track, and complete a CAP. Additionally, we need to explore ways to support programming efforts in branches that do not have large Foundation gift fund balances with which to fund programming.*
 - **11/21/21** – The 2022 CAP process will allow for smaller programs to be funded with operational dollars that have been budgeted to the Programming Department. Process continues to be improved with the collaboration of PDA, CPSO, and Strategic Planning

and Assessment Officer. To date, 169 CAPs have been approved for execution in 2022 with secured funding of almost \$900k.

- **Patron Incident reporting tool** – *Our current tool for logging patron behavior incidents was built in-house many years ago and did not foresee our current need to be able to create reports on things like patron demographics. We need a more robust tool to ensure we are able to ask questions of our data and how our patrons are interacting with our security procedures/staff.*
 - **11/21/21** – Strategic Planning and Assessment Officer has been reviewing data structure and tool development. Contract for one year should be signed soon followed by beta testing and final revisions prior to deployment.
- **Teen Services** – *We need to be more intentional in the way we provide services to our teen patrons. We need to create some teen-specific librarian positions, whose job is specifically to serve teen patrons. Currently, it tends to fall to whichever staff are naturally inclined to work with teens, and our teen patrons deserve more intentionality.*
 - **11/21/21** – We have created a teen-specific job description that branches can deploy as needed.
- **Security transition** – *We will continue our efforts to bring our security function in-house so that we are able to work with our security staff in a more engaged way and so that all staff that a patron might encounter in a branch are library staff.*
 - **11/21/21** – We continue to add in-house security positions at a steady rate. We will renew our relationship with G4S for 2022 and at the end of 2022 we will evaluate our needs at that point.
- **Reorganize Central library management to match current strategic plan** – *Currently, the organization of Central Library is set up to match the previous strategic plan. We need to make sure that our structure matches our current goals, and that areas like the CBLC and the ISCR, which are projected to grow in impact, are supported with adequate resources.*
 - **11/21/21** – Two positions will be added to the CBLC to increase the capacity of that area of the library.
- **Digital Encyclopedia of Indianapolis** – *Before the end of 2021 the library has agreed to take ownership of the Digital Encyclopedia of Indianapolis. We need to create a departmental structure (within the Indianapolis Special Collections Room) that matches this need and incorporate this initiative into ongoing business.*
 - **11/21/21** – The departure of our Special Collections Librarian from the ISCR has thrown a wrinkle into this conversation. However we are still committed to housing the DEOI and launched on November 18, 2021.

Facilities

- **Addressing branch-level facilities issues** – *many staff are unaware of how facilities issues are addressed. We need to improve the transparency of this process and help people understand how their requests are processed and completed, and what they should do if they need a progress update.*
 - Facility Dude tool – needs to be placed on intranet

- Response time goals – we need to set a target for response times and track our progress
- Staff permissions – we need to survey staff to make sure the appropriate individuals have permissions

CMSA

- **Representation into the collection** – *We need to continue to make progress on our ability to increase representation in the collection, which has a significant impact for our patrons. It has been suggested that this become a focus of an Equity Council subcommittee.*
- **Collection HQ implementation timeline** – *Staff are eager to resume use as we work to re-implement after the transition to Polaris from Horizon, utilizing new DEI functionality and a different account structure. We need to build a transparent project structure around CollectionHQ, which is a significant tool that many staff rely on to do their jobs.*
 - **11/21/21** – *CMSA has been working with the vendor on the data sheets for mapping data from Polaris. When we get those completed, we are meeting with them to discuss the possibility of including Shared System data, and to develop the timeline. We're working on the training aspects for staff, as well as new training for the selection team on the new diversity reporting options.*
- **Collection Diversity Audit** (co-owned by Public Services) – *We will continue to build measurable data for how representative our collection is.*
 - **11/21/21** – *CMSA is finishing up the analysis of the Pike audit, and will be releasing it soon. Then we'll be able to talk about the next step of rolling the process out to the branches.*
- **Axis360** – *We will explore how we can pursue our goal of providing a shared e-resource platform with our school partners, while at the same time ensuring that the tool we use to build this platform is robust and can do all of the things we need it to do.*

Comms

- **Website transition timeline/plan** – *Based on staff and patron feedback, we need to begin considering what our next website might look like. There is frustration from both staff and patrons with the way our search function works and how it presents results. The website could also be more smoothly integrated with our catalog, and other tools like our calendar of events.*
 - **11/21/21** - *We are close to launching an improvement to our existing website (adding drop-down navigation, re-org of several pages for clarity, and revamped homepage), which has been delayed by vendor issues but should go live soon.*
- **Intranet revamp project (co-owned with IT)** – *Our intranet is currently an underutilized tool for internal communication, which makes it a missed opportunity. Staff have identified several ways they would like to see this tool improved, such as a clearinghouse for standard procedures as well as forums for staff discussions that are not best suited to email exchanges.*

- **11/21/21** – Part of this conversation will be had during our deployment of Microsoft 365, which comes with a range of communication tools. The role of the intranet may or may not change as those tools are deployed.

IT

- **Support for public-facing technology initiatives** – *Staff have asked for the IT department to play an increased role in certain public facing technology projects, like the circulation of laptops and hotspots for patrons. Historically the IT department has focused on more structural systems. This shift may require additional or refocused resources for IT.*

Finance

- **Procedures/FAQ document** – *Staff are not always sure how to complete foundational accounting processes, or how to check on things like the status of a reimbursement or a check made in payment to a program presenter. We need to develop a simple FAQ document/site where staff can go for answers.*

DEI Officer

- **Equity Council** – *The Equity Council was in its infancy when our previous DEI Officer left the organization. The new DEI Officer will need to take ownership of this group, ensure an effective culture of communication and collaboration on the group, and help determine whether the group is structured well (whether the subcommittee system needs to be adjusted, for example).*
 - **11/21/21** – *Our DEI Officer is now hired and has started work. She is creating relationships and gaining organizational knowledge, which are prerequisites to implementing any changes.*

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
DIVERSITY, POLICY AND HUMAN RESOURCES COMMITTEE MEETING
November 8, 2021

The Indianapolis-Marion County Public Library Board Diversity, Policy and Human Resources Committee met Virtually via Zoom at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana, on Monday, November 8, 2021 at 3:00 p.m., pursuant to notice given.

Committee Members Present: Judge Salinas, Ms. Tribble, Mr. Bigsbee, Board Attorney; Robert Scott, Interim Chief Executive Officer; John Helling, and Interim Director Human Resources; Tisha Galarce.

Also present: Interim Human Resources Generalist, Genira Newell, Executive Assistant; Angie Gilbert; Communications Director, Joe Backe, Attorney Firm Representative; Olivia Hess.

COMMITTEE REPORT

1. Agenda Updates

Ms. Tribble convenes the meeting. She updated attendees on meeting agenda.

2. Bonuses

Ms. Galarce proposed additional payment of \$1,000 for Full-Time employees, \$500 for Part-time employees, and \$300 for Hourly and Page employees. Ms. Galarce calculates that the total amount for the employee bonuses will be \$516,000. On November 20, 2021 the proposal will go to the board. The bonuses will be paid out to employees on December 10, 2021.

Acknowledgements from Mr. Bigsbee (Consented) and M. Salinas to add to the board report.

Questions are presented after presentation as follows:

- Question by Mr. Bigsbee: Are these allocated bonuses to all employees?

Answer by Ms. Galarce: Yes, all employees will get a bonus. Ms. Galarce will send the board request to everyone to look at in detail.

- Question by Mr. Salinas: Will we be able to sustain this?

Answer by Ms. Galarce: Yes.

Motion: Mr. Bigsbee- in favor of sending to board.

Ms. Galarce proposed to the committee that we will move the Pages from \$10.00 current hourly rate to \$12.00 hourly rate. This will be a 3% increase for the Page employees. The attachment shown will be available at board meeting.

Questions are presented after presentation as follows:

- Question by Ms. Tribble: Do we know the impact of this resolution?
Answered by Ms. Galarce: Accounting already budgeted this last year for the 3% pay increase.
- Question by Mr. Bigsbee: Is the 3% increase how the paygrade 2 and 3 came out?
Answered by Ms. Galarce: When we looked at the pay increase, both pay grade 2 and 3 will move to \$15.07.
- Question by Mr. Bigsbee: I am concerned with the Pages, how was this looked at for the Pages? How many Pages are there in the system?
Answered by Ms. Galarce: Qualifications of the job were looked at from one position to another. We could not afford the shift for Pages and paygrades 2-4.
Answered by Mr. Helling: If we move Pages to \$15.02 we would have to everyone up.
Elaborated on by Ms. Galarce: Explained how compression would look if we moved Pages and paygrades 2-4 up to \$15.02.
- Question by Ms. Tribble: Do you have a table that summarizes by paygrade?
Answered by Ms. Galarce: Yes, I can share the table and summary document at the board meeting.

Mr. Salinas is in favor of this, wants to make sure we are not going to move funds from other areas for the bonuses or paygrade changes?

Answered by Ms. Galarce: Everything has been budgeted.

Motion:

Mr. Bigsbee reiterating that we are still waiting on the documents and summary that will show the motion of each paygrade from Ms. Galarce.

Mr. Bigsbee: In favor of send to board.

Question by Mr. Bigsbee: If possible can there be an explanation about the Pages not going to \$15.00 hour threshold?

Answered by Ms. Galarce: There will be an explanation and justification at the board meeting.

Ms. Tribble explains that the discussion will lead to a recommendation to the full board on Monday, September 27, 2021.

3. RFQ Topic: CEO Search

Mr. Scott explained that there has been a draft for request quote formulated. The draft was set up for public works projects and the terms for qualifications need to be reviewed. The most important items that need to be addressed are scope of work, ideas of line of work, general description and attachment G. We will push the RFQ out to those who are qualified. We need to work on attachment G to decide what particularly is needed. I can follow up with library or someone from the committee to get this completed. With XBE, we have questions because some alternative documents that are referred to as optional in section 4. Will look into this.

Questions are presented after presentation as follows:

- Question by Ms. Tribble: For MBE/ WBE/VBE/DOBE Business utilization program, is there a RFQ usually requested?

Answered by Mr. Scott: Yes, but not sure this can be answered. There is a process to see if the entity is meeting the goal. There is a waiver to state that they are trying to meet the goals.

Ms. Tribble: Noted that we are trying to get vendor lined up as soon as possible with the climate improvement process so that the CEO can be involved in the process.

Ms. Tribble noted that the scope of work will be sent to board members.

- Question by Ms. Tribble: Do we have a list of XBE vendors?

Answered by Ms. Galarce: Yes.

Ms. Tribble noted: We will also need to include non-XBE vendors as well.

- Question by Ms. Tribble: Are there any other questions?
- Question by Mr. Scott: DO we want to talk about OSHA Requirements?

Answered by Mr. Helling: An all staff email went out to employees. On the legal stance we are waiting, could go into effect January 4, 2022.

- Question by Mr. Salinas: How do we ensure everyone got the email?

Answered by Mr. Helling: Got no bounce backs on the email sent.

Mr. Salinas Noted: Recommends a follow-up email.

Ms. Tribble in closing reminds everyone to look for follow up documents.

4. Adjournment

The meeting adjourned at 3:43 p.m.





Annual Meeting Agenda

**Notice Of The Annual Meeting
November 22, 2021**

**Library Board Members Are Hereby Notified That The Annual Meeting
Of The Board Will Be Held At The**

**Library Services Center
2450 North Meridian Street, Room 226
Immediately Following the Regular Meeting**

**For The Purpose of Considering The Following Agenda Items
Dated This 18th Day Of November, 2021**

**The public is invited to attend the Annual Meeting in-person or they may view/listen
to the Regular Meeting via a YouTube
live stream link which will be
available on the Library's website prior to the start of the Meeting.**

**Public comment can be made in-person at the Library Services Center or submitted
in writing in advance at indypl.org/contact.**

**JUDGE JOSE D. SALINAS
President of the Library Board**

-- Annual Meeting Agenda--

- 1. Call to Order**
- 2. Roll Call**

3. Election of Officers

- a. **President**
- b. **Vice President**
- c. **Secretary**
- d. **Treasurer**

4. Annual Resolution 65 – 2021 with By-Laws

Enclosed.

5. Adjournment



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 65 – 2021

Resolution Regarding: Annual Review And Approval of: The Library Board By-Laws; Policy Manual; Treasurer; Treasurer's Bond; Facsimile Signatures; Use of Facsimile Signatures; Distinguished Service Awards; Payment of Library Obligations; Continuing Resolution Regarding Finances and Personnel; Investment of Idle Funds; Transfer of Discarded Materials and Equipment; Library Board Attorney; Change Account and Petty Cash Account; Fines, Fees and Services Charges

BY-LAWS

BE IT RESOLVED that the By-Laws as amended and approved May 24, 2021, are affirmed and approved in all respects.

POLICY MANUAL

BE IT FURTHER RESOLVED, that the Board re-affirms the Policy Manual as published in 1971 and subsequently revised.

TREASURER

BE IT FURTHER RESOLVED, that the Treasurer of the Board be Carolyn Adams, Interim Chief Financial Officer.

TREASURER'S BOND

BE IT FURTHER RESOLVED, that the bond of the Treasurer of the Board of the Indianapolis-Marion County Public Library in the amount of Three Hundred Thousand Dollars (\$300,000.00) as required by statute, is approved and filed by the Library Board.

FACSIMILE SIGNATURES

BE IT FURTHER RESOLVED, that the designated depositories of this corporation be, and it is hereby requested, authorized and directed to honor checks, drafts, or other orders for the payment of money drawn in this corporation's name, including those payable to the individual order of any person or persons whose name or names appear hereon as signer or signers thereof, when bearing or purporting to bear the facsimile signature of the following officer:

Treasurer _____
Carolyn Adams

and the depositories shall be entitled to honor and to charge this corporation for such checks, drafts or other orders, regardless of by whom or by what means the actual or purposed facsimile signature or signatures thereon may have been affixed thereto, if such signature or signatures resemble the facsimile specimens duly certified to and filed with the depository by the Interim Chief Executive Officer, Treasurer or other officer of this corporation.

USE OF FACSIMILE SIGNATURES

BE IT FURTHER RESOLVED, that the Financial Administrative Assistant to the Library Board and Treasurer be, and hereby are, authorized to affix the facsimile signature of the Treasurer to all warrants approved by the Board Members of the Indianapolis-Marion County Public Library as agent for said officer as if said officer had affixed his or her own signature.

DISTINGUISHED SERVICE AWARDS

WHEREAS, the Indianapolis-Marion County Public Library Foundation ("Foundation") and friends of the Indianapolis-Marion County Public Library system have made cash gifts to the Indianapolis-Marion County Public Library Board with the understanding that the Board would use the income or principal (or both) of such cash gifts in making awards of cash prizes, for distinguished service, to persons employed in the public library system; and

WHEREAS, it is the opinion of the members of the Board that the use of the above mentioned cash gifts for the above mentioned purposes will contribute to the maintenance of high standards of service in the public library system and that accordingly, the Board should formally express its gratitude for such gifts and approve the use thereof for the above mentioned purposes.

IT IS THEREFORE RESOLVED that the Board hereby expresses its gratitude to the Foundation and friends of the public library system who have made cash gifts that are mentioned in the preambles to this resolution; and

IT IS FURTHER RESOLVED that there is hereby established the Indianapolis-Marion County Public Library Distinguished Service Award, each recipient of which shall receive a cash prize in an amount to be determined as hereinafter provided and a suitable inscribed certificate, and each of which prizes shall be made from the income or principal, or both, of monies heretofore or hereafter received by the Board and designated as funds to be used for such prizes; and

IT IS FURTHER RESOLVED that, for the purpose of administering the Award program, there is hereby established a committee that shall be composed of the Interim Chief Executive Officer and five other persons holding staff positions in the public library system, which shall fix the amount of the cash prize and the wording of the certificate that shall be given each recipient of the Award and shall from time to time (at regular or irregular intervals) designate an employee of the public library to receive the Award and shall, further, make such other rules respecting the making of the Award as the members of the Award Committee shall deem proper and consistent with these preambles and resolutions; and

IT IS FURTHER RESOLVED that the funds from which the above mentioned cash prizes shall be paid shall be kept separate and apart from other funds of the Board and shall be invested and disbursed by, and in accordance with instructions of, the Award Committee, in so far as such management of such fund is permitted by law; and

IT IS FURTHER RESOLVED that the cost of the above mentioned certificate be paid out of the Gift Fund of the Board; and

IT IS FURTHER RESOLVED that the cost of certificates recognizing the service of former members of the Board be paid out of the Gift Fund of the Board.

PAYMENT OF LIBRARY OBLIGATIONS

BE IT RESOLVED, that the Interim Chief Executive Officer of the Library and the Treasurer of the Library shall have the following powers, in addition to such other powers they now or hereafter may possess:

1. To approve the issuance of warrants in payment of expenses lawfully incurred on behalf of the Library in the ordinary course of the Library's affairs; provided, however, that the respective goods and/or services to be paid have been delivered and/or rendered in advance of payment therefor, unless payment may otherwise be made in advance as permitted by IC 36-12-3-16 or other applicable law, which such statutorily allowed advance payments are hereby authorized and approved to the extent the payments directly benefit the Library; and
2. In the case of necessity, in their good faith judgment, to temporarily approve, until the Board shall ratify the same, the appointment, promotion or suspension of personnel as may be necessary for the administration of the affairs of the Library, other than officers of the Library;

BE IT FURTHER RESOLVED, that the Chief Executive Officer and Treasurer shall jointly approve the action to be taken pursuant to subparagraphs 1 and/or 2 in advance of the action to be so taken and that they shall jointly certify to the Board on or before the next regular meeting of the Board the actions so taken;

BE IT FURTHER RESOLVED, that at each such regular meeting of the Board, the Board shall consider, and confirm, all acts lawfully taken by them as lawful acts taken for and on behalf of the Library;

BE IT FURTHER RESOLVED, that, as to any action so jointly approved, the Interim Chief Executive Officer and Treasurer are authorized, empowered and directed on behalf of the Library to execute any writings and to take any action necessary to effectuate the intent and purposes of the action so approved.

INVESTMENT OF IDLE FUNDS

WHEREAS, IC 36-12-3-11(b) authorizes library boards to invest excess funds in accordance with IC 5-13-9, and the Board has adopted an Investment Policy consistent with IC 5-13-9; and

WHEREAS, the Board has idle funds from time to time in the various funds under the control of the Board.

THEREFORE, BE IT RESOLVED that the Interim Chief Executive Officer and Treasurer are hereby authorized and directed to invest such funds in accordance with the applicable statutes of the State of Indiana and consistent with the Investment Policy of the Board as may be amended from time to time.

TRANSFER OF DISCARDED MATERIALS AND EQUIPMENT

WHEREAS, IC 36-12-3-5 authorizes library boards to acquire and accept gifts of personal property and to transfer personal property no longer needed for library purposes for no compensation or a

nominal fee to an Indiana nonprofit library organization that is tax exempt and organized and operated for the exclusive benefit of the library disposing of the property; and

WHEREAS, the Board has a need to discard surplus or obsolete materials and equipment from time to time, including those acquired as gifts and donations.

THEREFORE BE IT RESOLVED, that the Chief Executive Officer be, and she is hereby authorized to transfer such personal property no longer needed for library purposes to the Indianapolis-Marion County Public Library Foundation, Inc. in accordance with applicable statutes of the State of Indiana.

BOARD ATTORNEY

BE IT FURTHER RESOLVED by the Board that the firm of Clark, Quinn, Moses, Scott & Grahn, LLP, be retained as legal counsel, to serve at the pleasure of the Board, to be compensated at a rate of \$225 per hour for service as required.

CHANGE & PETTY CASH FUNDS

WHEREAS, it is necessary for designated library agencies to have a "Petty Cash" Account for paying small or emergency items of operating expenses, as provided by IC 36-1-8-3; and

WHEREAS, it is necessary for designated library agencies to keep cash on hand for a "Change Account," as provided by IC 36-1-8-2.

BE IT RESOLVED, that the Interim Chief Executive Officer be, and is hereby authorized and directed to deliver and pay from the Operating Fund for the Petty Cash Accounts for the system an aggregate amount not to exceed Two Thousand Five Hundred Dollars (\$2,500); and

BE IT FURTHER RESOLVED that the Interim Chief Executive Officer be, and is hereby authorized and directed to deliver and pay (i) from the Operating Fund for Change Accounts for the Library systems an amount not to exceed Five Thousand Dollars (\$5,000) in aggregate for the Library's branch system libraries, and (ii) from the Parking Garage Fund an amount not to exceed Two Thousand Dollars (\$2,000) for the Central Library parking garage; and

BE IT FURTHER RESOLVED that the manager of each of the designated agencies is hereby made strictly accountable for the sums paid over to them for the establishment of such accounts, and the Chief Executive Officer is hereby authorized and directed to require a full accounting from each manager at any such times as she may prescribe and authorize petty cash counts at the discretion of Accounting.

FINES, FEES AND SERVICES CHARGES

WHEREAS, the Library establishes certain fees, fines and service charges for damage or failure to return Library materials, debt collections, replacement library cards, and use of certain Library services, materials, resources and facilities.

BE IT RESOLVED that the attached Schedule of Fines, Fees and Service Charges are hereby approved for the calendar year beginning January 1, 2022.

SCHEDULE OF FINES, FEES AND SERVICE CHARGES

The following fines, fees, and service charges are hereby affirmed and authorized by the Board of Trustees for the calendar year beginning January 1, 2022.

Fines, Fees & Service Charges

Lost or Damaged Material	The cost of the specific item at the price listed in our catalog record or the price of a new copy of the item on a retail website such as Amazon
Barcode/RFID Tag Replacement	\$2.00
Debt Collection Fee	\$10.00
Insufficient Funds Check	\$25.00
Non-Resident Library Card	\$65.00 annually
Public Library Access Card (PLAC)	As set annually by Indiana State Library
Black & White Copies on Photocopiers	\$0.15 per page
Color Copies on Photocopiers	\$0.25 per page
Black and White Printouts from Public Computers	\$0.15 per page
Color Printouts from Public Computers	\$0.25 per page
Prints on Microform Equipment	\$0.15 per page
Copies Made by Library Staff	\$1.00 per page
Headphones	\$2.00 (includes tax)
Re-useable Totes	\$2.00
Facility Usage Fee	\$50.00 per hour plus other applicable fees
Tech Support	Per Hour (excludes Auditorium)- \$20.00
Flash Drives	At cost
DVDs for Special Events	At cost
Bunny Book Bag Tote	\$12.00 (includes tax)
Interlibrary Loan	All applicable fees
Proctoring Exam Fees	\$25.00 for the first two (2) hours and \$10.00 for each additional hour
Fax fee	\$1.00 per page
Library Branded Items	At cost
Book Club Bags – Lost or Damaged	\$25.00

Meeting Room Fees-Non-Profit and For-Profit Groups

Fees are based on a minimum of four hours. Prevailing sales tax will be charged to for-profit organizations and individuals. Rental fees may be waived for city and county governmental entities and designated Library affiliates. This exemption requires the approval of the CEO. Expenses for additional security, auditorium technician, food and beverage will be charged. Discounts are available for multiple bookings.

Branch Fee Schedule

No fees are charged for Branch meeting rooms under the following circumstances:

- Meetings held by qualified nonprofit organizations.
- Meetings held by small community-based organizations.
- City or other governmental agency educational institution meetings or hearings.

Fees are charged for Branch meeting room under the following circumstances:

- Meetings of profit-making groups or businesses.
- Fund-raising events.
- Meetings which require payment of tuition or other fees (except for government or library agencies).
- Meetings where products or services are promoted or sold.
- Meetings which are designed to further the specific goals of an individual or group, such as recitals, political campaigns, or paid tutoring classes.
- Events of a personal nature-birthday or anniversary parties, reunions, showers, etc.

Branch Fee Schedules	Non-Profit	For-Profit
a. Branch Library meeting room (up to 4 hours)	\$0.00	\$80.00
smaller size room - up to 25 people	\$0.00	\$40.00
b. Branch Library meeting room (over 4 hours)	\$0.00	\$160.00
smaller size room - up to 25 people	\$0.00	\$80.00

Central Library Fee Schedule

	Non-Profit	For-profit
a. Goodrich/Houk Meeting Room	\$280.00	\$360.00
An hourly fee will apply after 8 hours	\$45.00	\$65.00
Includes parking and set-up		
b. Knall Meeting Room	\$300.00	\$400.00
An hourly fee will apply after 8 hours	\$50.00	\$75.00
Includes parking and set-up		
c. Riley Meeting Room	\$420.00	\$540.00
An hourly fee will apply after 8 hours	\$55.00	\$85.00
Includes parking and set-up		
d. Indianapolis Special Collections Room	\$575.00	\$725.00
Evening Rate (starting at 5:00p.m.)	\$1,025.00	\$1,225.00
An hourly fee will apply after 8 hours Includes parking, dance floor and set-up	\$90.00/125.00	\$125.00/190.00

e. West Reading Room	\$1,200.00	\$1,400.00
An hourly fee will apply after 8 hours	\$150.00	\$200.00
Includes parking, dance floor and set-up		
f. East Garden (all users)	\$1,000.00	\$1,400.00
An hourly fee will apply after 8 hours	\$175.00	\$250.00
Includes parking, and set-up		
g. Simon Reading Room (all users)	\$1,400.00	\$1,800.00
An hourly fee will apply after 8 hours (Includes 4	\$200.00	\$300.00
hours of security manhours) Includes parking, dance		
floor and set-up		
h. Atrium	\$3,150.00	\$3,650.00
An hourly fee will apply after 8 hours (Includes 8	\$500.00	\$625.00
hours of security manhours) Includes parking, dance		
floor and set-up		
i. Clowes Auditorium (all users)	\$1,100.00	\$1,600.00
An hourly fee will apply after 8 hours	\$275.00	\$400.00
Includes: AV equipment, AV Technician, 1 hour		
set- up and ½ hour tear down, and parking		
j. Vista Concourse (6th Floor)	\$2,350.00	\$2,850.00
An hourly fee will apply after 8 hours	\$375.00	\$500.00
Includes parking and set-up		

Set-up/Tear Down fees (charged only when fees for event space is waived or comp'd, all attendees will self-pay for parking)

Meeting rooms	\$102.00 (tables and chairs for meetings only)
Simon Reading Room	\$204.00 (wedding chair set-up and moving heavy furniture)
West Reading Room	\$204.00 (moving heavy furniture)
Indianapolis Special Collections Room	\$204.00 (moving heavy furniture)
Clowes Auditorium	\$102.00
Atrium	\$600.00 (moving heavy furniture)
East Garden	\$204.00
Vista Concourse (6th Floor)	\$600.00 (moving heavy furniture)

Central Library Services Fee Schedule

	Non-Profit	For-Profit
a. Computer Lab - Per Hour	\$45.00	\$75.00
4 hour minimum		
b. Staff Trainer for Computer Lab- Per Hour	\$25.00	\$25.00
4 hour minimum		
c. After Hours Tour Guides- Per Tour Guide	\$25.00	\$25.00
Maximum 25 people per tour		
d. Piano- Fees based on market rates for tuning and moving		
e. Flip Chart- Per Chart	\$5.00	\$5.00
f. Meeting Room Supply Box	\$5.00	\$5.00
g. Event Planner Fee (minimum of 4 hours)- per hour \$40.00		
h. Security- \$30/hour- minimum of 4 hours. Minimum is not applicable with use of Atrium or Simon Reading Room.		
i. Atrium Information Desk as BAR- \$250.00 for removal and replacement of computer equipment.		

Central Library Services Fee Schedule for The Learning Curve

There is a 1 hour minimum, 4 hour maximum for the use of The Learning Curve.

- Rental of The Curve must include "laboratory for learners" components.
- Each component is one hour in length and is led by a skilled activity guide. Components can be repeated to accommodate larger crowds; groups can also select a different component each hour.

	Non-Profit	For-Profit
a. Basic Fee	\$500.00	\$500.00
b. Cost per child	\$20.00	\$20.00
Fee covers the cost of the skilled activity guides.		
c. Laptop component - Up to 60	\$200.00	\$200.00
d. Tech Lab	\$100.00	\$100.00
e. Media Workshop 8 maximum, 13-18 year-olds	\$100.00	\$100.00
f. Theater	\$50.00	\$50.00
g. Baby space and baby computers	\$50.00	\$50.00
h. Group Coves	\$50.00	\$50.00
i. Braille Wall -Per day Wall is a personalization option	\$50.00	\$50.00
j. Directory Wall/Plasma Screens-Each per day Wall is a personalization option	\$100.00	\$100.00
k. Green Screen animations -Per day. Screen is a personalization option	\$100.00	\$100.00
l. Think Tank	No Charge	No Charge

Library Services Center Fee Schedule

	Non-Profit	For-Profit
a. Auditorium	\$240.00	\$440.00
An hourly fee will apply after 4 hours	\$50.00	\$100.00

Premium Rates and Marketing/Promotional Discounts

The Library has the ability to add a premium charge for unique events and to offer discounts for marketing and promotional purposes.

Central Garage Rates

Volunteers working at Central will be allowed to park at no charge during the time they are scheduled to work at Central. Volunteers that visit Central when not assigned to work will pay the normal parking fees charged to all patrons.

0 - .5	No Charge
.5- 1 Hour	\$1.00
1 - 2 Hours	\$2.00
2-4 Hours	\$3.00
4-8 Hours	\$5.00
8-12 Hours	\$12.00
12-24 Hours	\$24.00
24-36 Hours	\$36.00
Over 36 Hours	Towed Away
Banquets and Special Events	\$5.00 per vehicle

Professional Still Photo or Video Shoot at Libraries

Up to 1 Hour	\$50.00
2-5 Hours	\$375.00
6 Plus Hours	\$750.00

*Minimum additional fee of \$120.00 will apply for projects during non-Library hours. Applicable room rental fees will be added for projects that restrict patron access in prescribed public spaces.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA**

AYE

NAY

ATTEST: _____

Secretary of the Board

Amended and Approved May 24, 2021
INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY BOARD
BY-LAWS

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INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY BOARD

BY-LAWS

ARTICLE I

IDENTIFICATION AND AUTHORITY

Section 1. Name

The name of the library district shall be known and designated as "Indianapolis-Marion County Public Library."

Section 2. Authority

The authority for the activities and business of the Indianapolis-Marion County Public Library is the Indiana Public Library Law of 1947 (IC 36-12-1), the Indiana Library and Historical Department (IC 4-23-7), the State Library law (IC 4-23-7,1), the state UNIGOV statute (IC 36-3, Government of Indianapolis and Marion County), and the Municipal Code of Indianapolis and Marion County as pertaining to municipal corporations, as each of the aforementioned may be amended from time to time.

ARTICLE II

PURPOSE AND DISTRICT LIMITS

Section 1. Purpose

The purpose of the library district shall be to promote the establishment, maintenance and development of public library service to individuals and groups, such library service to be provided by a library supported by public funds and operated for the benefit and use of individuals and groups of all ages in the community in the meeting of their educational, informational and recreational interests and needs.

Section 2. District Limits

The territory included in this library district shall consist of Marion County (excluding the Town of Speedway) State of Indiana.

ARTICLE III

POWERS AND GOVERNING BODY

Section 1. Public Corporation

The Indianapolis-Marion County Public Library shall be a public and municipal corporation for library purposes, separate and distinct from other civil or municipal corporations comprising said library district.

Section 2. Governing Body

- a. The official governing body of the Indianapolis-Marion County Public Library shall be the Library Board, who shall manage and control the affairs of the library district, in accordance with the Statutes of the State of Indiana, subject to the limitations of the Public Library Law of 1947, as amended, and subject to these By-Laws.

ARTICLE III Continued
POWERS AND GOVERNING BODY

- b. Individuals serving on the governing body shall be known as Library Board Members.

Section 3. Powers

The Indianapolis-Marion County Public Library acting by and through the Library Board shall have and enjoy all powers, rights and privileges granted to and shall perform all duties required of a library district and its Board under the Public Library Law of 1947, as amended. Generally, the Board shall govern and set policy for all of the affairs of the Indianapolis-Marion County Public Library. It may make rules for the discharge of its responsibilities and it may manage and insure all real and personal property belonging to the Indianapolis-Marion County Public Library.

ARTICLE IV
MEMBERS OF THE LIBRARY BOARD

Section 1. Qualifications Of Members

All members of the Library Board shall be resident citizens who have resided in the library district for at least two (2) years.

Section 2. Appointment Of Members

The Library Board shall consist of seven (7) members who shall be appointed as follows:

- a. Two (2) members shall be appointed by the City-County Council.
- b. Two (2) members shall be appointed by the Board of School Commissioners of the School City of Indianapolis.
- c. Three (3) members shall be appointed by the Auditor, Treasurer, and Assessor serving as the Board of County Commissioners.

Section 3. Vacancies

A vacancy shall occur by death, resignation, expiration of term, ineligibility due to residency outside the library district or when a member is absent from six consecutive regular Board meetings for any cause other than illness.

Whenever a vacancy in the membership of the Library Board shall occur, such vacancy shall be filled by the appointing authority that shall have appointed the member whose seat on the Library Board shall have become vacant; such appointing authority's appointment of a successor shall be for the unexpired term only.

Section 4. Limitation On Appointment; Limitation On Reappointment

The term of a Library Board member is four (4) years. Notwithstanding the foregoing, a Board member whose term has expired, and who has not been re-appointed, shall continue to serve until a successor is appointed.

Any member of the Library Board shall be eligible to be appointed for not more than four (4) consecutive terms.

ARTICLE IV Continued
MEMBERS OF THE LIBRARY BOARD

Section 5. Removal Of Board Members

A member of the Library Board may be removed at any time by the appointing authority, after public hearing, for any cause which interferes with the proper discharge of duties as a member of such Board or for cause which jeopardizes public confidence in the member. A vacancy shall occur whenever a member is absent from six (6) consecutive regular Board meetings for any cause, other than illness, and the appointing authority shall be notified by the Secretary of the Board of the occurrence of such vacancy.

Section 6. Compensation, Prohibition Of Employment And Nepotism

All members of the Library Board shall serve without compensation and no Board member shall serve as a paid employee of the library.

Except as otherwise may be allowed by Indiana statute or regulation specifically addressing nepotism, relatives (as defined below) of a Board member shall be excluded from consideration for employment by the Library. Employees shall not hold a position of employment with the Library while they or any of their relatives serve on the Board or any Committee of the Board.

“Relative” shall include any person related as grandfather, grandmother, father, mother, stepfather, stepmother, brother, sister, stepbrother, stepsister, uncle, aunt, husband, wife, son, daughter, stepchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, step grandchild, niece, nephew, or an individual who resides or shares a residence with a Board member for at least six (6) months of the calendar year.

Section 7. Certificate Of Appointment And Oath Of Office

The appointing authority shall issue to each appointee a signed certificate of appointment. Within ten (10) days after the receipt of the certificate of appointment, the appointee shall qualify for his office by taking an oath of office before any person authorized by law to administer the same to the effect that he will faithfully discharge his duties to the best of his ability, and shall file the certificate of appointment, with the oath endorsed thereon, with the records of the Library, which shall be preserved as a public record.

Section 8. Indemnification Of Members

The Board shall indemnify any member or former member made a party to any action, suit or proceeding in tort or contract, or for violation of any of the civil rights laws, State, Federal or local, under which the member or former member is or could be subject to personal civil liability for a loss occurring because of a non-criminal act or omission within the scope of their membership on the Board. This indemnification shall include any judgement, compromise, or settlement of the action, suit or proceeding; and reasonable expenses, including attorneys' fees actually and reasonably incurred by the member or former member in connection with the defense of such action, suit or proceeding, or in connection with any appeal therein, except in relation to matters as to which it shall be adjudged in such action, suit or proceeding that he or she is liable for gross negligence or willful misconduct in the performance of their duties. The rights of indemnification and reimbursement contained in the By-Laws shall not be deemed exclusive of any other rights to which a member or former member may be entitled by Statute or otherwise.

ARTICLE IV Continued
MEMBERS OF THE LIBRARY BOARD

Section 9. Representation On The Public Library Foundation

The President shall appoint one member of the Library Board to serve as the Board's representative on the Board of the Indianapolis-Marion County Public Library Foundation, Inc.

Section 10. Conflicts of Interest

Library Board members, in the capacity of trust imposed upon them, shall observe ethical standards with absolute truth, integrity, and honor.

Library Board members shall promote a high level of service while observing ethical standards.

Library Board members shall avoid situations in which personal interests are served or financial benefits gained at the expense of library users, colleagues, or the institution.

Library Board members will not use the Library or their position with the Library for personal advantage or the personal advantage of friends or relatives.

It is incumbent upon any Library Board member to disqualify himself or herself immediately whenever the appearance of a conflict of interest exists.

Library Board members shall conduct themselves in accordance with the conflicts of interest principles set forth in these By-Laws and with the established *Code of Ethics for IMCPL Board of Trustees and Employees*, as may be amended from time to time.

ARTICLE V
OFFICERS OF THE LIBRARY BOARD

Section 1. Officers

The officers shall be President, Vice-President, and Secretary, all of whom shall be elected from the members of the Library Board. The Treasurer may be a Board Member. The Chief Executive Officer is not eligible to be designated as Treasurer.

Section 2. Tenure Of Office

The current term of office for Board members, except for the Treasurer, will be one (1) year with a maximum of three (3) consecutive terms. Normally, the term of office shall be from January 1 thru December 31.

Section 3. Election Of Officers

All elections shall be by nomination and roll call. A majority of the entire Board shall be necessary to elect any officer of the Board (four votes).

Section 4. Removal Of Officers

Any officer may be removed from office before the expiration of term of office for cause, by affirmative vote of at least a majority of the members of the Board (four votes) at any regular meeting of the

ARTICLE V Continued
OFFICERS OF THE LIBRARY BOARD

Board or at any special meeting of the Board called for that purpose. Notwithstanding the foregoing, the Treasurer may be removed by the Board, with or without cause, at any regular or special meeting, by a majority vote of the entire membership of the Board.

Section 5. Vacancies

When a vacancy occurs during the term of any officer, the Board will elect a successor at the next regular meeting of the Board after the vacancy occurs to fill out the unexpired term of the office.

Section 6. President

The President shall:

- a. Preside at all meetings.
- b. Appoint members of committees, including Chairmen.
- c. Authorize calls for any special meeting.
- d. Generally perform the duties of a presiding officer.
- e. Serve as ex-officio member of all committees.

Section 7. Vice-President

The Vice-President shall:

- a. Perform the duties of the President in the latter's absence.
- b. In case of a vacancy in the Presidency through death, disability, absence from the country, or other cause, the Vice-President shall serve as acting President until a President shall be elected or the disability shall be removed.

Section 8. Secretary

The Secretary shall:

- a. See that a record of attendance at Board meetings is kept. The record of attendance shall reflect members who were physically present at the meeting, members who participated by a means allowed under Article VII, Section 5(a), and members absent.
- b. See that a true and accurate account of all proceedings of the Board meetings is maintained.
- c. When a Board vacancy occurs, the Secretary shall inform the officer or body that appointed said member of such vacancy.
- d. See that Board members are notified of all meetings, and of changes in the hour, and/or date, and/or place of the regular meeting.

Section 9. Treasurer

The Treasurer shall:

- a. Receive, have custody of, and see that a true and accurate record is kept of all money and securities of the Library.

ARTICLE V Continued
OFFICERS OF THE LIBRARY BOARD

- b. Disburse the funds of the Library as authorized by the Board upon a warrant signed by the Treasurer.
- c. See that a true and accurate financial report is made each month and presented to the Board.
- d. Be bonded in an amount determined by the Board, the cost of said bond shall be paid from the Library Operating Fund.

ARTICLE VI
COMMITTEES

Section 1. Standing Committees

The following Standing Committees shall be appointed by the President in January of each year. At least two (2) Library Board members will be appointed to each committee, and an appropriate Library staff member will be assigned by the Library's Chief Executive Officer to serve as a liaison for administrative support.

- a. Facilities
- b. Finance
- c. Diversity, Policy and Human Resources

Section 2. Special Committees; Tenure of Special Committees

- a. Special committees for the study and investigation of special problems may be appointed by the President.
- b. Such committees are to serve until the completion of the work for which they were appointed, or until the completion of the term of the Board Member, whichever shall first occur.

ARTICLE VII
MEETINGS

Section 1. Regular Meeting

- a. The regular meeting of the Public Library Board shall be held on the fourth Monday of each month at 6:30 p.m. at the various branch facilities within the I-MCPL system.
- b. The Board may, by resolution adopted at any regular or special meeting, change the date and/or hour and/or place, of any subsequent regular meeting of the Board.

Section 2. Annual Meeting

The annual meeting of the Board for the election of officers shall be held following the regular monthly meeting held in November of each year.

ARTICLE VII Continued

MEETINGS

Section 3. Special Meeting

- a. Special meetings may be called by the President, or upon the written request of two members to the President. Only such business may be transacted as shall be stated in the call of such special meeting, except that additional items of business may be acted upon if all members of the Board give their consent.
- b. Forty-eight (48) hours notice of a special meeting shall be given all Board members. Such notice may be given by telephone call, facsimile transmission or in writing, provided that if all members of the Board are present, or sign a waiver of notice and consent to hold such a special meeting, no notice shall be necessary.

Section 4. Quorum

Four (4) members shall constitute a quorum at any regular, annual or special meeting. Only members who are physically present at the meeting location and, except in the case of “Excluded Meetings” as defined in Article VII, Section 5(b), a limited number of members who participate in a meeting by permitted electronic means of communication may be considered present for the purpose of establishing a quorum.

Section 5. Voting

- a. Except in the case of “Excluded Meetings,” as defined in herein, and subject to the limitations imposed the Board *Electronic Communications Meetings Policy*, participation by Board members in a regular or special meeting of the Board may be through the use of any means of electronic communication by which all directors participating may simultaneously communicate with each other during the meeting (i.e. telephone, computer, videoconferencing, or any other electronic means of communication) and by which members of the public may simultaneously attend and observe the meeting. However, a Board member participating by such permitted means of electronic communication may only participate in any final action taken at such meeting if the member can be both seen and heard.
- b. A Board member who participates in an Excluded Meeting by means of electronic communication may not (i) be considered present for purposes of establishing a quorum, or (ii) participate in any final action taken at the Excluded Meeting. An “Excluded Meeting” means a meeting of the Board if the Board is attempting to take final action to:
 - (1) Adopt a budget
 - (2) Make a reduction in personnel
 - (3) Initiate a referendum;
 - (4) Establish or increase a fee;
 - (5) Establish or increase a penalty;
 - (6) Use the Board’s eminent domain authority; or
 - (7) Establish, raise, or renew a tax.
- c. Voting on all matters of business may be verbal ayes and nays or by show of hands, unless a record of votes is required. When a record is required or desired, the vote shall be by a roll call response. When a member of the Board participates in a regular, annual or special meeting by permitted means of electronic communication, all votes taken during the meeting must be taken by roll call vote.

ARTICLE VII Continued

MEETINGS

- d. All resolutions eligible for vote in a regular meeting of the Board shall require the “yes” votes of a majority of those Board members present in order to pass. All resolutions eligible for vote in a Special Meeting of the Board shall require at least four “yes” votes in order to pass.
- e. The order of voting of a recorded vote shall be by roll call in alphabetical order, except for the President who shall vote last.
- f. The presiding officer shall announce the result of the vote.
- g. Proxy voting shall be prohibited.

ARTICLE VIII

PERSONNEL

Section 1. Chief Executive Officer

- a. The terms of employment for the Chief Executive Officer shall be set forth in a written agreement approved by the Board.
- b. The Chief Executive Officer shall be considered the Executive Officer of the Indianapolis-Marion County Public Library and shall be solely responsible for the management and operation of the Library under the direction and review of the Board.
- c. The Chief Executive Officer shall be responsible for the care of the buildings and equipment, for the employment and direction of the staff, for the efficiency of the Library's service to the public, and for the operation of the Library under the financial conditions set forth in the annual budget.
- d. The Chief Executive Officer or a delegated representative shall attend all meetings of the Board and present a quarterly statistical report on the operation of the Library.
- e. The Chief Executive Officer shall make recommendations to the Board for the annual budget of the Library.
- f. The Chief Executive Officer shall present an annual report to the Board.
- g. The Chief Executive Officer is not a member of the Board of Trustees of the Library.

Section 2. Attorney

- a. The Board may retain an Attorney and establish a retainer rate for the attorney, but for litigated cases extra compensation shall be allowed to be determined by the reasonable worth of such service.
- b. The President of the Board or the Chief Executive Officer may at any time request the legal opinions of the Attorney upon any matter coming within the jurisdiction of the Board. In all cases, the matter as to which such opinion is asked shall be stated in writing, and a copy of such written statement shall be returned by the Attorney with his opinion to the Board.

ARTICLE IX

EXPENDITURES

Section 1.

The Chief Executive Officer is authorized to incur indebtedness, to the extent consistent with the approved budget, without prior approval of the Board as follows:

ARTICLE IX Continued

EXPENDITURES

- a. Up to \$1,000 for travel outside Marion County;
- b. Up to \$50,000 for any single contract for services;
- c. Up to \$50,000 for any single purchase of materials, goods, and/or supplies; or
- d. Up to \$50,000 for any single building alteration or repair.

Section 2.

No indebtedness in excess of the expenditure thresholds set forth in **Section 1** of this **Article IX** shall be incurred by the Chief Executive Officer for purchase of materials, goods, and/or supplies or for building alteration or repair without seeking requests for quotes, requests for proposals or advertising for bids and following the respective procedures for same as required by law.

Section 3.

The Chief Executive Officer of the Library and the Treasurer of the Library shall approve the issuance of warrants in payment of expenses lawfully incurred on behalf of the Library in the ordinary course of the Library's affairs; provided, however, that the respective goods and/or services to be paid have been delivered and/or rendered in advance of payment therefor, unless payment may otherwise be made in advance as permitted by I.C. 36-12-3-16 or other applicable law.

Section 4.

The Chief Executive Officer and Treasurer shall jointly approve the action to be taken pursuant to Section 5 in advance of the action to be so taken and they shall jointly certify to the Board on or before the next regular meeting of the Board the actions so taken by presenting a resolution showing each warrant number, name of claimant and amount allowed.

Section 5.

At each such regular meeting of the Board, the Board shall consider, and confirm, all acts lawfully taken by the Chief Executive Officer and Treasurer as lawful acts taken for and on behalf of the Library.

Section 6.

As to any action so jointly approved, the Chief Executive Officer and Treasurer are authorized, empowered and directed on behalf of the Library to execute any writings and to take any action necessary to effectuate the intent and purposes of the action so approved.

Section 7.

Board Members will be reimbursed for all necessary registration, transportation, hotel, meals, and miscellaneous expenses while traveling on Library business upon the presentation of invoices and receipts so long as said reimbursement is consistent with and does not conflict with state statute, with accounting and compliance guidelines established or promulgated by the Indiana State Board of Accounts, or with written travel policy adopted by the Board.

ARTICLE IX Continued

EXPENDITURES

Section 8.

Notwithstanding the provisions of Section 2. of this Article IX, when the Board has approved the construction or remodeling of a Library facility (a "Project") and has approved the total amount to be expended for such Project, the Chief Executive Officer need not procure the further approval of the Board for the purchase of the materials, goods and supplies in connection with the completion of the Project or in connection with changes in the scope of or the items utilized in the Project, so long as the total of all such purchases does not exceed the amount to be expended on the Project as previously approved by the Board and so long as any such changes have been reviewed and approved by the Committee of the Board responsible for overseeing such Projects.

ARTICLE X ORDER

OF BUSINESS

Section 1. Agenda

Board members are to submit to the President, items they want included on the Agenda at least seven (7) days prior to the meeting. Copies of the Agenda shall be in the hands of the Board Members at least forty-eight (48) hours before meeting time (except for special meetings).

Section 2. Order of Business

- a. Call to order and roll call.
- b. Hearing of petitions of individuals or delegations.
Only one member may speak for a delegation.
Five minute limit allowed for each speaker.
- c. Communications received, not requiring action.
- d. Verification and approval of minutes.
- e. Report of committees (including Report of the Treasurer).
- f. Report of the Chief Executive Officer.
- g. Approval of the resolution regarding finances, personnel and travel.
- h. Unfinished business.
- i. New business.
- j. Next meeting date, place, and time.
- k. Adjournment.

ARTICLE XI

AMENDMENT, SUSPENSION, REVIEW

Section 1.

These By-Laws may be amended at any regular meeting of the Board, provided the Board members were notified fourteen (14) days prior to the meeting, or by unanimous vote of all seven (7) members of the Board present.

ARTICLE XI Continued

AMENDMENT, SUSPENSION, REVIEW

Section 2.

Any provision of the By-Laws, including the provisions of this article, which does not embody the provisions of an applicable statute, may be suspended by a vote of at least five members of the Board, but not otherwise, and no action of the Board in conflict with the By-Laws shall be valid and effectual unless, as a part of said action, said rules have been suspended as above provided.

Section 3.

Any section of the By-Laws may be amended or repealed and any new and additional rules may be adopted by vote of at least five members of the Board, and not otherwise.

Section 4.

All new and additional By-Laws, and all amendments of the By-Laws shall be by written resolution, stating the full text and indicating specifically affected sections of the By-Laws. The resolution as originally presented, or as amended by majority vote, shall then be voted upon and adopted or refused.

ARTICLE XII

PARLIAMENTARY GUIDANCE

The rules of parliamentary practice as found in Robert's Rules Of Order, newly revised, shall govern the proceedings of this Board, subject to the By-Laws, Procedures, and Policies, which have been or may be adopted by the Board.