



Regular Library Board Meeting Agenda

November 24, 2025 6:30pm - 8:30pm EST

Irvington Branch Library, 10 South Audubon Street, Indianapolis, Indiana 46219

The public is invited to view/listen to the Regular Meeting via a You Tube live stream link which will be accessible on the Library's website prior to the start of the Meeting as follows:

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

Public comment can be made in-person at the Board Meeting.

1. Call to Order

6:30pm

2. Roll Call

3. Branch Manager's Report and Team Overview

- a. **Irvington Branch Report - Mr. Adam Todd, Manager, will report on their community and services. (enclosed)**

 [3a Branch Manager's Report - November 2025.pdf](#)

- b. **Update on Information Needs Met by Social Work Team (enclosed)**

 [3b IndyPL Social Work Team Report - Nov 2025.pptx](#)

- 4. **Public Comment - The Public has been invited to the Board Meeting. 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 individuals 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 employee charges, employee complaints, or alleged employee misconduct. Any such matters should be brought promptly to the attention of the 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 IF THEY ARE SPEAKING ON BEHALF OF A GROUP.

5. Approval of Minutes

- a. **Regular Meeting, October 27, 2025 (enclosed)**

 [5a Minutes-RegularMtgOctober 27, 2025-NEW1.pdf](#)

6. Finance Committee (Dr. Eugene G. White, Chair; Dr. Khaula Murtadha, Ms. Natissa S. Woodard)

- a. **Report of the Treasurer (enclosed)**

 [6a October 2025 Treasurer's Report.pdf](#)

- b. **Resolution 49 - 2025 (Data Axle Reference Solutions Premium + Subscription Database Renewal) (enclosed)**

 [resolution 49-2025 2025 NOV BAR and Resolution - DATA AXLE Database renewal.pdf](#)

- c. **Resolution 50 - 2025 (Approval of Overdrive E-Magazine Renewal) (enclosed)**

 [resolutiom 50-2025 2025 Nov BAR and Resolution - OverDrive Magazines.pdf](#)

- d. **Resolution 51 - 2025 (Transfer Between Classifications and Accounts) (enclosed)**

 [Resolution 51-2025 Transfer Btwn Accts Classifications.pdf](#)

7. Diversity, Policy and Human Resources Committee (Dr. Luis A. Palacio, Chair; Dr. Patricia A. Payne, Dr. Eugene G. White)

- a. **Resolution 52 - 2025 (Approval of Proposed Revision of Collection Management Policies (Policy 600) (enclosed)**

 [7a BAR and Resolution 52-2025.pdf](#)

- b. **Resolution 53 - 2025 (Appointment List) (enclosed)**

- c. **Resolution 54 - 2025 (Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees) (enclosed)**

- d. **Resolution 55 - 2025 (Approval of Additional Employee Compensation) (enclosed)**

- 8. **Facilities Committee (Dr. Lisa Riolo, Chair; Mr. Ray Biederman, Ms. Natissa S. Woodard)**

- 9. **Library Foundation Update**

- 10. **Report of the CEO**

- a. **Confirming Resolution - Resolution Regarding Finances, Personnel and Travel (56 - 2025) (enclosed)**

- b. **CEO Report - November 2025 (enclosed)**

- c. **2025 - 2027 Strategic Plan Progress Report - Quarter 3 - Ms. Marianne McKenzie, Strategic Planning and Assessment Officer, will discuss the Report. (enclosed)**

- 11. **Unfinished Business**

- 12. **New Business**

- 13. **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 December 2025 are:

14. Notice of Special Meetings

15. Notice of Next Regular Meeting - Monday, December 15, 2025, at the Haughville Branch Library, 2121 West Michigan Street, at 6:30 p.m.

16. Adjournment

17. Materials

- a. Notes of November 11, 2025 Diversity, Policy and Human Resources Committee Meeting (enclosed)



[Notes - Diversity Policy and Human Resources Committee Meeting - November 11 2025.pdf](#)

- b. Notes of November 11, 2025 Finance Committee Meeting (enclosed)



[Finance Committee Minutes November 11,2025LC.pdf](#)

18. Board Meeting Schedule for 2026 (Notice of Date and Place of Meetings) and Upcoming Events

- a. Board Meeting Schedule for 2026 will be updated as needed.
- b. Library Programs/Free Upcoming Events may be found at attend.indypl.org.

19. BOARD OF TRUSTEES INFORMATION: Mr. Ray Biederman, President, Appointed By: County Commissioners. Term Start: 01/01/24, Term End: 12/31/27; Dr. Khaula Murtadha, Vice President, Appointed By: Indianapolis Board of School Commissioners, Term Start: 02/29/24, Term End: 12/31/27; Dr. Patricia A. Payne, Secretary, Appointed By: County Commissioners, Term Start: 01/01/22, Term End: 12/31/25; Dr. Luis A. Palacio, Member, Appointed By: County Commissioners., Term Start: 04/18/23, Term End: 12/31/26; Dr. Lisa Riolo, Member, Appointed By: Indianapolis Board of School Commissioners, Term Start: 06/25/24, Term End: 12/31/26; Dr. Eugene G. White,

Member, Appointed By: City-County Council, Term Start:
02/03/25, Term End: 12/31/28; Ms. Natissa S. Woodard, Member,
Appointed By: City-County Council, Term Start: 07/07/25, Term
End: 07/07/29

END
8:30pm



Irvington Branch Library

Who we are:

- 4 FT Librarians
- 1 PT Librarian
- 1 PT Public Services Associate
- 1 FT Circulation Supervisor
- 3 FT Library Clerks
- 2 PT Library Clerks
- 1 FT Library Security Assistant
- 4 Library Pages

Who we serve:

Age Distribution: Age 0-19 – 25%; Age 20-64 – 61%; Age 65+ - 14%

Racial Distribution: Caucasian – 64%; African American – 22%; Hispanic – 11%; Other & Multiple – 3%

- The total base population is 47,984
- Schools: 13 private and public schools; both IPS and Warren Township
- Churches: 49 churches in the Irvington service area

How we serve:

- 98,085 registered borrowers at Irvington in 2024
 - 253,382 items circulated in 2024
 - 1,060 new library cards issued at Irvington in 2024
 - 9,570 reference assists in 2024
 - 19,121 computer sessions in 2024
 - 111,439 total door count in 2024
-

Our Story:

The Irvington Branch Library moved into the current 16,000 square foot facility in November 2001. But its history of serving the community dates back to 1903 in the Bona Thompson Library on the original campus of Butler University. Butler was founded in Irvington in 1875 and remained here until moving north in 1928. During these early years the branch served students as well as the public. Butler's presence helped establish Irvington as a cultural and artistic hub, and the community retains that reputation today. During these early years the branch served students as well as the public.

In 1914 the branch moved from the campus to a store front on Washington St. In 1921 it was moved again to a house located at 5427 E. Washington where it operated for the next 35

years. This outgrown home was replaced by a new building named for Hilton U. Brown, a distinguished Irvingtonian, in 1956 and the house was torn down to create parking space.

Irvington was founded in 1870 by abolitionist lawyers Jacob Julian and Sylvester Johnson as an early suburb of Indianapolis. Named for Washington Irving, the community was laid out on winding brick streets straddling a business district on the National Road. It was annexed by the city in 1902. George Kessler completed a Park and Boulevard plan in 1909 featuring Ellenberger Park and the Ellenberger and Pleasant Run Parkways. Homes in the area display a wide variety of architectural styles including Victorian, Arts & Crafts, Italianate and French Empire.

In 1987, Irvington was listed on the National Register of Historic Places. In 2006 Irvington was designated as a historic district and the Indianapolis Historic Preservation Commission approved the Irvington Historic Area Plan for the dual purposes of protecting the historic character of Irvington and encouraging new development in keeping with it. Also in 2006, Irvington was named a Preserve America Neighborhood by the White House.

The community has the good fortune to be served by a variety of civic organizations. The Irvington Community Council has provided a forum to address issues in monthly meetings since 1970. Community leaders established the Irvington Development Organization (IDO) in 2002 to preserve “historic charm while promoting positive growth.” Through the IDO’s efforts Irvington completed the Washington Corridor Streetscape project highlighting the business district in 2012. In 2015 the Pennsy Trail extension through the neighborhood was completed.

Other groups and organizations include: the Irvington Historical Society, Irvington Garden Club and the Irvington Business Association. Key events include: the annual Halloween Festival held for over 70 years, the Benton House Home tour, the garden tour, Irvington Farmer’s Market, and the community luminaria in December. A lively business district includes restaurants, a book & music shop and a bicycle store.

An acquaintance with the history and diversity of this unique area is helpful to understanding the fit of the library in the community. Today as in the past the Irvington Branch Library is an educational and cultural center for all ages, but it is increasingly an entertainment center as well. In 2019 we dedicated the Elmira Annis Civic Plaza, an outdoor space for events and relaxation. The Library Foundation worked with the RB Annis Educational Foundation to fund this addition.

Thirteen public computers provide a high demand resource for communication, entertainment and study. Our community and tutoring rooms provide space for meetings. Young families chat after regular story hours and children’s programs. Teens socialize in our refurbished teen area and Teen Zone afterschool program. Long-time residents may have frequented the branch in three locations and come in regularly to request and pick up the latest works by favorite authors. Our committed staff remains our most important asset.

Respectfully submitted,
Adam Todd, Branch Manager



INDYPL SOCIAL WORK TEAM

- ▶ Jayme Murphy, Social Worker
- ▶ Danielle Girton, Social Work Manager
- ▶ Interns:
 - ▶ Lauren Ulm
 - ▶ Makenna Sausaman (ended October 2025)

OUR TEAM

- ▶ SWK Open Office Hours at Central – Mondays and Wednesdays from 10am-12pm and 1pm – 3:30pm
- ▶ Rotating schedule of SWK Open Office Hours at branches, scheduled quarterly.
- ▶ Individual appointments at the branch, via telephone, or virtually
- ▶ Community Resource Collective at Central Library – Mondays and Thursdays from 10am – 3pm
- ▶ Assisted with the CBLC 1st Annual Black Health Fair
- ▶ Community Resource Fairs (CRF's) held at Haughville, Martindale-Brightwood, and East Washington. Central CRF scheduled for December 2025.
- ▶ Community outreach events – sharing information about social work team services, library programming, and classes.

WHAT ARE WE DOING?

- ▶ **Consistent numbers for referrals – for 2025 YTD: approximately 1,480 interactions**
 - ▶ **Housing (permanent housing, emergency shelter, rental assistance, homelessness assistance, etc.) and understanding the City of Indianapolis Continuum of Care housing programs**
 - ▶ **Employment (quick hire, employment programs, job fairs and hiring events)**
 - ▶ Assistance with SSI applications and account usage
 - ▶ Transportation assistance: bus passes and questions about travel funds (i.e. patron desires to move to Florida and needs bus fare)
 - ▶ Community resources and community partner information
 - ▶ Basic needs – clothing, food assistance and SNAP sign-up, childcare, etc.

HIGH SERVICE TOPICS FOR INFORMATION AND REFERRALS

- ▶ Referral by Social Work Referral form (Self or staff initiated)
- ▶ Office Hours Walk-up at Central and individual branches
- ▶ Referral via email – socialwork@indypl.org
- ▶ Referral via phone: 317-275-4206 or 317-275-4476

REFERRALS:



THANK YOU!

socialwork@indypl.org

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
OCTOBER 27, 2025**

The Indianapolis-Marion County Public Library Board met in person at the Spades Park Branch Library, 1801 Nowland Avenue, Indianapolis, Indiana, on Monday, October 27, 2025 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

Members present: Mr. Biederman, Dr. Murtadha, Dr. Palacio, Dr. Payne, Dr. Riolo and Ms. Woodard.

Members absent: Dr. White.

The Chair recognized a quorum.

Mr. Biederman announced that Dr. Payne was recognized with a Lifetime Achievement Award at the Indiana Alliance of Black School (INABSE) Administrators of Color Conference.

Additionally, Dr. Murtadha was honored by Phi Delta Kappa, an international professional organization for educators, with an education award.

And, Ms. Kim Ewers, the Library's Access, Belonging and Culture Officer, had an editorial published in the Indianapolis Recorder about the Freedom to Read.

3. Branch Manager's Report and Department Overview

a. Spades Park Branch Report

Ms. Renny Canaday, Manager, Spades Park Branch Library, provided the following information:

- The Spades Park Branch is one of the two remaining Carnegie libraries in the IndyPL system and was designated a Historic Landmark in 2016.
- The branch serves a total base population of 10,500 in a diverse community. She noted that 21% of those do not have a high school diploma.

- To date in 2025, the branch has hosted 173 programs and circulated 48,915 materials.
- The branch has made a goal for this year to increase community connections.
- The plan is to add a Spanish-language collection.

b. Report on IndyPL Partnerships

At this time, Mr. Biederman announced that Ms. Sakura Fuqua, who was stepping up to give a Report, had recently received an honor from the International Center. Ms. Fuqua was a finalist for the Global Impression Award. This Award honors emerging leaders who directly impact the global community. Congratulations to Ms. Fuqua.

Mr. John Helling, Chief Public Services Officer, and Ms. Fuqua, Immigrant Outreach Program Specialist, then reported on the partnerships at IndyPL. They shared the following information:

- IndyPL proactively partners with community organizations, businesses, and educational institutions when the partnership meets the goals of the Library's Strategic Plan.
- The Library partners with the Community Alliance of the Far Eastside (CAFÉ); Immigrant Affairs Department for a resume program in Haitian Creole that results in increased job opportunities and increased awareness of CAFÉ and IndyPL resources.
- In 2025, out of 256 Community Action Plans approved, 232 (91%) call for a proposed partner, which shows the value of our partnerships.

4. Public Comment

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

Mr. Jesse Brown, a City-County Councilor, addressed the Board. He advised that he wanted to share why he voted "No" on the Library's Budget at a recent meeting. With less money coming from the State and from property taxes, he shared that the councilors are "cutting to the bone" on what they can fund. He noted his concerns about the way the Library's Budget was presented, and that it wasn't clear why they didn't have a flat rate for pay increases, as they had in previous years. Councilor Brown said he supports the Library and also encouraged the Library to be creative about funding.

Mr. Michael Torres, the President of the Library's Union, spoke and noted that the flat rate increase that was given to staff last year was equitable. He shared testimonials from employees who greatly benefited from those raises. He suggested that the Library return to a flat fixed rate for raises.

And, Mr. David Scott, President of the Spades Park Neighborhood Association,

shared information about the previous Branch Manager, Ann Barnes, who had passed away. He mentioned that she always had a positive impact on the local families. He praised Ms. Canaday, the new Branch Manager, for her leadership of the branch. The community is currently bracing for the impact that might occur if the SNAP benefits end. He encouraged the Library to keep supporting the community and offering free access to books, news, information and the other helpful community partners and agencies.

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

a. Regular Meeting, September 22, 2025

At this time, the minutes from the Regular Meeting held September 22, 2025, were approved on the motion of Dr. Riolo, seconded by Dr. Murtadha, and the following roll call vote:

Dr. Murtadha – Aye
Dr. Palacio – Aye
Dr. Payne – Aye

Dr. Riolo – Aye
Ms. Woodard – Aye
Mr. Biederman, President – Aye

COMMITTEE REPORTS

6. Finance Committee (Dr. Eugene G. White, Chair; Dr. Khaula Murtadha, Ms. Natissa Woodard)

a. Report of the Treasurer

Ms. Lolita Campbell, CFO and Ms. Mary Rankin, Accounting Director and Treasurer, shared the Report of the Treasurer for September 2025. As of September 30, 2025, the year-to-date revenue was \$32,720,256 and the year-to-date expenditures were \$40,349,288.

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

Dr. Murtadha – Aye
Dr. Palacio – Aye
Dr. Payne – Aye

Dr. Riolo – Aye
Ms. Woodard – Aye
Mr. Biederman, President – Aye

b. Resolution 42 – 2025 (Approval of Brainfuse Online Training and Lab Assistance Service Contract)

Ms. Debra Lambert, Chief Collection Management Officer, explained that Brainfuse was selected for its HelpNow and JobNow services. HelpNow provides live online tutoring and homework help. JobNow offers a similar technology for live one-on-one job coaching, including resume assistance, interview preparation, and job search support. The one-year cost is \$85,000.

Dr. Murtadha asked if the Library could look into offering tutoring in French and Creole. Ms. Lambert offered to check into that.

After full discussion and careful consideration of Resolution 42 – 2025, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye
Dr. Palacio – Aye
Dr. Payne – Aye

Dr. Riolo – Aye
Ms. Woodard – Aye
Mr. Biederman, President – Aye

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

c. **Resolution 43 – 2025 (Approval of Communico, LLC’s Communico Core, Attend and Reserve Software License Renewal for the Period of August 31, 2025 to August 30, 2027)**

Ms. Mary Barr, Chief Communications and Marketing Officer, explained that the Communico software has been in use since 2018 for patrons to view the Library’s online calendar, register for events and reserve study rooms. The one-year annual renewal cost is \$53,232 and \$106,464 for a two-year cost.

After full discussion and careful consideration of Resolution 43 – 2025, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye
Dr. Palacio – Aye
Dr. Payne – Aye

Dr. Riolo – Aye
Ms. Woodard – Aye
Mr. Biederman, President – Aye

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

d. **Resolution 44 – 2025 (Authorizing Issuance of Bonds for the Purpose of Providing Funds to Pay for the 2025-2026 Multi-Facility Long-Term Capital Maintenance and Equipment Update Project and Expenses Related Thereto)**

Ms. Campbell shared that the Finance Committee was recommending that the Library issue, pursuant to Indiana Code 36-12-3-9, the Indianapolis-Marion County Public Library General Obligation Bonds, Series 2025, in an original aggregate principal amount not to exceed \$15 million, to pay for the 2025-2026 Multi-Facility Long-Term Capital Maintenance and Equipment Update Project and Expenses Related Thereto.

After full discussion and careful consideration of Resolution 44 – 2025, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye
 Dr. Palacio – Aye
 Dr. Payne– Aye

Dr. Riolo – Aye
 Ms. Woodard – Aye
 Mr. Biederman, President – Aye

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

7. Diversity, Policy and Human Resources Committee (Dr. Luis A. Palacio, Chair; Dr. Patricia A. Payne, Dr. Eugene G. White)

a. Resolution 45 – 2025 (Approval of Policy 240 Time to Attend School Meetings)

Ms. Tisha Galarce, Chief Talent and Development Officer, advised that the Indiana legislature recently passed Senate Enrolled Act 409 which provides employees with unpaid, job-protected leave to attend specific school-related meetings for their child. Though it is not required by the state, the Library policy update will include paid time for employees to attend approved school-related meetings with some limits.

After full discussion and careful consideration of Resolution 45 – 2025, it was noted this resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye
 Dr. Palacio – Aye
 Dr. Payne– Aye

Dr. Riolo – Aye
 Ms. Woodard – Aye
 Mr. Biederman, President – Aye

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

8. Facilities Committee (Dr. Lisa Riolo, Chair; Mr. Ray Biederman, Ms. Natissa Woodard)

a. Resolution 46 – 2025 (Approval of First Amendment to Janitorial Services Contract with Camacho Facilities Services)

Mr. Adam Parsons, Chief Operational Services Officer, advised that the Facilities Committee recommended extending the contract for Comacho Facilities Services for one year until January 31, 2027, with a zero percent price increase.

After full discussion and careful consideration of Resolution 46 – 2025, it was noted this resolution received a favorable recommendation from the Facilities Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye
 Dr. Palacio – Aye
 Dr. Payne– Aye

Dr. Riolo – Aye
 Ms. Woodard – Aye
 Mr. Biederman, President – Aye

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

b. **Resolution 47 – 2025 (Approval to Award a Construction Services Contract for the Fort Ben Acoustic Remediation Project)**

Mr. Parsons noted that the Facilities Committee recommended that the Library award a construction services contract for the Fort Ben Acoustic Remediation Project to Gilliate General Contractors, Inc. for a total cost of \$198,000.

At this time, there was discussion among the Board members that they were disappointed to have to pay additional monies to resolve an issue they felt should have been identified during the design process.

Mr. Parsons shared that if the proposed panels don't resolve the noise issue, the other alternative is to construct actual walls at a cost of approximately \$300,000.

After full discussion and careful consideration of Resolution 47 – 2025, it was noted this resolution received a favorable recommendation from the Facilities Committee. Ms. Woodard seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Abstain
Dr. Palacio – Aye
Dr. Payne – Abstain

Dr. Riolo – Aye
Ms. Woodard – Aye
Mr. Biederman, President – Aye

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

9. **Library Foundation Update**

Dr. Riolo reviewed the Foundation's Update as follows:

News

Ms. Roberta Jagers, Indianapolis Public Library Foundation President, will attend our November meeting to share a more in-depth update about the Library Foundation. If there are any topics you would like for her to cover, please contact her at rjagers@indyplfoundation.org or 317-275-4863.

Donors

Major Donors last month: Arthur Jordan Foundation.

Program Support

This month the Foundation provided \$102,000 to the Library for: Fall Fest 2025 Slammin' Rhymes Challenge XIX – "Strength," Art Programs, Glowing Global Citizens and Teen Programs.

10. **Report of the CEO**

a. **Confirming Resolutions**

1) **Resolution Regarding Finances, Personnel and Travel (48 – 2025)**

After full discussion and careful consideration of Resolution 48 – 2025, the resolution was approved on the motion of Dr. Murtadha, which was seconded by Ms. Woodard, and the following roll call vote:

Dr. Murtadha – Aye	Dr. Riolo – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye

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

b. **Report of the CEO – October 2025**

Mr. Gregory Hill, the Library’s CEO, discussed information contained in his Report which included information on programs, services and initiatives as follows:

- On a typical day at the Library in the month of September, we welcomed 143 new cardholders into our community.
- Patrons checked out 14,132 items from our 25 locations, showing strong use of our resources.
- We had 353 adult and 611 youth programs.
- There was a video shown about the impact of the Library’s Social Work program.
- There are 86 Shared System schools and 48,294 Shared System cardholders.
- There were 12,817 IndyPL items checked out at the Shared System Schools this year. There were 8,431 Shared System school items checked out at an IndyPL location this school year.

c. **Quarterly Statistical Report on Library Operations – Quarter 3 – 2025**

Ms. Marianne McKenzie, Strategic Planning and Assessment Officer, reviewed the information in her Report and explained that:

- The Library continues to see strong growth in active cardholder numbers. Of the Library’s cardholders, 68% are considered active borrowers.
- Usage of databases, online learning platforms, and other digital platforms saw an 11% increase over Quarter 3 2024.
- There were 2,180,912 website visits in Quarter 3 2025 and there were 671,120 branch visits.

UNFINISHED BUSINESS

11. None.

NEW BUSINESS

12. None.

DISCUSSION AND AGENDA BUILDING

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

- Dr. Murtadha asked to receive information on the number of people coming into the Library for Social Work support and if there are new things to consider.

14. Notice of Special Meetings

None.

15. Notice of Next Regular Meeting

Monday, November 24, 2025, at the Irvington Branch Library, 10 South Audubon, at 6:30 p.m.

16. Adjournment

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

The Chairman then declared the meeting adjourned at 8:35 p.m.

INFORMATION

17. Materials

- a. **Notes of October 14, 2025 Diversity, Policy and Human Resources Committee Meeting.**
- b. **Notes of October 14, 2025 Finance Committee Meeting.**

18. Board Meeting Schedule for 2026 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meeting Schedule** for 2026 was distributed to the Board for their review and information.

- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

The October 27, 2025 Indianapolis Public Library Board Meeting is available to view at:

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

Dr. Patricia A. Payne, Secretary to the Board

Indianapolis-Marion County Public Library
Report of the Treasurer for October 31, 2025
Prepared by Accounting for the November 24, 2025 Board Meeting

6a

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Indianapolis-Marion County Public Library
Operating Fund Revenues and Expenditures
Month Ended October 31, 2025

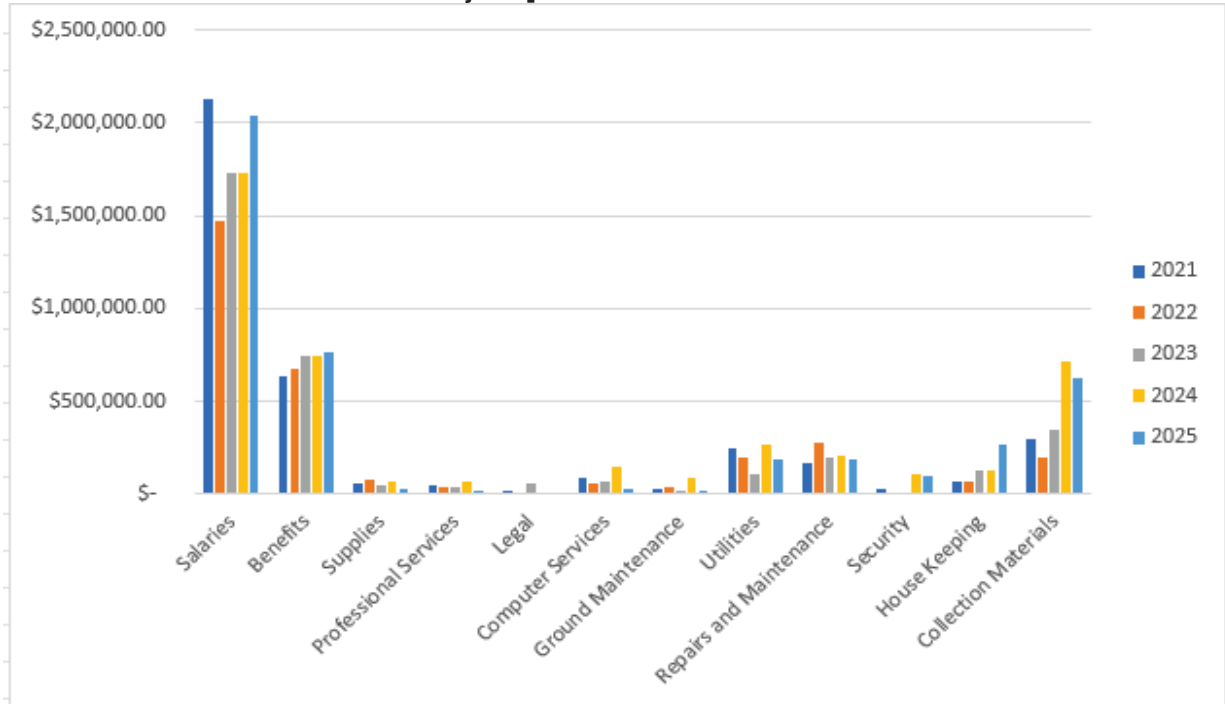
		Annual			
		2025	Actual MTD	Actual YTD	% Budget
Revenue		Budget	10/31/2025	10/31/2025	Received
Property Taxes	31	46,683,126	1,683,000	26,065,677	56%
Intergovernmental	33	8,439,437	377,151	5,963,010	71%
Fines & Fees	35	132,092	12,579	116,290	88%
Charges for Services	34	561,978	68,660	597,172	106%
Miscellaneous	36	1,655,529	171,059	2,290,555	138%
Total		<u>57,472,163</u>	<u>2,312,448</u>	<u>35,032,704</u>	61%

		Annual			
		2025	Actual MTD	Actual YTD	% Budget
Expenditures		Budget	10/31/2025	10/31/2025	Spent
Personal Services & Benefits	41	40,442,077	2,804,649	29,811,940	74%
Supplies	42	1,611,235	25,432	837,690	52%
Other Services and Charges	43	18,246,706	1,444,001	12,084,012	66%
Capital Outlay	44	3,291,311	288,895	2,178,624	66%
Total		<u>63,591,329</u>	<u>4,562,978</u>	<u>44,912,265</u>	71%

**Indianapolis-Marion County Public Library
Report of the Treasurer for October 2025
Month Ended October 31, 2025**



Major Expenditures



Indianapolis-Marion County Public Library
Fund 101- Operating Fund - Detailed Income Statement
Month Ended October 31, 2025

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE							
TAXES							
311000	PROPERTY TAX	51,770,505	53,820,214	1,683,000	26,065,677	-	27,754,537
311300	PROPERTY TAX CAPS	(7,137,088)	(7,137,088)	-	-	-	(7,137,088)
TAXES Total		44,633,417	46,683,126	1,683,000	26,065,677	-	20,617,449
INTERGOVERNMENTA							
332200	E-RATE REVENUE	249,600	240,000	-	248,208	-	(8,208)
335100	FINANCIAL INSTITUTION TAX REV	415,512	415,606	-	139,070	-	276,536
335200	LICENSE EXCISE TAX REVENUE	2,658,847	2,995,269	-	1,572,013	-	1,423,256
335400	LOCAL OPTION INCOME TAX	4,008,767	3,854,584	321,215	3,212,153	-	642,431
335500	COUNTY OPTION INCOME TAX	579,438	610,020	55,936	637,192	-	(27,172)
335700	COMMERCIAL VEHICLE TAX REVENUE	312,810	302,286	-	145,170	-	157,116
339000	IN LIEU OF PROP. TAX	17,940	21,672	-	9,203	-	12,469
INTERGOVERNMENTA		8,242,915	8,439,437	377,151	5,963,010	-	2,476,427
CHARGES FOR							
347601	PUBLIC PRINTING REVENUE	338,000	350,000	42,157	371,798	-	(21,798)
347602	FAX TRANSMISSION REVENUE	88,400	50,000	3,562	33,448	-	16,552
347603	PROCTORING EXAMS	1,560	1,500	210	2,399	-	(899)
347604	PLAC CARD DISTRIBUTION REVENUE	57,200	55,500	-	50,923	-	4,577
347605	USAGE FEE REVENUE	26,000	26,000	40	7,700	-	18,300
347606	SET-UP & SERVICE - TAXABLE	22,147	22,147	4,153	21,940	-	207
347607	SET-UP & SERVICE - NON-TAXABLE	17,854	17,854	610	4,255	-	13,599
347608	SECURITY SERVICES REVENUE	34,510	22,000	3,330	18,750	-	3,250
347609	EVENT SECURITY	-	-	-	-	-	-
347620	CAFE REVENUE	16,978	16,978	518	44,442	-	(27,464)
347621	CATERING REVENUE	81,994	-	14,079	41,516	-	(41,516)
CHARGES FOR		684,642	561,978	68,660	597,172	-	(35,194)
FINES							
351200	FINES	122,651	122,651	11,549	107,203	-	15,448
351201	OTHER CARD REVENUE	1,440	1,440	130	915	-	525
351202	HEADSET REVENUE	7,067	4,000	445	4,178	-	(178)
351203	USB REVENUE	5,545	3,000	384	2,803	-	197
351204	LIBRARY TOTES	1,942	1,000	70	1,190	-	(190)
FINES Total		138,646	132,092	12,579	116,290	-	15,802
MISCELLANEOUS							
360000	MISCELLANEOUS REVENUE	5,651	5,651	2,779	74,727	-	(69,075)
360001	REVENUE ADJUSTMENT	-	-	(80)	(80)	-	80
361000	INTEREST INCOME	72,394	995,223	133,119	1,390,372	-	(395,149)
362000	FACILITY RTL REV - TAXABLE	158,999	158,999	32,084	140,234	-	18,766
362001	FACILITY RENTAL REV - NONTAX	45,239	45,239	1,909	18,510	-	26,729
362002	EQUIPMENT RENTAL REV - TAXABLE	22,365	22,365	1,200	12,900	-	9,465
362003	EQUIPMENT RENTAL REV - NONTAX	2,913	2,913	-	1,400	-	1,513
367004	OTHER GRANTS	234,000	234,000	-	225,000	-	9,000
MISCELLANEOUS		541,562	1,464,391	171,011	1,863,062	-	(398,671)
OTHER FINANCING							
392100	SALE OF SURPLUS PROPERTY	3,938	3,938	-	-	-	3,938
396000	REFUNDS	5,200	5,200	48	871	-	4,329
399000	REIMBURSEMENT FOR SERVICES	182,000	182,000	-	166,345	-	15,655
399001	INSURANCE REIMBURSEMENTS	-	-	-	260,277	-	(260,277)
OTHER FINANCING		191,138	191,138	48	427,493	-	(236,355)
REVENUE Total		54,432,321	57,472,163	2,312,448	35,032,704	-	22,439,458
EXPENSE							
PERSONAL SERVICES							
411000	SALARIES APPOINTED STAFF	25,262,386	25,262,407	1,929,110	20,372,242	-	4,890,165
412000	SALARIES HOURLY STAFF	2,206,826	2,206,826	110,181	1,225,715	-	981,111
413000	WELLNESS	60,000	61,875	-	33,730	6,552	21,593
413001	LONG TERM DISABILITY INSURANCE	55,500	55,500	8,660	43,380	-	12,120
413002	EMPLOYEE ASSISTANCE PROGRAM	20,000	20,000	1,600	16,000	3,200	800

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
413003	TUITION ASSISTANCE	60,000	60,000	-	46,984	-	13,016
413004	SALARY ADJUSTMENT	600,000	600,000	-	-	-	600,000
413100	FICA AND MEDICARE	2,144,316	2,144,316	149,616	1,582,166	-	562,149
413300	PERF/INPRS	3,669,079	3,669,079	264,239	2,833,682	-	835,398
413400	UNEMPLOYMENT COMPENSATION	20,500	20,500	-	9,797	-	10,703
413500	MEDICAL & DENTAL INSURANCE	6,306,573	6,306,573	333,159	3,607,951	12,500	2,686,122
413600	GROUP LIFE INSURANCE	35,000	35,000	8,084	40,293	-	(5,293)
PERSONAL SERVICES		40,440,180	40,442,077	2,804,649	29,811,940	22,252	10,607,885
SUPPLIES							
421500	OFFICE SUPPLIES - FAC/PURCH	720,000	748,272	20,420	401,612	49,121	297,538
421600	LIBRARY SUPPLIES	100,000	118,860	3,107	97,106	12,926	8,827
421700	DEPARTMENT OFFICE SUPPLIES	367,706	371,019	(14,941)	189,063	16,129	165,826
422210	GASOLINE	20,000	20,000	1,992	19,352	127	521
422250	UNIFORMS	14,500	18,009	155	9,655	2,979	5,376
422310	CLEANING & SANITATION	180,000	175,075	14,698	116,560	16,988	41,527
429001	NON CAPITAL FURNITURE & EQUIP	160,000	160,000	-	4,341	4,100	151,559
SUPPLIES Total		1,562,206	1,611,235	25,432	837,690	102,371	671,175
OTHER SERVICES AND							
431100	LEGAL SERVICES	400,000	429,171	292	158,945	-	270,225
431500	CONSULTING SERVICES	537,200	496,836	11,817	162,956	42,451	291,429
432100	FREIGHT & EXPRESS	12,184	11,798	-	3,082	-	8,716
432200	POSTAGE	65,000	65,386	-	28,386	-	37,000
432300	TRAVEL	30,500	30,500	858	7,555	-	22,945
432400	DATA COMMUNICATIONS	296,876	320,803	21,788	213,692	-	107,111
432401	CELLULAR PHONE	21,330	21,330	1,397	10,661	-	10,668
432500	CONFERENCES	135,060	135,260	18,360	62,488	200	72,572
432501	IN HOUSE CONFERENCE	280,000	272,000	15,516	100,043	4,000	167,957
432502	STAFF DAY CONFERENCES	10,000	10,000	-	-	-	10,000
433100	OUTSIDE PRINTING	141,560	172,998	18,033	132,111	7,258	33,629
433200	PUBLICATION OF LEGAL NOTICES	2,950	2,950	214	2,356	-	594
434100	WORKER'S COMPENSATION	107,000	132,633	58,978	139,470	6,956	(13,793)
434200	PACKAGE	260,000	318,413	65,120	261,526	13,627	43,260
434201	EXCESS LIABILITY	28,000	34,346	6,956	26,604	-	7,742
434202	AUTOMOBILE	30,000	37,023	7,611	29,268	-	7,756
434500	OFFICIAL BONDS	2,400	2,400	-	1,200	-	1,200
434501	PUBLIC OFFICIALS & EE LIAB	17,000	17,000	-	14,922	-	2,078
434502	BROKERAGE FEE	25,000	31,105	6,288	24,787	-	6,319
435100	ELECTRICITY	1,144,800	1,213,138	85,938	798,466	219,872	194,800
435200	NATURAL GAS	115,000	131,019	3,202	98,562	21,073	11,383
435300	HEAT/STEAM	260,000	297,591	13,993	217,030	70,877	9,685
435400	WATER	67,725	69,477	7,118	63,372	2,786	3,320
435401	COOLING/CHILLED WATER	520,000	520,000	59,425	493,740	19,299	6,961
435500	STORMWATER	31,304	31,361	14,504	29,515	300	1,546
435900	SEWAGE	109,200	122,417	5,776	54,834	20,543	47,039
436100	REP & MAINT-STRUCTURE	1,040,000	918,164	109,402	563,396	221,159	133,610
436101	ELECTRICAL	260,000	311,641	23,046	246,050	24,205	41,386
436102	PLUMBING	78,000	156,199	13,853	118,098	22,959	15,142
436103	PEST SERVICES	41,600	43,636	1,985	17,980	7,403	18,253
436104	ELEVATOR SERVICES	130,000	171,929	7,340	150,974	10,946	10,009
436110	CLEANING SERVICES	1,795,000	1,898,847	271,411	1,385,881	68,085	444,880
436200	REP & MAINT-EQUIPMENT	156,000	132,192	7,675	53,550	30,386	48,256
436201	REP & MAINT-HEATING & AIR	442,000	436,803	17,340	258,499	87,039	91,265
436202	REP & MAINT -AUTO	52,000	52,000	2,240	42,866	1,920	7,213
436203	REP & MAINT-COMPUTERS	759,000	1,075,450	-	669,583	265,587	140,280
437200	EQUIPMENT RENTAL	68,660	76,660	4,070	46,686	21,341	8,633
437300	REAL ESTATE RENTAL	33,438	33,438	1,008	30,396	-	3,042
439100	CLAIMS, AWARDS, INDEMNITIES	25,000	25,000	-	-	-	25,000
439600	TRASH REMOVAL	88,400	103,400	9,205	84,153	-	19,247
439601	SNOW REMOVAL	286,000	286,000	-	276,133	-	9,867
439602	LAWN & LANDSCAPING	286,000	256,045	9,173	174,792	46,563	34,690
439800	DUES & MEMBERSHIPS	69,340	84,344	1,468	64,316	14,275	5,753
439901	COMPUTER SERVICES	527,500	579,585	26,366	447,111	93,650	38,824
439902	PAYROLL SERVICES	135,000	135,000	10,939	117,867	-	17,133
439903	SECURITY SERVICES	840,000	839,341	94,892	677,708	32,519	129,115
439904	BANK FEES/CREDIT CARD FEES	43,000	43,000	3,238	31,689	-	11,311
439905	OTHER CONTRACTUAL SERVICES	920,845	1,304,151	61,969	852,369	153,503	298,279
439906	RECRUITMENT EXPENSES	30,160	30,160	992	14,081	8,525	7,554
439907	EVENTS & PR	104,580	111,080	119	13,436	7,722	89,922
439910	PROGRAMMING	138,640	185,878	7,916	112,535	36,452	36,891

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
439911	PROGRAMMING-JUV.	156,600	185,656	22,055	100,355	39,563	45,738
439913	PROGRAMMING EXHIBITS - CENTRAL	3,000	3,000	700	1,344	-	1,656
439930	MATERIALS CONTRACTUAL	3,742,786	3,826,153	312,414	2,396,595	113,367	1,316,191
451100	AUDIT FEES	15,000	15,000	-	-	-	15,000
452000	TRANSFERS IN/OUT	-	-	-	-	-	-
452002	TRANSFERS IN/OUT	-	-	-	-	-	-
OTHER SERVICES AND		16,917,638	18,246,706	1,444,001	12,084,012	1,736,413	4,426,282
CAPITAL							
445100	CAPITAL - FURNITURE	-	-	-	-	-	-
445301	COMPUTER EQUIPMENT	-	-	-	-	-	-
445300	CAPITAL- EQUIPMENT	15,000	15,000	-	6,681	-	8,319
449000	BOOKS & MATERIALS	3,167,625	3,276,311	288,895	2,171,942	108,686	995,683
449200	ART & EXHIBITS	-	-	-	-	-	-
CAPITAL Total		3,182,625	3,291,311	288,895	2,178,624	108,686	1,004,001
EXPENSE Total		62,102,650	63,591,329	4,562,978	44,912,265	1,969,722	16,709,342

Indianapolis-Marion County Public Library
Cashflow Projections - Operating Fund
January 1 - December 31, 2025

	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	2025 Budget	Variance
Beginning Balance	\$ 45,380,780	\$ 41,604,333	\$ 37,434,256	\$ 33,304,585	\$ 31,035,901	\$ 28,690,711	\$ 49,120,248	\$ 45,300,047	\$ 40,844,415	\$ 37,751,358	\$ 35,900,587	\$ 32,751,032	\$ 45,380,780	\$ 45,380,780	
Receipts:															
PROPERTY TAX	-	-	-	970,000	1,239,000	22,173,677	-	-	-	1,683,000	1,843,552	21,130,801	49,040,030	46,483,126	2,354,904
PROPERTY TAX CAPS	311,000	-	-	-	-	-	68,038	-	-	-	20,000	20,000	288,208	240,000	48,208
E-RATE REVENUE	332,200	-	-	69,430	-	-	-	110,720	-	-	20,000	20,000	346,826	415,606	(88,780)
FINANCIAL INSTITUTION TAX REV	335,000	-	-	-	-	139,070	-	-	-	-	-	207,756	3,069,647	2,995,269	74,378
LICENSE EXCISE TAX REVENUE	335,000	-	-	-	-	1,572,013	-	-	-	-	-	1,497,635	3,854,583	3,854,584	(1)
LOCAL OPTION INCOME TAX	335,000	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	128,842
COUNTY OPTION INCOME TAX	55,936	55,936	55,936	55,936	55,936	55,936	55,936	55,936	55,936	55,936	55,936	55,936	738,862	610,020	128,842
COMMERCIAL VEHICLE TAX REVENUE	335,700	-	-	-	-	145,170	-	-	-	-	-	151,143	294,313	302,286	(5,973)
INLEU OF PROP. TAX	-	-	-	-	-	9,203	-	-	-	-	-	10,836	20,039	21,672	(1,633)
COPY MACHINE REVENUE	347,600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC PRINTING REVENUE	347,601	32,361	36,940	40,176	39,358	35,427	38,923	40,016	38,568	42,157	29,167	29,167	430,131	350,000	80,131
FAX TRANSMISSION REVENUE	347,602	3,284	3,717	3,451	3,526	3,237	3,783	2,999	3,173	3,562	4,167	4,167	41,781	50,000	(8,219)
PROCTORING EXAMS	347,603	25	200	170	200	100	932	407	130	210	125	125	2,649	1,500	1,149
PLAC CARD DISTRIBUTION REVENUE	347,604	-	-	-	-	20	40	50,923	-	-	4,767	4,767	60,456	-	60,456
USAGE FEE REVENUE	347,605	20	20	20	20	20	40	2,400	281,4	4,133	1,500	750	9,200	9,000	200
SET-UP & SERVICE - TAXABLE	347,606	230	1,975	2,142	1,000	1,550	3,406	2,400	281,4	4,133	1,500	1,500	24,940	18,000	6,940
SET-UP & SERVICE - NON-TAXABLE	347,607	100	700	295	600	350	1,050	600	100	610	667	667	5,588	8,000	(2,412)
SECURITY SERVICES REVENUE	347,608	1,500	2,000	1,500	1,300	1,000	1,500	2,200	2,300	3,330	1,833	1,833	22,417	22,000	417
EVENT SECURITY	347,609	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PARKING REVENUE	347,610	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAFETERIA REVENUE	347,620	5,972	3,023	-	-	-	9,132	-	23,177	518	1,415	1,415	41,243	-	41,243
CATERING REVENUE	347,621	-	-	-	5,065	13,240	9,132	-	-	14,079	6,833	6,833	55,182	-	55,182
FINES	351,200	9,559	9,849	9,941	11,165	15,200	12,195	10,089	10,237	11,549	8,333	8,333	123,870	100,000	23,870
OTHER CARD REVENUE	351,201	330	65	65	-	130	65	-	65	130	92	92	1,098	1,100	(2)
HEADSET REVENUE	351,202	370	343	409	386	444	456	465	420	333	333	333	4,845	4,000	845
USB REVENUE	351,203	178	276	286	251	250	306	264	396	384	250	250	3,303	3,000	303
LIBRARY TOIES	351,204	37	58	73	90	93	79	170	443	70	83	83	1,357	1,000	357
MISCELLANEOUS REVENUE	360,000	1,312	3,207	54,229	3,121	503	1,775	101	2,803	2,779	833	833	75,487	10,000	65,487
REVENUE ADJUSTMENT	360,001	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INTEREST INCOME	361,000	163,799	136,424	109,440	108,009	137,678	167,425	159,720	140,317	133,119	100,000	100,000	1,590,372	1,200,000	390,372
FACILITY RENTAL REV - TAXABLE	362,000	24,999	4,462	9,186	4,464	5,702	19,447	8,465	15,746	32,084	18,750	18,750	177,734	225,000	(47,266)
FACILITY RENTAL REV - NONTAX	362,001	3,400	2,440	1,475	1,850	820	3,301	1,579	626	1,909	3,667	3,667	25,843	44,000	(18,157)
EQUIPMENT RENTAL REV - TAXABLE	362,002	1,800	300	1,500	300	900	2,100	1,500	2,100	1,200	1,000	1,000	14,900	12,000	2,900
EQUIPMENT RENTAL REV - NONTAX	362,003	-	-	-	500	-	600	600	-	-	250	250	1,900	3,000	(1,100)
FOUNDATION CONTRIBUTION	367,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER GRANTS	367,004	-	-	-	-	-	-	225,000	-	-	-	-	225,000	225,000	-
TRANSFER IN	391,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SALE OF SURPLUS PROPERTY	392,100	-	-	-	-	-	-	-	-	-	1,000	1,000	2,000	12,000	(10,000)
REFUNDING	396,000	-	-	308	493	-	-	-	-	-	83	83	1,038	1,000	38
REIMBURSEMENT FOR SERVICES	399,000	-	-	910	-	35	17,205	84,986	80,414	-	4,167	4,167	174,678	50,000	124,678
INSURANCE REIMBURSEMENTS	399,001	-	-	-	235,904	71,68	-	-	-	-	-	-	-	-	-
Total Receipts	631,078	576,409	592,280	1,652,167	2,111,787	24,640,132	727,662	1,080,805	701,000	2,312,448	2,425,646	23,580,285	60,771,521	57,472,163	3,299,357
Expenditures:															
PERSONAL SERVICES & BENEFITS	41	3,947,437	2,653,186	2,709,387	2,706,894	2,716,931	2,768,680	3,805,626	2,845,344	2,804,649	3,370,015	3,370,015	36,554,244	40,442,077	3,887,832
SUPPLIES	42	53,512	38,783	186,431	977,57	64,141	71,373	58,442	5,798	25,432	130,184	130,184	1,098,057	1,611,235	513,178
OTHER SERVICES AND CHARGES	43	403,833	1,689,501	794,384	1,386,567	1,224,483	1,460,553	1,478,015	780,844	1,444,001	1,409,803	1,409,803	14,903,618	18,246,706	3,343,089
CAPITAL OUTLAY	44	3,048	364,462	230,179	265,200	203,433	249,258	195,382	170,682	288,895	265,219	265,219	2,709,061	3,291,311	582,250
(Including Books & Collection Materials)															
Total Expenditures	4,407,830	4,745,932	4,722,017	3,920,380	4,456,418	4,208,989	4,549,844	5,537,465	3,802,648	4,562,978	5,175,220	5,175,220	55,244,980	63,591,329	8,326,349
Change in Payables/Feeby Cash/Correction* Transfer Out (Rainy Day Fund/IRF)	305	(555)	66	(471)	(599)	(1,586)	2,002	3,007	6,611	(242)	-	-	8,578	-	-
Ending Balance	\$ 41,604,333	\$ 37,434,256	\$ 33,304,586	\$ 31,035,901	\$ 28,690,711	\$ 49,120,248	\$ 45,300,047	\$ 40,844,415	\$ 37,751,358	\$ 35,900,587	\$ 32,751,032	\$ 31,564,097	\$ 50,895,899	\$ 39,261,614	-

Indianapolis-Marion County Public Library
Receipts & Disbursements
Month Ended October 31, 2025

FUND	CASH AND INVESTMENTS 9/30/2025	RECEIPTS	DISBURSEMENTS	CASH AND INVESTMENTS 10/31/2025
101 Total Operating	37,751,358	2,312,448	4,563,219	35,500,587
104 Total Fines	11,280	61,240	61,240	11,280
226 Total Parking Garage	713,920	6,744	8,986	711,678
230 Total Grant	216,895	638	-	217,534
245 Total Rainy Day	8,397,997	26,029	-	8,424,026
270 Total Shared System	442,782	31,735	4,218	470,299
276 Total Cares Grant Fund	-	-	-	-
321 Total BIRF 2	3,687,701	24	-	3,687,725
471 Total Library Improvement Reserve Fund	2,967,276	9,640	-	2,976,917
472 Total Construction	-	-	-	-
479 Total 2018A Bond - AHS/ILS/Fac Improvmts	11,541	-	10,491	1,050
480 Total 2018 BBond - West Perry Branch	-	-	-	-
481 Total 2019 Bond - LAW WAY Renovation	-	-	-	-
482 Total 2020 Bond - Fac Renov Equip Acq	575,445	-	29,476	545,970
483 Total 2021A Bond Glendale BR	676,437	1,989	-	678,426
484 Total 2021B Bond FT Harrison BR	1,053,343	3,085	-	1,056,428
485 Total 2021C Bond Energy Cons	2,403,075	6,829	45,181	2,364,723
486 Total 2021c Bond Energy Cons LT MT	2,270,157	6,240	196,267	2,080,131
487 Total 2023A Bond Curve Renovation	2,755,642	6,825	156,052	2,606,415
488 Total 2023B Bond Nora & FAC Proj	1,508,076	4,321	1,899	1,510,499
489 Total 2023C Bond Pike Renov	1,671,744	4,821	(7,137)	1,683,701
490 Total 2024 Bond	6,412,221	18,382	-	6,430,603
701 Total Self-Insurance Fund	1,481,634	375,500	393,897	1,463,237
800 Total Gift	2,432,330	50,155	171,722	2,310,763
806 Total Payroll Liabilities	52,640	159,071	164,799	46,912
812 Total Foundation Agency Fund	4,301	869	4,340	830
813 Total Staff Association Agency Fund	31	-	-	31
814 Total Sales Tax Agency Fund	1,617	2,724	1,672	2,669
815 Total PLAC Card Revenue Agency Fund	16,097	1,960	7,421	10,636
99 Total CAFR GOVERNMENT - WIDE	-	-	-	-
Grand Total	77,515,540	3,091,272	5,813,743	74,793,069

**Status of the Treasury
Investment Report
Month Ended October 31, 2025**

Chase Savings Account

	Balance October 31, 2025	Interest Earned October 31, 2025
Operating Fund	\$ 7,828,713	\$ 23,135
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 457,631	\$ 1,350
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 452,619	\$ 1,335
Gift Fund	\$ 22,951	\$ 638
2021A Bond (Glendale)	\$ 542,538	\$ 1,601
2021B Bond (Fort Harrison)	\$ 713,028	\$ 2,104
Total Chase Savings Account	\$ 10,224,260	\$ 30,163

The average savings account rate for October was 3.48%

Fifth Third Bank Investment Account

	Balance October 31, 2025	Interest Earned October 31, 2025
Library Improvement Reserve Fd	\$ 2,496,719	\$ 8,268
Rainy Day Fund	\$ 3,874,455	\$ 12,830
Total Fifth Third Bank	\$ 6,371,174	\$ 21,098

The average 5/3 investment account rate for October was 3.98%

Hoosier Fund Account Income

	Balance October 31, 2025	Interest Earned October 31, 2025
Operating Fund	\$ 10,280,626	\$ 36,993
Rainy Day Fund	\$ 209,991	\$ 752
Bond & Interest Redemption Fd 2	\$ 44,813	\$ -
Total Hoosier Fund Account	\$ 10,535,430	\$ 37,746

The average Hoosier Fund account rate for October was 4.23%

TrustIndiana

	Balance October 31, 2025	Interest Earned October 31, 2025
Operating Fund	\$ 8,012,509	\$ 29,837
Bond & Interest Redemption Fd 2	\$ 541,148	\$ -
Total TrustIndiana Account	\$ 8,553,657	\$ 29,837

The average Trust Indiana account rate for October was 4.11%

U. S. Bank

	Balance October 31, 2025	Interest Earned October 31, 2025
Operating Fund	\$ 5,399,568	\$ 7,220
Total U. S. Bank	\$ 5,399,568	\$ 7,220

The average U. S. Bank account rate for October was 1.55%

Chase Gift Fund Account Interest

	YTD Interest October 31, 2025	Interest Earned October 31, 2025
Gift Fund	\$ 70,498	\$ 7,305
Total Chase Gift Fund Account Interest	\$ 70,498	\$ 7,305

The average Chase Gift Fund Account Interest account rate for October was 3.48%

Chase Sweep Account Interest

	YTD Interest October 31, 2025	Interest Earned October 31, 2025
Operating Fund	\$ 405,698	\$ 35,933
Parking Garage	\$ 7,081	\$ 738
Rainy Day Fund	\$ 99,753	\$ 11,111
LIRF Fund	\$ 12,317	\$ 1,373
Bond & Interest Redemption Fd 2	\$ 2,369	\$ 24
2021A Bond (Glendale)	\$ 5,568	\$ 388
2021B Bond (Fort Harrison)	\$ 8,869	\$ 982
2021C Bond (Multiple Projects)	\$ 74,749	\$ 6,829
2022 Bond (Multiple Projects)	\$ 70,184	\$ 6,240
2023A Bond (Curve & Others)	\$ 105,336	\$ 6,825
2023B Bond (Nora & Others)	\$ 42,345	\$ 4,321
2023C Bond (Pike & Others)	\$ 57,871	\$ 4,821
2024 Bond (Multiple Projects)	\$ 164,945	\$ 18,382
Total Chase Sweep Account Interest	\$ 1,057,086	\$ 97,968

The average Chase Sweep account rate for October was 3.54%

Previous Month's Chase Savings Account Activity

	Balance September 30, 2025	Interest Earned September 30, 2025
Operating Fund	\$ 7,805,577	\$ 23,332
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 456,281	\$ 1,362
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 451,284	\$ 1,347
Gift Fund	\$ 22,313	\$ 644
2021A Bond (Glendale)	\$ 540,938	\$ 1,614
2021B Bond (Fort Harrison)	\$ 710,924	\$ 2,121
Total Chase Savings Account	\$ 10,194,097	\$ 30,420

The average savings account rate for September was 3.64%

Previous Month's Fifth Third Bank Investment Account

	Balance September 30, 2025	Interest Earned September 30, 2025
Library Improvement Reserve Fd	\$ 2,488,451	\$ 8,212
Rainy Day Fund	\$ 3,861,625	\$ 12,744
Total Fifth Third Bank	\$ 6,350,076	\$ 20,957

The average 5/3 investment account rate for September was 3.97%

Previous Month's Hoosier Fund Account Income

	Balance September 30, 2025	Interest Earned September 30, 2025
Operating Fund	\$ 10,243,633	\$ 36,817
Rainy Day Fund	\$ 209,238	\$ 749
Bond & Interest Redemption Fd 2	\$ 44,813	\$ -
Total Hoosier Fund Account	\$ 10,497,684	\$ 37,566

The average Hoosier Fund account rate for September was 4.37%

Previous Month's TrustIndiana

	Balance September 30, 2025	Interest Earned September 30, 2025
Operating Fund	\$ 7,982,672	\$ 29,792
Bond & Interest Redemption Fd 2	\$ 541,148	\$ -
Total TrustIndiana Account	\$ 8,523,820	\$ 29,792

The average Trust Indiana account rate for September was 4.26%

Previous Month's U. S. Bank

	Balance September 30, 2025	Interest Earned September 30, 2025
Operating Fund	\$ 5,392,349	\$ 7,651
Total U. S. Bank	\$ 5,392,349	\$ 7,651

The average U. S. Bank account rate for September was 1.65%

Previous Month's Chase Gift Fund Interest

	YTD Interest September 30, 2025	Interest Earned September 30, 2025
Gift Fund	\$ 63,193	\$ 6,568
Total Chase Gift Fund Account Interest	\$ 63,193	\$ 6,568

The average Chase Gift Fund Account Interest account rate for September was 3.64%

Previous Month's Chase Sweep Account Interest

	YTD Interest September 30, 2025	Interest Earned September 30, 2025
Operating Fund	\$ 369,765	\$ 42,725
Parking Garage	\$ 6,344	\$ 780
Rainy Day Fund	\$ 88,642	\$ 11,253
LIRF Fund	\$ 10,944	\$ 1,390
Bond & Interest Redemption Fd 2	\$ 2,345	\$ 69
2021A Bond (Glendale)	\$ 5,179	\$ 394
2021B Bond (Fort Harrison)	\$ 7,888	\$ 994
2021C Bond (Multiple Projects)	\$ 67,921	\$ 7,104
2022 Bond (Multiple Projects)	\$ 63,944	\$ 6,705
2023A Bond (Curve & Others)	\$ 98,511	\$ 7,472
2023B Bond (Nora & Others)	\$ 38,024	\$ 4,393
2023C Bond (Pike & Others)	\$ 53,050	\$ 5,040
2024 Bond (Multiple Projects)	\$ 146,563	\$ 18,615
Total Chase Sweep Account Interest	\$ 959,118	\$ 106,935

The average Chase Sweep account rate for September was 3.71%

Indianapolis-Marion County Public Library
Fund 321 - Bond and Interest Fund - Detailed Income Statement
Month Ended October 31, 2025

	ORIGINAL BUDGET	REVISED BUDG.	MTD	YTD	P.O.	AVAILABLE BUDG.
REVENUES						
Property Taxes						
311000 PROPERTY TAX	19,020,217	19,020,217		10,371,658	-	8,648,559
Property Taxes Total	19,020,217	19,020,217	-	10,371,658	-	8,648,559
Intergovernmental						
335100 FINANCIAL INSTITUTION T	91,484	91,484		45,923	-	45,561
335200 LICENSE EXCISE TAX REVE	800,766	800,766		519,107	-	281,659
335700 COMMERCIAL VEHICLE TAX	102,395	102,395		47,938	-	54,457
339000 IN LIEU OF PROP. TAX	4,000	4,000		3,698	-	302
Intergovernmental Total	998,645	998,645	-	616,666	-	381,979
Miscellaneous						
361000 INTEREST INCOME	-	-	24	2,369	-	(2,369)
Miscellaneous Total	-	-	24	2,369	-	(2,369)
REVENUES Total	20,018,862	20,018,862	24	10,990,693	-	9,028,169
EXPENSES						
Other Services and Charges						
439904 BANK FEES/CREDIT CARD F	10,000	10,000		1,875	-	8,125
438100 PRINCIPAL	21,200,000	21,200,000		9,525,000	-	11,675,000
438200 INTEREST	1,472,278	1,472,278		976,153	-	496,125
Other Services and Charges Total	22,682,278	22,682,278	-	10,503,028	-	12,179,250
EXPENSES Total	22,682,278	22,682,278	-	10,503,028	-	12,179,250

Indianapolis-Marion County Public Library
Fund 245 - Rainy Day Fund - Detailed Income Statement
Month Ended October 31, 2025

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	26,029	255,058	-	(255,058)
MISCELLANEOUS Total	-	-	26,029	255,058	-	(255,058)
OTHER FINANCING SRCS						
399000 REIMBURSEMENT FOR SERVICES	-	-	-	-	-	-
OTHER FINANCING SRCS Total	-	-	-	-	-	-
REVENUE Total	-	-	26,029	255,058	-	(255,058)
EXPENSE						
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	-	-	-	-	-	-
431200 ENGINEERING & ARCHITECTURAL	-	-	-	-	-	-
431500 CONSULTING SERVICES	500,000	500,000	-	-	-	500,000
438400 ISSUANCE COSTS	-	-	-	-	-	-
452002 TRANSFERS IN/OUT	-	-	-	3,537	-	(3,537)
OTHER SERVICES AND CHARGES TOTAL	500,000	500,000	-	3,537	-	496,463
CAPITAL						
441000 LAND	-	-	-	-	-	-
443500 BUILDING	500,000	500,000	-	-	-	500,000
CAPITAL Total	500,000	500,000	-	-	-	500,000
EXPENSE Total	1,000,000	1,000,000	-	3,537	-	996,463

Indianapolis-Marion County Public Library
Fund 471 - Library Improvement Reserve Fund - Detailed Income Statement
Month Ended October 31, 2025

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	9,640	98,670	-	(98,670)
MISCELLANEOUS Total	-	-	9,640	98,670	-	(98,670)
REVENUE Total	-	-	9,640	98,670	-	(98,670)
EXPENSE						
CAPITAL						
444501 COMPUTER SOFTWARE	125,000	125,000	-	-	-	125,000
CAPITAL Total	125,000	125,000	-	-	-	125,000
EXPENSE Total	125,000	125,000	-	-	-	125,000

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended October 31, 2025

Indianapolis-Marion County Public Library

	MTD	YTD
REVENUE		
MISCELLANEOUS		
332205 EMERGENCY CONNECTIVITY FUND	-	-
334700 GRANTS - LSTA	-	-
334720 GRANTS - STATE	-	2,409
334752 GRANTS - IMLS FEDERAL FUNDED	-	-
360000 MISCELLANEOUS REVENUE	-	-
360001 REVENUE ADJUSTMENT	-	-
361000 INTEREST INCOME	7,943	77,074
367000 FOUNDATION CONTRIBUTION	42,850	1,874,556
367002 FOUNDATIONS - DESIGNATED GIFTS	-	-
367004 OTHER GRANTS	-	-
396000 REFUNDS	-	-
399000 REIMBURSEMENT FOR SERVICES	-	-
MISCELLANEOUS Total	50,793	1,954,038

REVENUE	136,513	1,954,038
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EXPENSE

00005000 - OPEN FOR ADJUSTMENTS	-	-
00015007 - CBLC CENTER FOR BLACK LIT & CULTURE	-	-
00025001 - COLLEGE UNRESTRICTED GIFT	-	496
00035001 - GLENDALE UNRESTRICTED GIFT	1,186	3,676
00045001 - IRVINGTON UNRESTRICTED GIFT	2,000	3,690
00055001 - BRIGHTWOOD UNRESTRICTED GIFT	200	939
00065001 - DECATUR UNRESTRICTED GIFT	-	188
00075001 - EAGLE UNRESTRICTED GIFT	-	246
00085001 - E. 38TH STREET UNRESTRICTED GIFT	-	100
00095001 - E. WASHINGTON UNRESTRICTED GIFT	-	30
00125001 - HAUGHVILLE UNRESTRICTED GIFT	-	-
00135001 - LAWRENCE UNRESTRICTED GIFTS	177	3,510
00145001 - NORA UNRESTRICTED GIFTS	1,453	6,128
00155001 - PIKE UNRESTRICTED GIFTS	280	3,867
00165001 - GARFIELD PARK UNRESTRICTED GIFTS	-	340
00175001 - SOUTHPORT UNRESTRICTED GIFTS	65	1,038
00185001 - SPADES PRK UNRESTRICTED GIFTS	203	894
00195001 - WAYNE UNRESTRICTED GIFTS	155	1,136
00205001 - W. INDIANAPOLIS UNRESTRICTED GIFTS	-	204
00215001 - FRANKLIN RD UNRESTRICTED GIFTS	177	2,641
00235001 - FORT BEN HARRISON UNRESTRICTED GIFTS	-	329
00245001 -INFOZONE UNRESTRICTED GIFTS	-	592
00255001 - OUTREACH UNRESTRICTED GIFT FUND	-	-
00275001 - MICHIGAN RD UNRESTRICTED GIFTS	33	546
00285001 - BEECH GROVE UNRESTRICTED GIFTS	-	-
00295001 - W. PERRY UNRESTRICTED GIFTS	25	232
00405001 - CEO UNRESTRICTED GIFTS	358	10,325
00405010 - DIGITAL ENCYCLOPEDIA OF INDPLS DEOI	-	10,411
00425002 - LIBRARY MATERIALS MEMORIAL FUND	-	(234)
00425003 - LIBRARY MATERIALS ESTATE GIFTS	-	(139,426)
00425004 - LIBRARY MATERIALS COLLECTIONS	9,640	190,253
23085013 - E38 STREET CAREER CENTER	(1,739)	(1,739)

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended October 31, 2025

Indianapolis-Marion County Public Library

	MTD	YTD
23455066 - PROGRAM PRESENTATION LAPTOPS 2023	-	-
23465013 - SUMMER READING PROGRAM	-	-
23475010 - IPS RACIAL EQUITY INSTITUTE TRAININ	-	-
24005013 - SUMMER READING PROGRAM	-	-
24015029 - CULTURE HISTORY AND SOCIETY	-	-
24015032 - CBLC 7TH ANNIVERSARY	-	500
24015041 - CENTRAL AUTHOR ENGRAVINGS PHASE 2	-	1,500
24035015 - GLENDALE GRAND OPENING	-	-
24085012 - E38 ZINE COLLECTION	-	251
24085013 - E38 CAREER CENTER	-	2,194
24085024 - FAMILY SPICE CLUB	-	-
24135012 - GRAPHIC NOVEL CLUB	169	638
24165011 - DIA DE LOS MUERTOS CELEBRATION	-	490
24185010 - YOUTH ART CLUB	-	113
24205012 - CHAIR YOGA WIN	-	-
24225018 - TEEN AFTERNOONS AT WARREN	-	87
24245011 - GROWING GLOBAL CITIZENS	-	-
24245013 - POCKET PARK STORYWALK	-	1,466
24255015 - BUNNY BAG PROGRAM BOOKS & SUPPLIES	-	188
24255017 - LIBRARY EXPRESS PATRON DELIVERY BAG	-	-
24255043 - SRP SUMMER GROUP BOOK COLLECTION	-	974
24285011 - YOUNG SCIENTISTS (BEECH GROVE)	-	-
24295012 - STEAM TEAM FOR HOMESCHOOL	-	808
24415010 - SOCIAL WORK PROGRAM REVIEW	-	-
24415014 - MCFADDEN LECTURE 2024	-	-
24425016 - DOWNEY DIGITIZATION	-	-
24455015 - WORLD LANGUAGE BOOK CLUB	-	-
24455037 - EARLY LITERACY SPECIALIST	-	80,414
24455047 - INTERNATIONAL FESTIVALS AND CELEBRA	-	-
24455048 - READING READY TIME	-	-
24455050 - BILINGUAL FINANCIAL LITERACY	-	200
24455053 - EARLY CHILDHOOD EDUCATORS WORKSHOP	-	139
24455055 - REACH OUT AND READ DIA DE LOS NINOS	-	-
24455056 - BILINGUAL STORYTIME	-	-
24455058 - ADDRESSING THE DIGITAL DIVIDE	-	4,975
24455059 - DIGITAL CREATIVITY	47	1,300
24455061 - WORLD LANGUAGE COMPUTER CLASSES	-	-
24455063 - CONCERT SERIES	-	1,180
24455064 - HEALTHY BODY HEALTHY MIND	-	-
24455068 - ADULT BOOK DISCUSSION	-	254
24455069 - ONE STATE ONE STORY	-	48
24455071 - ASRP COFFEE BREWING	-	-
24455072 - WRITING WORKSHOPS FOR ADULTS	-	-
24465012 - MARKETING	-	4,641
24475012 - PLA CONFERENCE	-	-
24475013 - LILLIAN CHILDRESS HALL SCHOLORSHIP	-	1,500
25005013 - SUMMER READING PROGRAM 2025	10,067	212,245
25005015 - FALL FEST SLAMMIN RHYMES CHALLENGE	-	1,500
25005016 - WELLNESS PROGRAMS	459	9,549
25005029 - INDYPL SEED LIBRARY	236	6,210

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended October 31, 2025

Indianapolis-Marion County Public Library

	MTD	YTD
25005034 - LGBTQ COMPETENCIES with IYG	400	800
25005036 - PRESCHOOL PACKAGED PROGRAMS	3,500	22,650
25005039 - ON THE ROAD TO READING	203	392
25015011 - NONPROFIT WORKSHOPS	1,255	3,565
25015014 - CENTRAL EXHIBITS	202	513
25015017 - DRAG STORYTIME	1,204	2,871
25015021 - CBLC 8TH ANNUAL JUNETEENTH BOOKFEST	-	8,000
25015033 - CBLC UMBRELLA CAP	-	1,910
25085012 - E38 ZINE COLLECTION	-	161
25085013 - E38 CAREER CENTER	3,412	5,686
25245015 - AUTISM CERTIFICATION FOR BRANCHES	-	
25255015 - BUNNY BAG PROGRAM BOOKS AND SUPPLIE	8,852	21,177
25405010 - DISABILITY AWARENESS	-	4,600
25415014 - MCFADDEN LECTURE	-	49,782
25425012 - MARION COUNTY INERNET LIBRARY 2526	63,000	533,445
25425014 - GENERAL DIGITIZATION	1,938	2,622
25425017 - ARTS INSIGHT IND DIGITIZATION PROJT	-	8,183
25425025 - EXPANDING OUR STORY COMMUNITY & BEL	16,324	27,192
25435011 - TANGRAM GRANT FOR DISABILITIES PRJC	-	5,971
25455010 - MEET THE ARTIST 2025	-	48,505
25455011 - HOMESCHOOL FOR THE LIBRARY	-	2,387
25455013 - TEEN PACKAGED PROGRAMS	1,000	8,100
25455016 - OUTSMARTING SCAMMERS	1,200	1,200
25455015 - WORLD LANGUAGE BOOK CLUB	-	1,000
25455022 - CAREGIVER SUPPORT	780	3,840
25455028 - TEEN COMMUNITY BOOK CLUB	800	800
25455024 - SHE EVENT 2025 ELEVATE AND CELEBRAT	-	944
25455035 - YA AUTHOR VISITS	960	9,401
25455039 - MEET YOUR NEIGHBOR	728	2,072
25455040 - LATIN CULTURE COMMITTEE OUTREACH	144	922
25455041 - ART PROGRAM	1,290	6,528
25455042 - CONVERSATION CIRCLES	1,500	8,335
25455045 - PATHWAY TO LITERACY	4,296	10,364
25455052 - ADULT SUMMER READING PROGRAM	650	40,000
25455055 - DIA DEL NINO (REACH OUT AND READ)	-	12,500
25455056 - BILINGUAL STORYTIME	1,500	6,000
25455067 - BUILDING DIGITAL LITERACY	1,800	15,150
25455073 - A GARDEN PROGRAM	600	4,210

Indianapolis-Marion County Public Library
Fund 226 - Parking Garage - Detailed Income Statement
Month Ended October 31, 2025

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347610 PARKING REVENUE	135,000	135,000	3,179	80,653	-	54,347
347611 EVENTS PARKING	12,000	12,000	1,400	11,225	-	775
CHARGES FOR SERVICES Total	147,000	147,000	4,579	91,878	-	55,122
MISCELLANEOUS						
360000 MISCELLANEOUS REVENUE	500	500	-	-	-	500
360001 REVENUE ADJUSTMENT	-	-	77	426	-	(426)
361000 INTEREST INCOME	26,000	26,000	2,088	20,992	-	5,008
MISCELLANEOUS Total	26,500	26,500	2,165	21,418	-	5,082
REVENUE Total	173,500	173,500	6,744	113,296	-	60,204
EXPENSE						
SUPPLIES						
421200 PRINTER SUPPLIES	2,000	2,000	-	111	-	1,890
421500 OFFICE SUPPLIES - FAC/PURCH	2,200	2,200	815	2,385	685	(870)
422600 UNIFORMS	200	200	-	-	-	200
422310 CLEANING & SANITATION	500	500	-	26	-	474
SUPPLIES Total	4,900	4,900	815	2,521	685	1,694
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	1,250	1,250	-	-	-	1,250
431200 ENGINEERING & ARCHITECHTURAL	9,000	9,000	-	-	-	9,000
431500 CONSULTING SERVICES	2,500	5,415	-	-	2,915	2,500
431501 PARKING GARAGE CONTRACTUAL	12,000	12,000	1,000	10,000	-	2,000
432200 POSTAGE	100	100	-	-	-	100
432400 DATA COMMUNICATIONS	3,000	3,000	246	2,189	-	811
434201 EXCESS LIABILITY	5,400	5,400	513	5,047	-	353
436100 REP & MAINT-STRUCTURE	7,100	7,100	-	7,100	-	-
436110 CLEANING SERVICES	15,900	15,900	867	18,106	-	(2,206)
436200 REP & MAINT-EQUIPMENT	4,000	4,000	-	1,072	-	2,928
436201 REP & MAINT-HEATING & AIR	30,000	31,500	-	1,500	-	30,000
439904 BANK FEES/CREDIT CARD FEES	9,000	9,000	837	8,197	-	803
439905 OTHER CONTRACTUAL SERVICES	66,700	68,860	4,707	51,814	2,160	14,886
OTHER SERVICES AND CHARGES TOTAL	165,950	172,525	8,171	105,025	5,075	62,425
CAPITAL						
445300 CAPITAL - EQUIPMENT	5,000	5,000	-	-	-	5,000
CAPITAL Total	5,000	5,000	-	-	-	5,000
EXPENSE Total	175,850	182,425	8,986	107,546	5,760	69,119

Indianapolis-Marion County Public Library
Fund 270 - Shared System - Detailed Income Statement
Month Ended October 31, 2025

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347640 SHARED SYSTEM REVENUE	-	-	31,735	113,927	-	(113,927)
CHARGES FOR SERVICES Total	-	-	31,735	113,927	-	(113,927)
REVENUE Total	-	-	31,735	113,927	-	(113,927)
EXPENSE						
PERSONAL SERVICES						
411000 SALARIES APPOINTED STAFF	125,703	125,703	3,105	56,493		69,210
413100 FICA AND MEDICARE	9,617	9,617	231	4,048		5,569
413300 PERF/INPRS	10,919	10,919	882	2,431		8,488
PERSONAL SERVICES Total	146,239	146,239	4,218	62,971	-	83,268
SUPPLIES						
421600 LIBRARY SUPPLIES	5,000	9,981	-	3,595	431	5,955
SUPPLIES Total	5,000	9,981	-	3,595	431	5,955
OTHER SERVICES AND CHARGES						
431500 CONSULTING SERVICES	1,000	1,000		-	-	1,000
432300 TRAVEL		-		-		-
432501 IN HOUSE CONFERENCE		-				-
439901 COMPUTER SERVICES	18,676	18,676		-		18,676
439905 OTHER CONTRACTUAL SERVICES	5,000	4,631		3,531	401	700
439907 EVENTS & PR	3,900	3,900		-	-	3,900
439909 REIMBURSEMENT FOR SERVI	35,000	35,000		-	-	35,000
439930 MATERIALS CONTRACTUAL	1,000	1,000	-	-	-	1,000
OTHER SERVICES AND CHARGES TOTAL	64,576	64,207	-	3,531	401	60,276
EXPENSE Total	215,815	220,427	4,218	70,097	832	149,498

Indianapolis-Marion County Public Library
Summary of Construction Fund Cash Balances
Month Ended October 31, 2025

Construction Fund Cash Balances - Does Not Include Retainage Withheld

Fund 479 - Restricted - Multiple Projects	1,050.32
Fund 482 - Restricted - Multiple Projects 2	545,969.71
Fund 483 - Restricted - Glendale Project	678,427.90
Fund 484 - Restricted - Fort Harrison Project	1,056,427.98
Fund 485 - Restricted - Multiple Projects 3	2,364,722.87
Fund 486 - Restricted - Multiple Projects 4	2,037,126.32
Fund 487 - Restricted - Curve & Other Projects	2,264,204.68
Fund 488 - Restricted - Nora Reno & Other Projects	1,510,498.80
Fund 489 - Restricted - Pike Reno & Other Projects	1,673,617.44
Fund 490 - Restricted - Multiple Projects 5	6,430,603.06
Total Construction Fund Cash Balances	18,562,649.08

Summary of Classifications

<u>PROJECT</u>	<u>* ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>OPEN POs</u>	<u>UNEXPENDED</u>
* Fund 479 - Restricted - Multiple Projects	5,000,000.00	10,490.85	207,440.93	4,998,949.68	0.00	1,050.32
* Fund 482 - Restricted - Multiple Projects 2	5,349,512.62	29,475.54	545,003.28	4,803,542.91	133,251.90	412,717.81
Fund 483 - Restricted - Glendale Project	15,804,680.40	0.00	99,365.98	15,126,252.50	168,098.32	510,329.58
Fund 484 - Restricted - Fort Harrison Project	14,530,898.46	0.00	18,502.00	13,474,470.48	91,455.97	964,972.01
Fund 485 - Restricted - Multiple Projects 3	5,791,761.08	45,180.94	1,440,472.11	3,427,038.21	149,495.50	2,215,227.37
Fund 486 - Restricted - Multiple Projects 4	5,779,040.08	196,267.05	1,085,483.52	3,741,913.76	23,060.59	2,014,065.73
Fund 487 - Restricted - Curve & Other Projects	6,421,800.10	172,373.27	3,624,361.41	4,157,595.42	1,726,629.77	537,574.91
Fund 488 - Restricted - Nora Reno & Other Projects	6,295,701.40	1,898.87	497,814.78	4,785,202.60	51,497.40	1,459,001.40
Fund 489 - Restricted - Pike Reno & Other Projects	6,347,432.14	2,947.99	1,791,075.16	4,673,814.70	568,037.63	1,105,579.81
Fund 490 - Restricted - Multiple Projects 5	6,565,502.33	0.00	0.00	134,899.27	0.00	6,430,603.06
**** Fund 491 - Restricted - WIN & Multiple Projects 6		0.00	3,537.00	3,537.00	0.00	
Total Expenditures	77,886,328.61	458,634.51	9,309,519.17	59,323,679.53	2,911,527.08	15,651,122.00

	<u>ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>BUDGET BALANCE</u>
** Appropriated Interest Earnings - Fund 483	307,138.37	1,989.02	22,058.59	307,138.37	0.00
*** Appropriated Interest Earnings - Fund 484	233,391.76	3,085.17	30,542.59	233,391.76	0.00
Appropriated Interest Earnings - Fund 485	217,644.63	6,828.80	74,749.34	217,644.63	0.00
Appropriated Interest Earnings - Fund 486	205,583.48	6,240.47	70,184.01	205,583.48	0.00
Appropriated Interest Earnings - Fund 487	318,508.24	6,825.22	105,335.75	318,508.24	0.00
Appropriated Interest Earnings - Fund 488	192,409.54	4,321.38	42,345.16	192,409.54	0.00
Appropriated Interest Earnings - Fund 489	244,140.28	4,821.08	57,871.06	244,140.28	0.00
Appropriated Interest Earnings - Fund 490	220,019.35	18,382.11	164,944.80	220,019.35	0.00

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

** Total interest went \$247,138.37 above estimated \$60,000.00 so added it to budget.

*** Total interest went \$173,391.76 above estimated \$60,000.00 so added it to budget.

**** 2025 Bond Will Be Issued Later This Year.



Board Action Request

6b

To: IMCPL Board

Meeting Date: November 24, 2025

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 24, 2025

Subject: Data Axle Reference Solutions Premium+ subscription database renewal - Resolution 49-2025

Recommendation: Authorize the approval of Resolution 49-2025

Background: The Data Axle Reference Solutions Premium+ subscription database is used by the public for business research at any library location or remotely from home, school or businesses. This essential tool is used as part of the library catalog and reference databases on the library's "Research and Learn" database page or from the URL (<http://ezproxy.ilibrary.org/login?url=http://www.referenceusa.com/>) with a library card.

The Reference Solutions Premium+ database has been one of the top databases used by the library for 10+ years. The annual cost for this core reference tool has stayed flat at \$58,534.44 since 2017. At about 294,000+ retrievals year-to-date and \$0.21 per retrieval in 2025, Reference Solutions Premium+ remains one of our most used and valuable databases. Data Axle is a sole source provider for this type of business reference resource, with quality data collection and verification methods. The library acquires the database through MCLS (Midwest Consortium Library Services) at a 20% discount.

The Premium+ package includes U.S. and Canadian business research modules for Businesses, White Pages, Healthcare, Consumer Lifestyles, Jobs/Internships, New Businesses, New Movers / Homeowners, and Historical Business.

The subscription period for the renewal runs from Jan 31, 2026 - Jan 30, 2027.

Strategic/Fiscal Impact:

The annual Data Axle Reference Solutions Premium+ database cost of \$58,534.44 will be funded from Operating Funds (10126120-439930 MATERIALS CONTRACTUAL).

Approval form

Instructions:

The approval form is not an invoice and should not be used to generate payment.



Institution

Indianapolis Public Library

PO Box 211
2450 North Meridian St
Indianapolis, IN 46206-0211
United States

Consortium

Midwest Collaborative for Library Services

1407 Rensen street
Lansing, MI 48910
United States

Att: Irene Rosier, Order Specialist, Acquisitions

Description	Status	Period	Reference	Cost
Data Axle January February March Publisher: Data Axle				
Reference Solutions Premium+	Accepted	01/31/2026 - 01/30/2027		58,534.44 USD
Total estimate				58,534.44 USD

Notes:

This is not an invoice. To be used for internal quote and purchase order requests only.



Board Resolution

6b

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 49-2025**

**Data Axle Reference Solutions Premium+ Subscription Database Renewal
November 24, 2025**

WHEREAS, the Indianapolis-Marion County Public Library ("IndyPL") provides online reference tools through its web site and library catalog;

WHEREAS, the Data Axle Reference Solutions Premium+ database is one-of-a-kind service that is a vital reference tool for IndyPL, therefore; and

BE IT RESOLVED the Data Axle Reference Solutions Premium+ subscription database renewal, as quoted, are approved and the Board of Trustees authorizes the Chief Executive Officer to approve the annual renewal with the selected Vendor for a cost not to exceed \$58,534.44 for the period January 31, 2026 to January 30, 2027.

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

RESOLUTION 49-2025

Data Axle Reference Solutions Subscription Database Renewals

AYE

NAY

Adopted this 24th day of November, 2025.

ATTEST: _____
Secretary of the Board



Board Action Request

6C

To: IMCPL Board

Meeting Date: November 24, 2025

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 24, 2025

Subject: E-magazine subscription renewal - Resolution 50-2025

Recommendation: Authorize the approval of Resolution 50-2025

Background: As an important component of the library's "virtual branch" collection, e-magazines are a popular part of our online collection. As many magazines move from physical to online, it allows the library to continue to provide access to popular magazines like the New Yorker, Newsweek, Prevention and Rolling Stone.

With availability to an unlimited number of simultaneous users, on demand permanent checkouts and new issue alerts, the magazines are available for free on a phone or other personal device. Usage for 2025 is on track to reach 296,000 issue checkouts in the last year, a 27% increase over the previous 12 month period.

The library's OverDrive/Libby e-magazine collection has 5,000+ titles, including many world language titles, all available on the Libby app with a library card. The annual subscription fee is \$80,000 and the subscription period runs December 31, 2025 – December 31, 2026.

Strategic/Fiscal Impact:

The OverDrive e-magazine subscription cost of \$80,000 will be funded from the Operating Fund (10126120-439930 MATERIALS CONTRACTUAL).



Board Resolution

6C

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 50-2025
APPROVAL OF OVERDRIVE E-MAGAZINE RENEWAL
November 24, 2025**

WHEREAS, the Indianapolis-Marion County Public Library ("IndyPL") provides An online collection through its web site under "e-Books & Streaming" and mobile apps like Libby;

WHEREAS, the OverDrive e-magazine subscription service is embedded with the library's ebook and eaudio collection and is a successful and popular subscription package for IndyPL patrons, therefore

BE IT RESOLVED the OverDrive e-magazine subscription renewal, as quoted, is approved and the Board of Trustees authorizes the Chief Executive Officer to approve the annual renewal with the selected vendor for an annual cost not to exceed \$80,000 for the period December 31, 2025 to December 31, 2026.

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

RESOLUTION 50-2025

Approval of OverDrive E-Magazine Renewal

AYE

NAY

Adopted this 24th day of November, 2025.

ATTEST: _____
Secretary of the Board



Board Action Request

6d

To: IMCPL Board

Meeting Date: November 24, 2025

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 24, 2025

Subject: Resolution 51-2025 – Transfer between Classifications and Accounts

Recommendation: Authorize the adoption of Resolution 51-2025

Background: The transfer of \$45,000 is in the Operating Fund to move funds from IT Office Supplies to IT Computer Services to cover services related to the Baker & Taylor service, which is ending. The cost is for Syndetics Unbound from Innovative (Clarivate). This is a replacement service for Content Café by Baker & Taylor. They announced that they are shutting down operations. This is an emergent need to cover those services.

The transfer for \$740,000 is to purchase additional ebooks and eaudiobooks. This will improve our patron experience, wait times, and the ability to purchase patron requests that we have been unable to fill. This transfer will come from the medical and dental to capital outlays.

Strategic/Fiscal Impact: This transfer has no impact on the total budget for 2025 as the funds are moving from one account to another.



Board Resolution

6d

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 51-2025
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS
November 24, 2025**

WHEREAS, certain conditions have developed since the Adoption of the 2025 Annual Budget,

WHEREAS, it is necessary to transfer funds between Budget Classifications and Accounts,
therefore

BE IT RESOLVED that the following transfer and re-appropriation be made via:

OPERATING FUND			
Decrease			
FROM:			
1. PERSONAL SERVICES	10126170-413500	MEDICAL & DENTAL INSURANCE	(\$740,000.00)
2. SUPPLIES	10126110-421500	OFFICE SUPPLIES- FAC/PURCH	(\$45,000.00)
			-785,000.00
Increase			
TO:			
3. COMPUTER	10126110-439901	COMPUTER SERVICE	45,000.00
4. CAPITAL OUTLAYS	10126120-449000	BOOKS & MATERIALS	740,000.00
			\$785,000.00

LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA
RESOLUTION 51-2025
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS
November 24, 2025

AYE

NAY

ATTEST:

Secretary of the Board



Board Action Request

7a

To: IMCPL Board

Meeting Date: November 24, 2025

From: Chief Public Services Officer via
Diversity, Policy and Human
Resources Committee

Approved by the Library Board:
Effective Date: November 24, 2025

Subject: Resolution 52-2025 - Approval of Proposed Revision of Collection Management Policies (Policy 600)

Recommendation: Approval of Resolution 52-2025 Revision of Collection Management Policies (Policy 600)

Background: The Chief Collection Management Officer, in collaboration with Collection Management staff, has led a comprehensive review and revision of Policy 600: “USE, SELECTION, AND MANAGEMENT OF THE MATERIALS COLLECTION” policy, commonly known as the “Materials Selection Policy” that guide the selection of materials and other work of the Collection Management Department. The review and revision process included:

- Researching materials selection policies from other urban public library systems
- Engaging in multiple rounds of feedback from IndyPL staff across all departments
- Expanding and updating the policy to reflect current practices and increase transparency

The proposed updates align IndyPL’s policy with contemporary public library standards and best practices. These changes support the library’s mission and strategic plan, and enhance the operational framework for materials selection, ongoing collection evaluation, and deaccessioning, ensuring a dynamic and responsive collection that meets community needs.

The revised policy equips library staff with a clearer understanding of our collection management practices and strengthens their ability to explain these practices to the public, fostering greater trust and engagement with our staff and community.

Strategic/Fiscal Impact: Accounted for in the 2026 budget.



Board Resolution

7a

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 52-2025

REVISION OF COLLECTION MANAGEMENT POLICIES

NOVEMBER 24, 2025

WHEREAS, the Library Board of Trustees (“Board”) has directed Library leadership to conduct a review and update of Library policies based on current best practices, operational changes, Library organizational and position changes, and needed clarifications and changes regarding policy language and organizational structure;

WHEREAS, the Chief Collection Management Officer has completed its review of all Collection Management policies and is proposing policy updates in the form identified and described in the attachment to this Resolution (“2025 Collection Management Policy Updates”);

WHEREAS, the Diversity, Policy and Human Resource Committee recommends that the proposed Policy Updates be approved by the Board;

WHEREAS, the Board has reviewed the proposed Policy Updates and deems them appropriate and consistent with the mission and operations of the Library as a taxpayer supported public entity;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the Policy Updates in the form attached to this Resolution, effective January 2, 2026.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 52-2025

REVISION OF COLLECTION MANAGEMENT POLICIES

NOVEMBER 24, 2025

AYE

NAY

Adopted this 24th day of November, 2025.

ATTEST: _____
Secretary of the Board

SECTION 600: USE, SELECTION, AND MANAGEMENT OF THE MATERIALS COLLECTION

This section outlines the policies governing the use, selection, and management of the materials collection at the Indianapolis-Marion County Public Library (“the Library”), as included in the Policy Manual. These policies reflect the philosophy of the Library Board and Leadership Team and are developed by professionally trained public library collection specialists with input from staff across all locations, to ensure the collection meets the needs of the community.

600 INTRODUCTION

The Indianapolis Public Library commits to enriching and supporting our communities by inspiring lifelong learning through responsible stewardship, relevant collections, and engaging service. As a premier urban public library, the Library strives to deliver exceptional, community-focused service and champion equitable access to knowledge and resources for all.

In alignment with our core value of providing equitable access, we select, acquire, and provide free and open access to materials that reflect and support the diverse needs of our community. Our collection serves as both a robust physical resource on-site during open hours and a dynamic virtual collection, available 24/7 and accessible from anywhere, ensuring that all residents, regardless of location or schedule, can benefit from the Library’s offerings.

Through responsive and inclusive collection development, the Library strives to meet the informational, educational, recreational, and entertainment needs of Library cardholders, within the limits of budget and applicable law, while also anticipating future interests and emerging trends. This policy outlines the principles and practices that guide the selection and management of materials to ensure equitable, inclusive, and relevant service for all.

The Library endeavors to create a balanced collection that embraces and promotes diversity, inclusion, and representation. The collection serves to preserve, promote, highlight, and give voice to individuals and groups with varying backgrounds, experiences, styles, perceptions, values, and beliefs.

Library materials are not sequestered except for the express purpose of protecting them from damage or theft. The Library does not advocate labels or rating systems for Library materials except for the use of directional labels for ease of finding items in the collection. The Library affirms the rights of individuals to form their own opinions about resources they choose to read, listen to, or view.

Collection Management staff are responsible for selecting materials, guided by their education, training, subject expertise, and job classification. Input from other staff and Library patrons informs the selection process to ensure the collection reflects community needs and interests. Ultimate responsibility for collection management rests with the Library CEO, who operates within the framework of policies established by the Library Board of Trustees.

601 INTELLECTUAL FREEDOM

We enable all individuals in the Indianapolis community to exercise their right to access constitutionally protected information as guaranteed in the First Amendment to the Constitution of the United States, which protects the freedom of expression and the corollary freedom of access to information. The Library guides its selection policy using the *Library Bill of Rights*, the *Freedom to Read Statement*, and the *Freedom to View Statement* adopted by the American Library Association.

602 CENSORSHIP

The Library objects to censorship in the fulfillment of its responsibility to provide information and enlightenment. Library material meeting the selection criteria is not excluded because of the origin, background, or views of those contributing to its creation.

If material is not chosen for the Library's collection it has been excluded because it does not meet the Library's selection criteria outlined in Section 605 below.

See also:

Indianapolis Board of Trustees resolution 18-2023 in support of library staff, collections, displays and programming; and against censorship (Appendix A)

[ALA Statement on Book Censorship | ALA](#)

[Challenged Resources: An Interpretation of the Library Bill of Rights | ALA](#)

603 MATERIALS COLLECTION SELECTION

603.1 Selection of Materials for Adults

The Library maintains a diverse collection of materials designed to satisfy the needs and interests of a wide audience of adults in the Indianapolis community. Selections reflect the diverse interests, backgrounds, and perspectives of adult patrons. Material of a scholarly, academic, or highly specialized nature may not meet selection criteria. Selection of adult materials is not inhibited by the possibility that minors may inadvertently encounter these materials.

603.2 Selection of Materials for Minors

The Library selects materials for children and teens with the intent to foster a lifelong love of reading, support recreational interests, and encourage educational growth. Materials span a wide range of topics and formats to spark curiosity, broaden interests, and reinforce learning both inside and outside the classroom. The children and teen collections at all Library locations will be shelved in age-appropriate sections designated for them. Materials used in support of children's programming are included. Curated reading lists, online resources, and staff guidance help young patrons and their caregivers identify suitable materials for their developmental, educational, and recreational needs.

603.2a Responsibility of Use of the Collection by Minors

The Library does not act *in loco parentis* (in place of the parent.) Only parents or legal guardians have the authority and responsibility to decide the reading, viewing, or listening use of library materials – both physical and electronic – for their own minor children.

603.2b Selection of Materials for Children

Library staff select materials for children (birth–12 years) using the Library’s general criteria, with additional consideration for age and developmentally appropriate content, subject matter, style, and format. The collection includes fiction and nonfiction that support early childhood literacy, social-emotional development, and foundational learning across core subjects.

603.2c Selection of Materials for Teens

Materials for teens (ages 13–18) are selected to support academic success, personal development, and recreational interests. The collection includes fiction and nonfiction that reflect diverse perspectives, explore relevant social and emotional themes, and promote critical thinking and self-expression. Selections prioritize age-appropriate content, educational value, developmental appropriateness, and inclusive representation. Resources also support schoolwork, college and career readiness, and independent learning.

603.3 Selection of Materials for Students and Educators

We support student learning at all K-12 academic levels by providing supplementary materials that enhance classroom instruction, foster independent inquiry and critical thinking, and encourage lifelong learning. Materials are selected to complement – not replace – formal curricula and are intended for individual use rather than classroom-wide distribution. Selections for curriculum support are guided by the Library’s general selection criteria.

603.4 Collaborative Collection Development for Shared System Schools and Community Libraries

We support the ***Shared System*** through collaborative collection development and by sharing materials with participating schools and community libraries, ensuring students, faculty, and other members have access to a significantly broader and more robust range of materials than would be available through a single institution. *It is the responsibility of school staff to provide guidance on the suitability of materials borrowed from the Library for their students.*

603.5 Selection of Materials for Homeschoolers

The Library supports homeschool families by providing educational resources that enhance individualized learning across grade levels and subject areas. Library staff select materials to supplement instruction, foster independent inquiry, and promote critical thinking.

The collection includes nonfiction, textbooks, workbooks, educational guides, reference materials, and enrichment resources for kindergarten through high school. While full curriculum sets are not purchased, selections align with homeschooling needs and follow our general criteria, with attention to educational relevance, developmental appropriateness, and copyright and licensing compliance.

These materials are intended to support personal curriculum use and offer flexible learning tools for homeschool families.

603.6 Selection of Materials for Caregivers and Youth Leaders

The Library encourages and supports all adults who nurture reading and learning in children and teens through collection development and by providing access to recommended titles, curated lists, staff guidance, and other resources. Selection follows the Library's general criteria, with emphasis on practical use, literacy development, developmental appropriateness, and support for reading motivation and enrichment.

603.7 Selection of Materials for Those with Diverse Abilities

The Library is committed to providing materials that support patrons with diverse abilities by offering accessible formats and adaptive resources. These include:

- **Braille Materials** for children/families with low-vision or vision loss. This limited, curated browsing collection of "twin vision" braille/standard print materials includes board books, picture books, and beginning readers for children ages 0–6. It is designed to support early literacy and provide an inclusive in-branch experience for families with low-sighted members, while also serving as an entry point to programs such as the Summer Reading Program and 1,000 Books Before Kindergarten. The collection is intended to complement, not replicate, the State Library's holdings. It will not be expanded to include teen or adult materials due to space constraints, limited availability of popular-interest titles, and cost considerations. Adult/Teen Braille materials are available through the State Library's Talking Book and Braille Library.
- **Audiobooks** in physical and digital formats for those who benefit from auditory learning or have difficulty reading standard print.
- **Large print books** to support low-vision readers and readers with learning disabilities.
- **Simplified and leveled texts** to accommodate varying reading abilities and developmental needs.
- **Digital resources** that are compatible with screen readers and other assistive technologies.

Selection is guided by the Library's general criteria, with additional consideration for accessibility, usability, and relevance to the needs of individuals with physical, cognitive, or learning differences. The Library continually evaluates and updates these materials to ensure inclusive access and meaningful engagement for all patrons.

603.8 Selection of Materials for International Communities

The Library supports and celebrates the linguistic and cultural diversity of Indianapolis by selecting authentic, high-quality materials in world languages for all age groups. The acquisition of non-English materials is guided by principles of cultural accuracy, representation, accessibility, and availability. Selection decisions are informed by patron requests, circulation data, school enrollment figures, the presence of international community centers, documented demographic changes, and other relevant factors. Library staff review this process annually to support budget planning and ensure the collection remains responsive to evolving community needs and publishing trends.

603.9 Selection of Materials for Marginalized Communities

The Library is committed to building collections that reflect the voices, histories, and lived experiences of marginalized communities. Materials are selected across all formats to ensure accurate, affirming, and inclusive representation of groups historically underrepresented or misrepresented in mainstream publishing. This includes, but is not limited to, communities defined by race, ethnicity, gender identity, sexual orientation, disability, socioeconomic status, and immigration status.

Titles are chosen for their authenticity, relevance, and potential to foster understanding, empathy, and dialogue. The Library prioritizes works by authors from marginalized communities and actively seeks out publishers and sources that elevate underrepresented voices.

603.10 Selection of Materials for Book Discussion Groups

Titles selected for the Book Club in a Bag collection are selected based on their wide appeal, potential for meaningful conversation, and lasting relevance. Preference is given to books that resonate with a broad audience and offer rich themes or perspectives suitable for group discussion.

Selection is guided by community interest and reading trends, with consideration for the Library's collection budget. The collection includes both newly acquired titles and donated materials, particularly those provided by branch book clubs using Library Foundation-supported funding.

604 SIGNIFICANT AND EMERGING COLLECTIONS

In alignment with the Library's mission to build a collection that reflects and amplifies the voices of individuals and communities with diverse backgrounds, experiences, perspectives, and beliefs, the Library has established a number of specialized collections. These collections are designed to preserve, promote, and highlight the cultural richness and historical significance of Indianapolis and Marion County, while also supporting emerging areas of interest and responsibly managing collections that may be transitioning or sunsetting.

604.1 Central Library

As the primary reference and resource center for The Indianapolis Public Library, Central Library maintains the most inclusive and comprehensive collection in the system. The Library designs the collection to support the needs of researchers while also offering current, contemporary materials for general readers. In addition, Central houses an extensive backlist of fiction, nonfiction, and audiovisual titles, and intentionally retains older nonfiction and single-copy items that may no longer be in high demand but remain valuable for reference and historical context.

A key role of the Library's collection, particularly at Central Library and within our digital archives, is the preservation of historical materials. These older items offer valuable insights for researchers and are expected in a large urban library. While some of these materials may contain outdated or harmful depictions of people or cultures, they reflect the values of the time in which they were created.

The Library is committed to curating a collection that reflects contemporary values, especially in materials for children. However, we do not remove older items solely because they conflict with modern

perspectives. The presence of an item in the collection does not imply endorsement of its content. We acknowledge the potential harm of problematic materials, but we retain them to support historical understanding and foster dialogue that can lead to a more inclusive future.

604.2 Library Branches

Branch collections prioritize current, high-interest materials that meet the everyday needs of their communities. Rather than building comprehensive research collections, branches focus on providing timely, relevant resources that support reading, learning, and personal enrichment. These collections are shaped by floating collection dynamics and data-informed analysis tools, ensuring materials reflect the evolving interests and priorities of the neighborhoods they serve.

604.3 Indianapolis Local History and Special Collections

The ***Nina Mason Pulliam Indianapolis Special Collections Room***, located at Central Library, holds a curated, non-circulating reference collection of materials focused on the history, culture, and development of Indianapolis and Marion County. In addition to nonfiction works, the collection also includes fiction titles from prominent and widely recognized Indianapolis authors. While intentionally limited in scope and not intended to be comprehensive, the collection is guided by the following goals:

604.4 Preserve and provide access to rare and significant materials that document the cultural, intellectual, artistic, and diverse heritage of Indianapolis and Marion County

604.5 Safeguard the history of the Indianapolis Public Library through the collection and storage of institutional records and related materials.

604.6 Ensure long-term preservation by housing materials in various secure, environmentally controlled conditions that support their physical integrity.

604.7 Support research and learning by offering reference services to local history researchers and members of the public interested in the people, authors, artists, businesses, and events that have shaped Indianapolis.

604.8 Local Authors

As part of the 2025-2027 Strategic Plan, the Library plans to consolidate works by local authors into a dedicated collection at Central Library, to include published works by creators from the greater Indianapolis area of Marion County, and the surrounding counties. This collection includes both fiction and nonfiction titles, representing a wide range of genres, subjects, and voices. Works by self-published and locally known authors are featured alongside those by widely recognized writers. The collection reflects the literary and cultural contributions of the Central Indiana community and affirms the Library's commitment to celebrating and preserving local authorship and storytelling. Additional copies of these works may be included in the floating collection.

604.9 Indiana Collection

The Indiana Collection features materials that document and explore the natural environment, history, culture, politics, government, and communities of both Indianapolis and the state of Indiana. Resources are selected to support lifelong learning, civic engagement, and local research, with a strong emphasis on accuracy and regional relevance. The collection includes works of historical and contemporary significance, with topics such as state history, governance, Indigenous and immigrant histories, environment, education, and biographies and cultural contributions of Hoosiers. Ongoing curation

ensures the collection remains current, representative, and aligned with the Library's role in preserving and providing materials on the state's informational and cultural heritage.

604.10 Digital Indy

The Library makes materials available through its publicly accessible digital archive, ***Digital Indy***. In addition to documenting the Library's own history, ***Digital Indy*** collaborates with local organizations to highlight the people, places, and events that have shaped Indianapolis and Marion County. Digitization priority is given to collections from nonprofits, community-driven projects, public services, historically marginalized communities, and cultural organizations. Materials such as photographs, documents, oral histories, and yearbooks are digitally preserved at varying levels to ensure long-term access and to safeguard the cultural memory of the region.

604.11 Encyclopedia of Indianapolis

The digital ***Encyclopedia of Indianapolis*** is a home for knowledge about Indianapolis' past and present. Its entries, timelines, interactive atlas, and in-depth features tell the stories of the people, organizations, places, and events that define Indianapolis and its metropolitan region. A legacy project of the Indianapolis Bicentennial Commission, the encyclopedia was initially developed by the Polis Center at IUPUI (now Indiana University Indianapolis) in collaboration with the city's major cultural and heritage institutions. It is sustained by The Indianapolis Public Library as a civic resource. Updated continuously, the encyclopedia aims to provide information to help citizens participate more effectively in developing the city.

604.12 Center for Black Literature and Culture

The ***Center for Black Literature and Culture*** (CBLC) located at Central Library is dedicated to celebrating and preserving the rich heritage, literature, and cultural contributions of people of African ancestry, with a special emphasis on Indianapolis and Indiana. Established in 2017 through a grant from the Lilly Endowment, the CBLC collection is sustained by the Library and serves as a vital resource for education, reflection, and cultural engagement.

The collection features English-language materials that explore African American literature, history, art, music, politics, religion, sports, children's literature and more, highlighting both national and local voices. It includes a wide range of formats such as books, periodicals, audiovisual media, and digital resources. Designed to serve all ages and levels of interest, from casual readers to academic researchers, the CBLC places special emphasis on works by African American authors, materials related to the African diaspora, and content that supports the Black communities in Indianapolis.

604.13 Chris Gonzalez Collection

The ***Chris Gonzalez Library and Archives*** served the Indianapolis LGBTQ+ community for over 25 years, offering a grassroots collection of over 7,000 titles curated by Michael Bohr. In 2017, Indy Pride partnered with The Indianapolis Public Library to preserve and expand access to this significant resource. The collection, primarily housed at Central Library, significantly enhanced the Library's LGBTQ+ holdings.

While some original materials have been retired due to age, the Library continues to grow its LGBTQ+ collection with a strong focus on inclusivity - prioritizing works by people of color, women, non-binary,

transgender, lesbian, bisexual, queer, and other underrepresented voices. This effort supports both the LGBTQ+ community and public understanding of LGBTQ+ experiences.

604.14 Library of Things

As part of the 2025 – 2027 Strategic Plan, the Library will explore and pilot a ***Library of Things*** collection, which will offer non-traditional items for borrowing, such as tools, technology, games, and educational kits, to support learning, creativity, and everyday life. This collection will promote sustainability and equitable access to resources that may be costly or infrequently used.

Items will be selected based on community interest, educational value, and safety, and will be regularly reviewed and updated. Borrowing is available with a library card, and some items may have age restrictions or require a user agreement. The staff will evaluate the collection's success using metrics such as usage data, customer and staff feedback, item loss rates, and overall program cost. These findings will help determine the long-term sustainability and potential for permanent adoption of the collection.

604.15 World Languages

The Library provides world language materials in a variety of formats, including literature, nonfiction, children's books, audiovisual resources, and digital content, to serve both native speakers and language learners. Spanish-language materials are available system-wide and float between locations to meet broad demand. Materials in other non-English languages are assigned to specific branches based on the needs of their surrounding communities.

Branch language assignments are reviewed regularly to ensure equitable access, foster cultural connection, and guide effective collection space planning. This reflects the Library's ongoing commitment to serving the diverse communities of Indianapolis. As a best practice, branch libraries are encouraged to shelve world language materials for all audiences together in a centralized location to enhance visibility and accessibility.

604.16 Urban Fiction

The Library maintains a dedicated collection of Urban Fiction, an industry-recognized genre also known as street lit, featuring fast-paced, character-driven stories that reflect urban life and explore themes of resilience, identity, and community. This collection responds to well-established patron demand and fosters reader engagement through authentic, culturally relevant narratives.

604.17 Neurodiversity Collection

The Neurodiversity Collection supports and celebrates the lived experiences of neurodivergent individuals by offering affirming, accurate, and inclusive materials across age groups. Selection prioritizes authenticity, intersectionality, and accessibility, with ongoing curation to ensure relevance and representation. The collection reflects the Library's commitment to inclusion and community connection. Materials address a range of neurodivergent conditions, including but not limited to autism spectrum disorder (ASD), attention-deficit/hyperactivity disorder (ADHD), dyslexia, dyspraxia, Tourette syndrome, and other cognitive and neurological differences.

604.18 Book Club Kits

The *Book Club in a Bag* collection offers book club kits to support Indianapolis book groups by offering ready-made access to all the materials a book club leader would need to conduct a book discussion. Title selection is based on community interest and enduring wide appeal. Titles are regularly reviewed and updated to ensure titles remain current, engaging, and reflective of the interests of local readers. Titles that are outdated, underused, or no longer suitable for discussion may be retired or replaced as needed.

604.19 Quick Reads

The Quick Reads Collection is designed to support adults and teens building literacy skills or reading at an easier pace by offering short, accessible books across a range of genres. These materials feature lower reading levels, shorter page counts, and high-interest and older audience topics to encourage reading success and enjoyment. Ideal for new readers, English language learners, and individuals strengthening their literacy skills, the collection promotes confidence and informed reading choices.

604.20 Holiday Collection

The Library maintains a robust holiday collection for all age groups, including children's fiction (ages birth–12), children's nonfiction, adult nonfiction, music CDs, and movie DVDs/Blu-ray discs. While the general collection includes materials on a wide range of national, religious, and secular holidays, the dedicated Holiday Collection focuses on major celebrations throughout such as Valentine's Day, Easter, Halloween, Thanksgiving, Hanukkah, Christmas, and Kwanzaa.

To optimize shelf space across the system, many holiday materials are available seasonally. However, Central Library provides year-round access to its holiday materials to support research, programming, and long-term planning. Items that cover multiple holidays, belong to a series, or focus on crafts are excluded from the seasonal Holiday Collection.

605 SELECTION CRITERIA FOR MATERIALS

The Library is inclusive rather than exclusive when purchasing title by title selections for eBooks, eAudiobooks, and physical materials for the collection. The Library uses the "CRITERIA FOR SELECTION" guidelines to make collection content decisions. The selection of library materials is based on one, several, or all the following considerations:

605.1 CRITERIA: Current and anticipated needs and interests of the public

The Library purchases materials users want when they want them. These materials include best sellers, information on timely topics, and titles of specific local interest.

605.2 CRITERIA: Professional and popular reviews

Critical, relevant, and sufficient positive reviews in websites, blogs, social media, journals, and the popular press are used to determine the potential popularity of materials in Indianapolis.

605.3 CRITERIA: Accuracy and timeliness of content

The Library provides an overall collection that is up to date with attention paid to rapidly changing subject areas.

605.4 CRITERIA: Author/Publisher credibility

Works by best-selling and well-known authors, directors, illustrators, and creators are selected. Works from independent and small presses warrant closer evaluation.

603.4a CRITERIA: Self-published materials

Self-published works warrant closer evaluation. In most cases, the Library will not purchase self-published material without positive reviews from established review sources. Exceptions may be made for materials of local interest that meet the Library's selection criteria. In the interest of child safety, the Library will not accept books by authors under the age of eighteen.

603.4b CRITERIA: Local authors

The definition of "local author" may include individuals who meet one or more of the following criteria:

- ***Born and raised locally*** but have since moved away, attending school in the area, especially high school.
- ***Long-term Resident*** - Someone who has lived in the region for a substantial period (e.g., 10+ years), regardless of birthplace.
- ***Community and cultural Contributor*** - An author whose work reflects or engages with the local culture, history, or community issues.
- ***Locally Created Work*** - Authors who wrote or published their work while living in Marion County and/or the surrounding counties, even if they have since relocated.
- ***Local Literary Entrepreneur***- An author who owns a business or bookstore in the area, contributing to the literary ecosystem.
- ***Age Requirement*** – In alignment with child safety policies, authors must be at least eighteen years old to be included in this collection.

605.5 CRITERIA: AI-generated materials

The Library is committed to maintaining a collection that reflects human creativity, knowledge, and expertise. As such, the Library does not intentionally purchase, acquire, or accept donations of materials that are primarily generated, authored, or written by artificial intelligence (AI). This policy ensures that the Library upholds the quality and authenticity of our collection and standards of intellectual integrity for our community.

605.6 CRITERIA: Contribution to diversity or breadth of collections

The breadth and depth of the collection reflects the interests of the diverse and ever-changing Indianapolis community and is a priority for building the collection. The Library may limit the number of copies within a subject area to maintain breadth of collection.

605.7 CRITERIA: Presentation of unique or controversial point of view

The Library upholds the First Amendment rights of all users by providing access to a broad range of materials, including those that may express extreme or unpopular viewpoints. While individuals may choose not to engage with certain materials or personally reject materials of which they do not approve, individuals or groups may not restrict others' freedom to read, view, listen, or inquire.

Materials on controversial subjects are selected to represent diverse perspectives. Selection is based solely on the merit of the work and its contribution to the collection and patron interests. The Library may exclude content deemed excessively sensational, inflammatory, or created solely to appeal to prurient interests. However, materials that offer insight into aspects of life will not be excluded solely because they may offend some patrons. All materials are evaluated within context, with a commitment to accurate representation and intellectual freedom.

605.8 CRITERIA: Nominations for awards, prizes, or other recognition

Materials that are nominated for or receive regional, state, national, or international recognition will be considered for purchase.

605.9 CRITERIA: Quality of layout, format, and packaging of product

Staff consider the overall quality and technical standards of an item's presentation. This includes illustrations, cover design, binding, layout, printing, recording, and packaging. Materials must be durable enough to withstand frequent handling and use by multiple patrons. Items with flimsy paperback covers, spiral bindings, or multiple loose components may be deemed unsuitable for the collection. Similarly, novelty items, such as pop-up books or materials with movable or removable parts, are not appropriate for inclusion.

For audiovisual materials:

- **DVDs** must be Region 1.
- **Blu-rays** must be Region A.
- Unauthorized or illegal copies, including bootlegs or recordings of streaming-only content, will not be added.
- The Library does not allocate collection funds for public performance rights.

The Library may consider adopting new formats when there is clear, evidence-based demand from the community. Other criteria such as item availability, cost, and the Library's capacity to support the format, will influence the adoption of formats in the collection.

605.10 CRITERIA: Price

In combination with other criteria or alone, items with significantly high prices are scrutinized to ensure the demand for the item justifies the expenditure.

605.11 CRITERIA: Availability

Except for world languages, the Library purchases new materials through US-based vendors and sellers. The Library may purchase used or out of print materials on a case-by-case basis.

605.12 CRITERIA: Legality

When selecting materials for the collection, the Library adheres to all applicable federal and state laws, including copyright regulations and statutes governing obscenity. Materials that violate Indiana Code, such as books visually depicting uncovered genitalia in a sexual context and without serious literary, artistic, political, or scientific value, are excluded from the collection in accordance with legal standards. The Library's commitment to intellectual freedom is balanced with its responsibility to comply with legal requirements.

606 SELECTION OF ELECTRONIC SUBSCRIPTION RESOURCES

Electronic subscription resources, including online databases, online learning platforms, and streaming services from the Library's website, are selected to complement the Library's physical collection using criteria established for print sources. Electronic subscription resources are selected according to the materials selection policy, and by the following selection criteria:

1. Comprehensiveness
2. Authority, accuracy, and currency of the database
3. Frequency of updates
4. Ease of use
5. Platform
6. Minimal technology requirements for the general public
7. Remote access and licensing restrictions
8. Overlap and comparison with other print and electronic sources.
9. Past usage
10. Availability of usage analytics
11. Patron privacy protection
12. Authentication technology
13. Responsible use of Artificial Intelligence (AI)

607 MANAGING THE COLLECTION

The Library is committed to building and maintaining a dynamic, inclusive, and responsive collection that reflects the needs and interests of our community. This work continues well beyond the initial purchase of materials and is guided by ongoing material evaluation, collection usage assessment, and the Library's strategic priorities.

607.1 Organizing the Collection

The Indianapolis Public Library's collection is a shared collection across all locations, with Central Library holding the most comprehensive collection to serve the needs of the broader Indianapolis community. Twenty-four branch libraries located throughout Marion County offer smaller representative collections, which cover a wide range of topics, reading levels, and formats.

To ensure easy access, discovery, and retrieval of materials, the collection is organized using a common shared classification system. Individual locations may adjust the organization of certain subcollections based on community needs, space, best practices, and staff expertise, with support from centralized collection management staff.

607.2 Distribution of the Collection - Floating Collection and Core Materials

The Library maintains a single, shared **floating collection** of materials that moves freely among all Library locations. This approach helps ensure that materials are available where they are most needed, based on community demand and interest. It also allows the Library to maximize its collection budget by

building a broader, more robust system-wide collection. To reduce wait times and improve access, the Library strives to purchase an adequate number of copies for popular titles, as the collection budget allows. To keep the floating collection healthy and responsive, materials are regularly redistributed across locations, guided by evidence-based data which reflects usage patterns and community interests.

To ensure every community has reliable access to essential materials, each Library location maintains a **core collection** of award-winning and evergreen titles. These high-quality, foundational works are selected to reflect lasting value and broad appeal. Unlike the rest of the Library's floating collection, which moves between locations based on demand, core collection items remain at their designated branches. This approach ensures that all neighborhoods have consistent access to trusted, enduring materials, regardless of circulation patterns.

607.3 Evaluation and Maintenance of the Collection

The Library maintains a high-quality, current, and relevant collection through thoughtful selection and consistent, strategic weeding. Ongoing evaluation of library materials is essential to ensure the collection remains active and aligned with the interests and needs of our users. To support this, the Library applies a range of criteria to identify items for weeding and removal. These include materials that are outdated, no longer in demand, physically worn, damaged or available in electronic formats that offer broader access. Weeding is a continuous process at all Library locations, making space for new materials and ensuring the collection remains current and dynamic.

Collection evaluation is guided by shifting priorities, user demand, and evidence-based metrics such as relative use and turnover rates. These factors inform decisions across all formats, audiences, and subcollections.

607.4 Sunsetting Outdated Formats

The Library will phase out formats that no longer effectively serve the community. Decisions to discontinue a format, such as CD audiobooks or music CDs, will be based on clear, evidence-based factors including item availability, usage trends, cost, space constraints, sustainability, and the Library's capacity to support and maintain the format.

607.5 Discards from the Collection

Materials withdrawn from the collection are transferred, along with public donations, to the Library Foundation for the Library Bookstore. The Foundation handles their disposition in accordance with **Indiana Code 36-12-3-5** and **IndyPL Policy 123.4: Acquisition, Disposition, and Unneeded Real and Personal Property**. Proceeds from the sale of items in the Library Bookstore go toward the funding of Library programs.

607.6 Sustainability in management of the Collection

The Library advances sustainability by maximizing the use and reuse of materials through community and **Shared System** circulation, ensuring equitable and affordable access to information. The **Library of Things** collection further promotes resource sharing by offering free access to practical items, helping patrons save money and reduce waste.

Through responsible recycling and resale of withdrawn materials in partnership with the Library Foundation, the Library extends the life of resources, making them available to individuals and educators in an affordable and environmentally conscious way.

608 GIFTS AND DONATIONS OF MATERIALS

Donations of materials typically go to the Library Bookstore and should not be redirected to the Library collection. Proceeds from the sale of items in the Library Bookstore go toward the funding of library programs. If patrons wish to donate materials specifically to the Library collection, those materials will be evaluated using the same selection criteria applied to purchased items. Donations and gifts of materials are accepted by the Library with the explicit understanding that they are not necessarily to be added to the collection and will not be returned. Gifts not selected for the collection are transferred to the Library Bookstore for sale or other disposition or discarded as appropriate.

609 REQUESTS FOR PURCHASE

The Library welcomes public suggestions of items to be included in the Library collection from Indianapolis Public Library cardholders through the [suggest for purchase form](#). All public recommendations are evaluated using the same selection criteria applied to all library materials, ensuring consistency in quality, relevance, and alignment with the Library's collection development goals.

610 REQUESTS FOR RECONSIDERATION

The Library accepts requests from Indianapolis Public Library cardholders to review, relocate, or reconsider the inclusion of any library material or display through the [Request for Reconsideration form](#). Each request is evaluated by a panel of professional library staff whose subject expertise, lived experience, and personal identities align with the content under review. This approach ensures that reconsideration is informed by both professional standards and culturally responsive perspectives. All reviews are guided by the Library's established selection criteria, strategic plan, and mission.

The review process may take up to six months to complete to ensure a thorough, thoughtful, and equitable evaluation. This timeframe allows staff to carefully assess the material in question, gather relevant perspectives, and apply the Library's selection criteria with integrity and care. If a material is challenged multiple times for the same reason, it will not be reconsidered more than once within a three-year period. To ensure transparency, the Library documents the review process and communicates the outcome to the requester, including the rationale behind the decision. Appeals of the panel's decision may be submitted for further review by the Chief Collection Management Officer and

the Library CEO. This process reflects our commitment to transparency, intellectual freedom, and respectful dialogue.

Approved November 24, 2025

Appendix A

Resolution in Support of Library Staff, Collections, and Programming and Against Censorship

Whereas the Indianapolis-Marion County Public Library adheres to the American Library Association *Library Bill of Rights*, *Freedom to Read* and *Freedom to View* statements;

Whereas the Indianapolis-Marion County Public Library Board of Trustees approved a three-year strategic plan in 2021, which intentionally leads with racial equity as both an organizational value and priority initiative;

Whereas the strategic plan values include *diversity* and embrace uniqueness. Diversity being defined as recognizing and valuing all the ways in which people differ, both seen and unseen, while embracing all the characteristics that make one individual or group different from or the same as another;

Whereas the strategic plan values include *inclusiveness*, to acknowledge and address biases. Inclusiveness being defined as fostering an environment, collection, displays and services where everyone is treated fairly and where all are valued;

Whereas the Indianapolis-Marion County Public Library adopted its *Commitment to Racial Equity* in 2021;

Whereas IndyPL staff, leadership, and board members engaged the *Racial Equity Solutions Team of Ice Miller, LLP* to lead a comprehensive climate study in regard to equity and inclusion in the workplace and developed an action strategy to move our organization forward, working toward positive, equitable experiences for both staff and patrons;

Whereas the Indianapolis-Marion County Public Library has a Materials Selection Policy reflecting diversity, equity and inclusion that was developed by staff and approved by the Board of Trustees;

Whereas there have been renewed organized efforts to censor and remove materials from public libraries across the country;

Whereas efforts to provide equitable and diverse programming has been met with hate speech, protests, and threats;

Whereas these challenged books, displays and programs are often elevating the voices and viewpoints of historically marginalized peoples;

Whereas the Indianapolis-Marion County Public Library actively recruits professional, trained, and passionate individuals to manage our collections and displays, provide services, and execute programs for our community;

Whereas the Indianapolis-Marion County Public Library asserts individuals should be trusted to make their own decisions about what they read and believe. Further, only parents or legal guardians have the authority and responsibility to decide the reading or viewing use of library materials for their own minor children;

Whereas censorship of library materials is a violation of the country's first amendment rights;

Be it Resolved that the Indianapolis-Marion County Public Library Board:

1. Supports its professional staff and the decisions they make in selecting the collection materials, displays, and programs that in their judgment best engage with the community;
2. Stands in solidarity with public libraries across the region, state, and country as they face renewed efforts to limit access to books, displays and programs;
3. Encourages library staff everywhere to continue raising voices of historically marginalized peoples regardless of age, race, ethnicity, gender identity, or sexual orientation;
4. Calls on the communities everywhere to support professional library staff members who work to bring resources and opportunities to their communities; and
5. Rejects censorship in any form.

Signed by the Indianapolis Public Library Board in April 2023



Board Action Request

7b

To: IMCPL Board

Meeting Date: November 24, 2025

From: Diversity, Policy and Human
Resources Committee

**Approved by the
Library Board:** November 24, 2025

Effective Date: November 24, 2025

Subject: 2025 Appointment List

Recommendation: Approval of Resolution 53-2025- Appointment List

Background: Resolution 53-2025 Appointment List is a routine annual resolution in which the Chief Executive Officer lists the full-time and part-time benefit eligible staff (historically referred to as Board Appointed) and the non-benefit eligible staff (historically referred to as Hourly staff) of the Library per individual job title at this point in time. It also authorizes the adjustment of individual bi-weekly salaries and hourly rates in line with the Schedule of Pay Grades and Staff Positions as outlined in Resolution xx-2025, and any other adjustments that may be recommended, and updates, modifies and amends the Appointment List previously approved in Resolution 78-2024.

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2025.



Board Resolution

7b

INDIANAPOLIS MARION COUNTY PUBLIC LIBRARY

RESOLUTION 53–2025

APPOINTMENT LIST

NOVEMBER 24, 2025

WHEREAS, the Chief Executive Officer has presented to the Board and the Board has reviewed the attached Appointment List which makes appointments to the staff of the Indianapolis-Marion County Public Library (“Library”) and adjustments of staff salaries and rates of compensation;

THEREFORE, BE IT RESOLVED, the Board approves the attached Appointment List which sets forth the Chief Executive Officer’s appointments to the Library staff and adjusts individual salaries and rates of compensation for staff in line with the Schedule of Pay Grades and Staff Positions previously approved.

BE IT RESOLVED FURTHER, that the approval and passage of this resolution updates, modifies and amends the Appointment List previously approved in Resolution 78-2024.

Adopted this 24th day of November 2025.

INDIANAPOLIS MARION COUNTY PUBLIC LIBRARY

RESOLUTION 53-2025

APPOINTMENT LIST

NOVEMBER 24, 2025

AYE

NAY

ATTEST: _____
Secretary of the Board

Name	Job Title	2026 Pay Rate
Abel, Haley	Hrly Library Assistant II	18.5400
Abernathy, Kelsey Taylor	Public Services Librarian-E	24.8024
Adams, Paula J	Page	16.5830
Adkins, Kylie	Public Services Associate II	19.2610
Adrian, Amy	Public Services Librarian-E	27.6732
Aguiar, Raquel O	Public Services Librarian-NE	22.6600
Alam, Fahmida Imran	Processing Assistant I	18.8490
Allison, Bethany Akerhielm	Mgr., Community Branch	33.7496
Andersen, Kimberly S	Mgr., Shared System	39.9745
Anderson, Lisa Kothe	Program Associate-Outreach	20.1962
Andrews, Darla J	Public Services Associate II	22.0387
Armour, Stephanie R	Circulation Supervisor II	25.7369
Atwood, Anika D	Mgr., Neighborhood Branch	30.9000
Ayers, Randall	Page	16.5830
Bacone, Kathryn N	Cataloging and Metadata Librarian	30.6833
Baker, Brinley Diane	Library Assistant II	18.5400
Ballesteros, Marissa Renee	Library Assistant II	18.5400
Bannon, Vickie Lynn	Page	16.5830
Barnes, Bryanna Shalouise	Public Services Associate II	22.9484
Barnett, Azaria	Page	16.4800
Barnett, Catrina	Processing Assistant II	21.1496
Barr, Mary Gerard	Chief Communications and Marketing Officer	55.3110
Barreno Jr., Sergio Filadelfo	Hrly Library Assistant I	22.1676
Barreno-Quintanar, Adrian Jose	PC/Lan Specialist	29.9543
Bartholomew, Suzanne Gail	Library Assistant III	19.5827
Battaglia, Zoe	Public Services Associate II - Floater	21.3488
Baughman, Andrea L	Circulation Supervisor II	31.2832
Beasley, Maureen	Library Assistant II	21.3317
Beatty, Cristal Joi	Library Assistant II	20.0784
Begbaaji, Toyosi Alexandra	Page	16.4800
Begley, Megan Elizabeth	Public Services Librarian-E	25.6470
Bellamy, Tess McCall	Public Services Librarian-E	25.7369
Benedict, Kristie N	Hrly Bookmobile Driver	18.8490
Benton, Bruce V	Bkmo Driver/Clerk	22.1672
Berry II, Jackie Arnold	Order Specialist	19.2610
Billings, Christopher Stewart	Computer Assistant - Central	18.8490
Birtwhistle, Michael Charles	Hrly Library Assistant II	18.5400
Black, Brooklyn Carlise	Page	16.4800
Black, Charles	Control Room Technician	23.2813
Blade, Angel Dorothy	Page	16.4800
Blair, Lyndsey Denise	Public Services Librarian-E	22.6600
Blake, Mardina Carole	Public Services Associate II	19.2610
Blankenship, Robin Michelle	Supervisor Librarian	25.5965
Blunk, Anabel Marie	Page	16.5830
Bolden, Gregory Dante	Technical Training Specialist	31.1089
Bolinger, Sara Jane	Circulation Supervisor II	22.6600

Bolling, David Christopher	Driver/Team Member	22.6600
Booker, Molly Ann	Page	16.5830
Borley, Cassandra Hope	Library Assistant II	18.5400
Bradburn, Elaine Marie	Processing Accounts Assistant	21.1496
Brandon, Danny Charles	Library Security Assistant	19.7760
Brandon, Michelline	Circulation Supervisor I	29.1836
Braun, Christa Lynn	Library Assistant II	18.5400
Breach, Teresa Dawn	Program Associate-Outreach	22.3665
Brice, Sterling M	Library Security Assistant	19.7760
Bridge, Stephen W	Hrly Public Services Associate I	20.3698
Brocklehurst, Mary E	Library Assistant II	22.1672
Brooks, James D	Library Security Assistant	19.7760
Brown, Kimberly A	Mgr., Organizational Learning and Development	42.3717
Brozo, Christopher S	Page	16.4800
Bruecks, Melissa Ellen	Mgr., Acquisitions	36.1491
Buchanan, Tamara Jo Phillips	Public Services Librarian-NE	27.0733
Buell, Amy Elizabeth	Public Services Associate II	21.7513
Bulloff, Kathryn Anne	Mgr., Digital Marketing	35.0142
Burch Jr., Ronald E	Library Assistant II	18.5400
Burris, Amaya Lorraine	Page	16.5830
Burris, Brittany A	Library Assistant II	18.5400
Burriss, Natalie R	Public Services Librarian-NE	26.5787
Burton, Allison	Page	16.4800
Burton, Jonathan D	Page	16.5830
Cage, Kimberly R	Public Services Librarian-NE	24.8034
Cain, Charles Wells	Public Services Librarian-E	26.2218
Cain, Emily Beatrice	Public Services Librarian-E	25.7500
Calhoun, Dante Randell	Control Room Technician	19.0550
Campbell, Lolita Denise	Chief Financial Officer	70.4161
Canaday, Brigid Renny	Mgr., Neighborhood Branch	33.2175
Carlisle, Devonna J.	Hrly Library Assistant II	18.9906
Carlson, Amanda Sue	Circulation Supervisor I	25.8308
Carson, Angela Michelle	Mgr., Processing	34.5717
Carter, Bria Djienne	Library Assistant III	19.0550
Carter, Chaise Alan	Mgr., Regional Branch	33.6810
Cary, Mellissa Sue	Computer Assistant II	18.8490
Castaneda, Ross Patrick	Library Assistant II	20.9139
Caudill, Olivia Mazie	Computer Assistant II	18.8490
Chandler, Emily L	Collection Development Librarian	34.5717
Cheeseborough, Lydia Abigail	Page	16.4800
Chekoff, Kendra Dee	Mgr., Accounting	44.4208
Childers, Chad	Library Assistant II	21.7495
Childress, Thomas B	Circulation Supervisor I	24.9434
Choplin, Virginia Kate	Public Services Associate II	25.4237
Clark, Robert William Justin	Sr. Mgr., Digital Marketing Strategy/Analytics	33.1744
Cobb, Mary K	Hrly Library Assistant II	19.6499
Cobb, Valerie Annora	Public Services Associate II	20.9583

Coffman, Sydney Jade	Library Assistant II	18.5400
Cohen, Marissa Sara	Computer Assistant II	18.8490
Cole, Latresa Renee	Library Security Assistant	19.7760
Cole, William S.	Library Security Assistant	19.7760
Coleman, Theresa Anne	Mgr., Community Branch	30.8043
Collins, Mallory D	Public Services Librarian-E	24.8024
Conrad, Joanna	Public Services Librarian-E	27.6732
Conrow, Katharine Louise	Library Assistant III	23.7312
Cooper, Jennifer Ann	Public Services Associate II	20.2070
Cooper, Laura Suzanne	Library Assistant II	18.5400
Cope, Andrew	Circulation Supervisor II	27.4863
Coyne, Katelyn Anne Moreland	Area Resource Manager-Adult Services	42.8322
Crabtree, Blaine Colson	Library Assistant II	18.5400
Crain, Josh	Mgr., Regional Branch	36.3590
Crisler, Charles Hamilton	Page	16.4800
Curlin, Mark Dominic	Supervisor, Building Systems	34.2825
Davis, Andrew M	Public Services Librarian-E	28.8730
Davis, Dori Kelleher	Page	16.5830
Davis, Erin R	Computer Assistant II	18.8490
Davis, Jason Conrad	Public Services Librarian-E	28.2731
Davis, Sharon Sue	Hrly Library Assistant II	20.4962
Davitto, Kaylie	Public Services Associate II	21.3488
Day, Amberly	Computer Assistant II	18.8490
Delehanty, Reid James	Library Assistant II	18.5460
Dent, Ram Siva	Page	16.4800
Dhasmana, Shivani	Office Assistant	18.8835
Diaz, Ellery Louise	Computer Assistant II	18.8490
Dinnage, Keith B	Public Services Librarian-E	30.0834
Dixon, Taylor Lynn	Hrly Youth Multimedia Learning Specialist	19.4670
Dollar, Zoe Greene	Library Assistant II	20.4962
Donnelly, Ryan M	Public Services Librarian-E	28.2731
Donoho, Kelly Price	Digital Media Specialist	26.5709
Dorsch, Adrienne Claire	Administrative Assistant I	19.4670
Duff, Kayla	Public Services Librarian-E	22.6600
Duke, Fiona	Mgr., Regional Branch	35.7579
Dunbar, Megan Noel	Processing Assistant I	18.8938
Duncan, Michelle A	Computer Assistant II	21.3317
Duncan, Tim A	Network Systems Analyst	47.4861
Dunham, Zachary T	Public Services Librarian-E	23.8960
Dunne, James Daniel	Page	16.5830
Dunten, Brian P	Software Engineer	45.2837
Durchholz, Mary A	Cataloging and Metadata Librarian	28.8730
Durham, Briemann Nicole	Library Assistant II	18.5400
Durham, Ryder Lee	Library Assistant II	18.5400
Dybing, Kaitlyn Marie	Hrly Library Assistant II	18.5400
Dyer, David John	Mgr., Community Branch	32.4450
Ebacher, Meegan Barbara	Public Services Associate II	21.7513

Edminster, Jeffrey P	Mgr., Data & Web Services	53.0837
Edminster, Tami M	Public Services Librarian-E	32.0206
Edwards, Chelsea L.	Library Assistant II	19.1914
Edwards, Jill Bumpus	Program Specialist	29.5498
Edwards, Reginald Eugene	Public Services Associate II	19.4670
Ehret, Deborah Deanne	Supervisor Librarian	32.8473
Ehret, Michael Lee	Indy Library Store Coordinator	30.6882
El, Lashonda Denise	Circulation Supervisor I	26.7800
Elliott, Casper Nat	Library Assistant II	18.5400
Elmawardy, Ramsey M	Control Room Technician	19.7760
Engelking, Frank Henry	Library Assistant I	22.1672
English, Mary Joann	Library Assistant II	22.1672
Ensley, Noah David	Page	16.4800
Esche, Laurie S	Hrly Control Room Technician	20.5819
Evans, Grace Kelly	Indy Library Store Assistant Coordinator	20.9583
Evans, Valerie Lynne	Processing Assistant II	22.3983
Ewers, Kimberly Ann Jones	Access, Belonging and Culture Officer	49.0897
Fallen, Jekerra O'shay	Library Security Assistant	18.8490
Fancher, Laurie Michelle	Public Services Librarian-E	22.6600
Farmer, Kathryn Alyce	Digital Projects Coordinator	31.1089
Farmer, Mary Laura	Page	16.5830
Farrell, Erin S	Library Assistant III	23.7312
Faust, Debbie Jo	Library Assistant III	23.7312
Fesler, Alyssa Elaine	Administrative Assistant II	24.6005
Fesler, John Jason	Control Room Technician	25.9807
Fischer, Jessica Erin	Web Content Editor	24.1020
Fisher, Noelle Elizabeth	Page	16.4800
Fisher, Trevor W	Team Lead, Shipping & Receiving	22.3155
Fleming, Erin Melissa	Circulation Supervisor II	26.9358
Flood, Stephanie Maru	Public Services Librarian-E	24.8024
Fogleman, Patricia	Page	17.0650
Foland, Kristen	Assistant Manager, Central Adult Services	30.8077
Ford, Natasha Simone	Computer Assistant II	18.8490
Fore, Julie A	Library Assistant II	22.1672
Fowler, Carol J.	Page	16.5830
Fox, Darlene J	Electronic Resources Librarian	32.4829
French, Mark A	Page	16.4800
Frick, Julia Diane	Library Assistant II	18.5400
Friedman, Amy G	Public Services Librarian-E	30.0834
Fuqua, Sakura	Program Specialist	31.0421
Furry, Tressa Marie	Public Services Associate II	19.4670
Galarce Bernardy, Tisha Marie	Chief Talent and Development Officer	55.3110
Garza, Colin	Page	16.5830
Gaston, Shawnte Princess	Library Assistant II	18.5400
Genovese, Carri Ann	Public Services Librarian-E	28.4280
George, Janelle Ann	Mgr., Events	36.3253
Gilbert, Mary Angela	Executive Assistant	42.2022

Gilbert, Todd P	Mgr., Community Branch	32.8971
Gillespie, Anna Ruth	Page	16.4800
Gillespie, Laurie Marie	Library Assistant II	18.5400
Girton, Danielle Aigner	Manager, Social Work	39.8610
Glottmann, Harper Dylan	Page	16.4800
Gomez, Kevin	Public Services Associate II - Floater	19.2610
Gonzalez, Rene	Page	16.5830
Goodloe, Thelma Marie	Library Assistant I	22.1672
Gossett, William A	Driver/Team Member	22.6600
Gould, Janice Kristeen	Public Services Librarian-E	32.3008
Graam Pavan, Shelby Danielle	Public Services Librarian-E	26.2218
Graham, Beverly Jane	Page	18.1791
Gralak, Emily Claire	Public Services Associate II	20.1962
Green, Demetrius	Mgr., IT Operations, Network, Security Analyst	52.5094
Green, Jacquelyn Denise	Circulation Coordinator	19.3580
Green, John Michael	Control Room Technician	25.0809
Greenawalt, Mary Kay	Public Services Librarian-E	31.2832
Greenburg, Abigail Nicole	Library Assistant II	18.5400
Greene, Rashida	Hrly Library Assistant II	18.5460
Greenly, Dale Alan	Control Room Technician	19.0550
Griffitts, Joan Kathryn	Public Services Librarian-NE	27.6732
Grinnage, Arielle Renee	Events Assistant	20.8060
Guthrie, Paula	Page	16.5830
Gutierrez, Jade Elizabeth	Public Services Associate II	19.4670
Habegger, Annabella Claire	Technology Learning Specialist	22.5529
Hackl, Elizabeth Therese	Public Services Librarian-E	24.2050
Haddix, Lindsay Sherer	Mgr., Community Branch	32.0705
Haddox, Marie A	Public Services Librarian-E	25.8736
Hale, Carrie Louise	Library Assistant III	20.6324
Hall, Olivia Grace	Hrly Events Assistant	18.5400
Hamilton, Opal Jane	Library Assistant II	22.1672
Hamlow, Stacy A	Page	16.4800
Hampton, Alexander Parker	Program Specialist Digital Inclusion	29.0460
Han, Young	Page	16.4800
Hankerson, Dianne	Processing Assistant I	23.8383
Hanks, Robin Lynne	Public Services Librarian-E	27.0733
Hardman, Marlee Braelyn	Page	16.4800
Harkness, Kara Joann	Page	16.5830
Harp, Griffin	Page	16.5830
Harris, Amanda Joy	Page	18.1791
Harris, Leigh W.	Hrly Library Assistant II	19.2322
Hathaway, Kendra Nicole	Library Security Assistant	19.7760
Haver, Kaelynn Marie	Library Assistant II	20.9139
Heath, Jamall Lee	Library Security Assistant	18.8490
Hehman, Martin Todd	Library Security Assistant	19.7760
Heilman, Susan Walker	Supervisor Librarian	33.9970
Helling, John Patrick	Chief Public Services Officer	67.1560

Hellyer, Constance Marie	Accounts Payable Assistant	23.7312
Helm, Jesse	Technology Learning Specialist	19.4670
Helmond, Kathy J	Assistant Manager, Central Adult Services	33.1634
Hernandez, Jacqueline	Talent and Development Assistant	23.1956
Hess, Noah Christopher	Page	16.4800
Heyward, Shanika Renekia	Chief Innovation and Technology Officer	63.0360
Hickman, John Pachal	Library Security Assistant	19.7760
Hill, Kaila Lynn	Page	16.4800
Hill, Katherine	Public Services Associate II	21.3488
Hochman Cadore, Linda Joyce	Page	16.5830
Hoffman, Melanie Lynn	Library Assistant II	21.7495
Hogsett, Christopher	Mgr., Learning Curve	34.2836
Hollandbeck, Michael Gary	Senior Accountant	39.0885
Hollenbach, Natasha	Mgr., Digital Projects	36.8822
Holmer, Heidi L	Supervisor Librarian	31.5938
Horton, Kevin Joseph	Public Services Associate II - Floater	20.9583
Hoskin, Neva Adele	Hrly Indy Library Store Online Bookseller	22.8314
House, Cera Jo	Library Assistant II	22.1672
Howell, Jackson Scott Baird	Library Assistant II	18.5400
Howes, Megan Elizabeth	Public Services Librarian-E	22.6600
Hubner, Claire Rainelle	Public Services Associate II - Floater	20.0850
Hudson, Ciera Quinn	Library Assistant II-Outreach	18.8938
Hunt, Jordan William	Public Services Librarian-E	31.2832
Hunter, Videtta Diana	Library Assistant II	18.5400
Hurt, Stacy Lynn	Mgr., Community Branch	28.4311
Hutson, Jennifer L	Circulation Supervisor II	31.2832
Ilgen, Dorothy Louise	Page	16.5830
Irish, Erica Nichole	Project Coordinator	24.6198
Jackson, Millicent O	Page	16.4800
Jarvis, Joshua	Computer Assistant II	18.8490
Jenkins, Michael	Mgr., Regional Branch	33.9900
Jennings, Stephanie	Processing Assistant I	25.2377
Johnson, Bradley A	Mgr., Shipping and Receiving	32.1557
Johnson, Colleen	Library Assistant II	18.5400
Johnson, Mary Helen	Library Security Assistant - LSC Front Desk	21.7822
Johnson, Tanya Michelle	Page	16.5830
Johnson, Vanessa	Page	16.4800
Johnson, Wendy Lynn	Supervisor, Volunteer Resources	32.2762
Jones, Deborah Anne	Public Services Librarian-E	31.2832
Jones, Jade Dashonna	Library Security Assistant	19.7760
Joseph, Sydney Fox	Public Services Associate II	19.5700
Joyce, Betsy Ann	Hrly Library Assistant II	19.2322
Kesterson-Yates, Maureen E	Library Assistant II	19.2322
Khei, Paw	Hrly Library Assistant II	18.5400
Kidder, Ross M	Library Assistant II	18.6434
Kim, Leah Rae	Mgr., Central Adult Services	35.0200
Kimbrew, Matthew Elijah	Page	16.5830

King, Khaila Monique	Public Services Associate II	20.1962
Kinley, Mikayla Knight	Public Services Librarian-NE	22.6600
Klick, Heather B.	Page	17.0650
Klingensmith, Rani Lou-Ann	Page	16.4800
Klopp, Kathleen Denise	Public Services Librarian-NE	30.6833
Knight, Dewayne E	Page	16.4800
Koning, Jack P.	Library Assistant II	18.5400
Konja, James Christian	Operational Services Technical Assistant	24.3605
Konja, Naomi Renee	Area Resource Manager-Branches	43.2600
Koors, Angela C	Page	17.0650
Kopernak, Linda J	Circulation Supervisor II	33.6826
Koriath, Anna	Circulation Supervisor II	25.7500
Kreider, Janna Danielle	Technology Learning Specialist	20.7030
Kruppa, Marianne H	Area Resource Manager-Branches	42.4360
Kunkel-Ruiz, Glynnis Marcelle	Public Services Associate II	19.2610
LaFerney, Ryan Timothy	Public Services Librarian-E	24.8024
Lake, Anna Joyce	Supervisor Librarian	29.6228
Laker, Jill Entrekin	Circulation Supervisor I	26.9448
Lambert, Debra Anne	Chief Collection Management Officer	64.9855
Lampkins, Eustace Jayne Jumalon	Page	16.5830
Land, Tracy Renee	Hrly Library Assistant II	18.5400
Laratte, Reginald	Talent and Development Partner	30.1584
Laster, Kevin	Computer Assistant II	18.8490
Laurie, Linda Lou	Hrly Library Assistant II	18.5460
Lawrence, Jessica Marie	Collection Development Librarian	34.5717
Le Vay, Jonathan Bradford	Page	16.4800
Le Vay, Susan Beatty	Page	16.4800
LeRose, Michael	Library Assistant II	18.5400
Lewandowski, Dennis J	Library Security Assistant	19.7760
Lewis, Angie Michele	Public Services Librarian-E	31.2832
Lewis, Sharon Ann	Hrly Public Services Associate I	23.7312
Lewis, Valerie L	Page	17.0650
Liang, Sailan	Public Services Librarian-E	31.2832
Liebhaber, Sara A	Administrative Assistant I	23.4848
Lietz, Katie Alaine	Public Services Librarian-E	24.8024
Light, Moon	Library Assistant II	18.8938
Lin, Xiaolin	Library Assistant I	22.1672
Lindzy, Shannon Loreen	Computer Assistant II	18.8490
Lucas, Sarah Hannah	Hrly Public Services Associate I	21.0532
Luebke, Barbara	Page	16.5830
Lukens, Sigourney Charisse	Hrly Administrative Assistant I	19.2610
Luna, Ashley Lynn	Circulation Supervisor I	24.8150
Lutholtz, Joseph Francis	Public Services Librarian-E	26.0869
Lutzke, Oliver Alexander	Page	16.4800
Luzader, Mary Catherine	Program Billing and Budget Specialist	29.5610
MacNeil, Joanne Neil	Page	16.4800
Mahoney, Patrick James	Systems Administrator	45.1062

Manfroy, Claire Michele	Page	16.4800
Manuel, Kenedy Charlene	Page	16.5830
Marbley, Debra Jean	Office Assistant	19.2322
Marshall, Hanna Christine	Public Services Librarian-E	22.6600
Martin, Chase Raymond	Public Services Librarian-E	27.0733
Martin, Jason Corey	Supervisor, Library Security -E	23.8960
Masson-Randall, Sarah Anne	Public Services Librarian-E	24.8024
Mata Guerrero, Kimberly Hilary	Page	16.5830
Mattix, Jena	Mgr., Regional Branch	33.6810
Mattox, Jessica	Library Assistant II	18.8938
Maxey, Regina A	Lead Office Assistant	19.8448
Maxwell, Ashley Nichol	Library Assistant II	18.5400
McCarty, Amanda Eileen	Library Assistant II	18.5400
McCasland, Anna C	Library Assistant II	18.5400
McEntire, Keshia Renee	Mgr., Public Relations	30.1106
McFadden, Brittany Nicole	Circulation Supervisor I	21.5991
McGehee, Lydia	Library Assistant II	22.5850
McGrath, Elena	Inter-Library Loan Assistant	19.9820
McKenzie, Marianne Elizabeth	Strategic Planning & Assessment Officer	49.0897
McKenzie, Stephen P	Circulation Supervisor II	26.3325
McKune, Hope A	Library Assistant III	23.7312
McNeil, Jason Andrew	Page	17.0650
McWilliams, Brian E	Driver/Team Member	22.6600
Meeker, Liana Kay	Public Services Associate II	20.9296
Megerle Barker, Montoya Janice	Special Collections Librarian	29.4728
Meh, Kue	Library Assistant II	18.5400
Melenchuk, Kaitlin Ashley	Library Assistant II	18.5400
Meyer, Alyssa Irene	Youth Multimedia Learning Specialist	20.7030
Meyers, James William	Auditorium Technician	26.8536
Michaelis, Michelle Elaine	Library Assistant I	22.1672
Millar, Rebecca Lee	Public Services Librarian-E	22.6600
Miller, Barbara Joan	Page	17.0650
Miller, Emmett Patrick	Page	16.4800
Miller, Jennifer Ann	Public Services Librarian-E	26.7217
Millikan, Kathryn Ann	Cataloging and Metadata Librarian	28.8730
Miner, Corinna	Administrative Assistant II	23.3810
Minton, Holly S.	Hrly Library Assistant II	22.5850
Miotke, Anne Catherine	Library Assistant II	18.5400
Mitchell Fidler, Jamie Kristine	Library Assistant II	18.8144
Mitchison, Robert J	Network PC Technician	24.2240
Mixdorf, Kegan Thomas	Page	16.5830
Mladenovic, James D	Public Services Librarian-E	28.2731
Modory, Taylor Ann	Public Services Associate II - Floater	20.0850
Monge-Calzada, Kaoly	Page	16.5830
Monroe, Ashley Cyreeta	Library Security Assistant	18.8490
Montoya, Savannah	Technical Support Assistant	25.3416
Moore, Karen	Supervisor, Digital Inclusion	29.1387

Moore, Paul Alexander	Technology Learning Specialist	21.4817
Moore, Ramona Lynn	Library Assistant II	22.1672
Moralez, Yolanda	Processing Assistant II	21.1496
Morphew, Theresa Marie	Page	17.6221
Morrison, Robert Bruce	Administrative Assistant II	24.9674
Mosely, Rosa Margarita	Processing Assistant I	19.0290
Muex, Erin Enyra	Library Security Assistant	19.7760
Mullican, Melinda Kay	Mgr., Regional Branch	41.3524
Munkacsi, Orsolya	Circulation Supervisor I	24.8106
Murphy, Erin Michal	Supervisor Librarian	31.6210
Murphy, Hannah May	Hrly Marion County Internet Librarian	23.8960
Murphy, Jayme Francine	Social Worker	30.7019
Murray, Christopher James	Collection Development Librarian	34.5717
Muzzall, Jonathan	Public Services Librarian-NE	26.2057
Myers, Thomas Melvin	Library Assistant II	18.5400
Nathaniel, Stressca M	Library Assistant III	20.2910
Neeb-Smith, Jessica Leigh	Program Specialist	30.7324
Newell, Dameika Annese	Library Security Assistant	19.7760
Newell, Genira L.	Mgr., Talent and Development Partner	36.1490
Nielsen, Kelsi Lynn	Public Services Associate II - Floater	19.7760
Nieves, Linda Margarita	Computer Assistant II	18.8490
Norman, Debra A.	Page	16.5830
North, Devery	Program Specialist	30.6620
Nunez, Grace Trinidad	Page	16.4800
Oberhaus, Alexandria Elizabeth	Collection Maintenance Manager	31.0391
O'Donnell, Shannon Maria	Public Services Librarian-E	27.6732
Olaniyi, Olanike	Collection Development Librarian	31.1011
Olaniyi, Olutimilehin	Budget Analyst	30.2099
O'Leary, Barbara A	Youth Multimedia Learning Specialist	22.8571
Oliver, Kayla Marie	Page	16.5830
O'Loughlin, Jeanette M	Hrly Library Assistant II	21.3317
O'Meara, Fiora Grace	Library Assistant II	18.5400
O'Neal, Tammy Lynn	Processing Assistant II (Shared System)	25.2691
O'Reilly, Kevin Shane	Library Assistant II	18.5400
Osmundson, Daniel R	Front End Web Developer	37.6159
Owens, Lexi	Public Services Associate II - Floater	20.1962
Packer, Miranda Kae	Library Assistant II	18.5400
Page, Lillian M	Hrly Library Assistant II	18.5400
Panighetti, Kasey	Public Services Librarian-E	31.2832
Parker, Taylor Michele	Library Assistant II	18.5400
Parks, Alton Lamonte	Computer Assistant II	18.8490
Parsons, Adam	Chief Operational Services Officer	56.3925
Patel, Cynthia Marie	Public Services Associate II - Floater	19.2610
Pathak, Divya	Public Services Librarian-E	24.8024
Patterson, Michele E	Public Services Librarian-E	30.3145
Patterson, Tarya Katrina	Library Assistant II-Outreach	22.1672
Pea, Bambi Cathelina	Mgr., Community Branch	31.2296

Peak, Damian Philip	Driver/Team Member	19.4670
Peak, Shelby Suzanne	Mgr., Regional Branch	34.2836
Perez, Gloriany Mari	Public Services Librarian-E	24.8024
Perkins, Michael I	Public Services Librarian-E	31.2832
Petrie, April	Supervisor Librarian	26.5709
Pickett, Jacob Ashley	Computer Assistant - Central	18.8490
Pintal, Beth Ann	Public Services Librarian-E	31.2832
Plummer, Nicholas Alan	Systems Network Infrastructure Administrator	43.5769
Poindexter, Mikel	Library Security Assistant	19.7760
Polley, Claudine Marie	Circulation Supervisor I	31.4224
Poppleton, Nancy Elizabeth	Public Services Librarian-NE	31.2832
Porter, Kasey Cheyenne	Page	16.4800
Pote, Patricia L	Hrly Library Assistant II	20.4962
Poudrier, Renee Francine	Library Assistant III	20.1880
Powell, Amber Laurant	Library Assistant II	18.8490
Prawat, Lillian Charais	Page	16.4800
Price, Timothy R	Page	17.0650
Pringleau, Paige Penelope	Page	16.5830
Purcell, Mariah Danielle	Page	16.5830
Quebe, Arthur Frederick	Page	17.9006
Quebe, Julie Ann	Library Assistant III	23.7312
Raavel, Joplyn Ray	Youth Multimedia Learning Specialist	21.6300
Raber, Katelyn Rose	Computer Assistant II	18.8490
Radway, Jeremy C	Hrly Auditorium Assistant	24.6310
Radwick, Abigail Marie	Library Assistant II	18.5400
Raikes, Hallie Louise	Mgr., Center for Black Literature & Culture	32.1875
Rankin, Mary E	Dir., Accounting	56.8560
Reeser, Kyle Joseph	Circulation Supervisor I	25.1426
Reid, Jarrod M	Public Services Librarian-E	27.0733
Rice, Kera Rene	Library Assistant II	20.0784
Rinker, Jessica	Circulation Supervisor I	24.0270
Roberts, Cameron Reid	Driver/Team Member	22.6600
Roberts, Kathryn M	Processing Assistant I	19.1536
Robertson-Taylor, Sylvia J	Public Services Associate II	23.1956
Robinson, Susan Joy	Hrly Public Services Associate I	21.4817
Roman, Alycia Nicole	Public Services Librarian-E	24.8034
Rosier, Irene E	Order Specialist	25.4634
Ross, Douglas R	Circulation Supervisor I	22.3155
Roush, Kathy Ann	Public Services Associate II	23.1956
Ruiz III, Miguel Angel	Project Manager, Innovation & Technology	42.3717
Sahu, Punita	Public Services Librarian-E	22.6600
Santiago Rodriguez, Degmarie	Computer Assistant II	18.8490
Sauers, Sarah Elizabeth	Library Security Assistant	19.7760
Sauers-Wiley, Chelsea K	Page	16.4800
Schabel, Gipson	Public Services Librarian-E	25.7369
Schacht, Kayley	Hrly Digital Projects Intern	18.5400
Schantz, Danielle Annette	Library Assistant II	18.5400

Schick, Florencia	Public Services Associate II - Floater	19.4670
Schmucker, Hallie Elizabeth	Supervisor Librarian	25.5965
Schmucker, Melanie Lynn Histan	Program Associate-Outreach	20.2070
Schoettle, Elizabeth	Dir., Central Library	50.7553
Schoettle, Evan Gerard	Page	16.4800
Schulte Jr., Richard Eugene	Library Assistant II	19.2610
Scott, Amber	Bkmo Driver/Clerk	18.8490
Scott, Moshia Vaite	Library Security Assistant	19.7760
Scott, Robert A.	Page	16.5830
Seals, Keir Courtney	Library Security Assistant	19.7760
Sellman, Patricia Lynn	Library Assistant II	18.5400
Selm, Alice Margaret Mary	Public Services Librarian-E	25.8736
Senior, Austin Scott	Supervisor Librarian	29.6228
Sever, Donna Marie	Public Services Librarian-NE	24.8034
Sexton, Bret Anthony	Youth Multimedia Learning Specialist	22.0224
Shaffer, Amanda Lynne	Library Assistant II	18.5400
Shepherd, Megan	Mgr., Neighborhood Branch	26.9036
Sheriff, Elizabeth	Venue Coordinator	29.9572
Shipp, Ann Bridget	Library Assistant II	18.5400
Short, Diana Marie	Mgr., Capital Projects	49.5193
Shrestha, Shakila	Public Services Associate II - Floater	20.0850
Shu, Morgin	Computer Assistant II	18.8490
Sicken, Edith Pamela	Page	16.5830
Silvers, Georgia Ann	Hrly Public Services Associate I	21.9316
Simmons, Gwendolyn M	Mgr., Purchasing and Supplier Diversity	42.4360
Sims-Barnes, Alexis	Administrative Assistant I	21.3488
Sloan, Sharon H	Page	16.7972
Smith, Carly Janese	Processing Assistant I	18.9520
Smith, Carrie Ann	Public Services Librarian-NE	28.2731
Smith, Cierra Bianca	Computer Assistant II	19.0427
Smith, Elexis Tatyiana	Page	16.5830
Smith, Jacob Taylor	Library Assistant II	18.5400
Smith, Makhia Emani	Page	16.4800
Smith, Mikaela	Circulation Supervisor II	25.7369
Smith, Quentin Zerron	Hrly Library Assistant II	22.1672
Smither, Doriene K.	Mgr., Community Branch	34.7787
Smither, William D	Public Services Librarian-E	30.0834
Snodgrass, Daniel Nathan	Technology Learning Specialist	20.7030
Sparrow, Masada Leighanne	Mgr., Neighborhood Branch	28.8400
Spaulding, Janet M	Collection Development Librarian	37.3462
Spicklemire, Leila	Library Assistant II	18.5400
Sprague-Rice, Molly	Public Services Librarian-E	25.7500
Spurrier, Amy L	Business Analyst	39.4350
St John, Gwendolyn Sue	Library Assistant II	18.5400
Staley, Rebecca	Order Specialist	25.4634
Stanish, Jeremy	Network PC Technician	23.8960
Stearman, Rayli Mae	Hrly Digital Projects Intern	18.5400

Steele, Julie Anne	Library Assistant II	18.5400
Stevenson, Haley Elizabeth	Public Services Associate II	19.2610
Stevenson, Isaiah Alfonso	Public Services Associate II	21.3488
Stewart, Darren M	Mgr., Community Branch	33.7939
Stewart, Kathleen Marie	Public Services Librarian-E	27.3391
Strahan, Dilasia Christianna	Library Assistant II	18.5400
Stringer, Isabella	Page	16.5830
Strizu, Meredith M	Cataloging and Metadata Librarian	30.0834
Strong, Christina Michelle	Library Assistant II	18.5400
Summers, Kevin L	Public Services Librarian-E	28.8730
Sung, Nilen	Page	16.4800
Svoboda, Eric James	Public Services Librarian-E	22.6600
Swaidner, Pamela Sue	Mgr., Cataloging and Metadata	41.3524
Swisher, Isaac Fallon	Page	16.5830
Switzer, Shaina Leigh	Library Assistant II	19.2322
Taboada, Monica Patricia	Mgr., Regional Branch	33.1759
Tadsen, Sarah Beth	Public Services Librarian-E	24.8024
Takacs, Klara Rose	Page	16.4800
Talbott, Mary Elizabeth	Library Assistant III	21.9316
Tanner, Blake Duane	Circulation Supervisor II	28.2731
Tarr, Elizabeth Kay	Youth Multimedia Learning Specialist	24.2759
Tate, Felecia E	Interim-Library Of Things Librarian	23.8777
Tatum, Jeff S	Page Assistant	17.6221
Tauber, Mary Elizabeth	Hrly Public Services Associate I	19.0550
Taylor, Chase Alexander	Page	16.4800
Terrell, Staci L	Mgr., Neighborhood Branch	33.1071
Terrio, Nicholas John	Public Services Associate II	20.9583
Terry, Kellie Marie	Business Officer	27.6732
Theophile, Armstrong Guevarra	Computer Assistant II	18.8490
Thomas, Kevin Clarence	Mgr., Buildings and Grounds	37.0676
Thorne, Lauren E	Circulation Supervisor II, OS&VR	26.4735
Thorpe, Rebecca Anne	Library Assistant II	18.5400
Tial Thang, Zing Hlei	Staff Accountant	30.9654
Todd, Adam Bartley	Mgr., Regional Branch	36.7935
Tomas, Emily	Page	16.4800
Torres, Matilda Kaye	Library Assistant II	22.1672
Torres, Michael M	Public Services Associate II	25.5925
Trauner, Justine Faith	Page	16.4800
Trulock, Barbara Perron	Hrly Library Assistant II	19.6499
Turner, Kojo A	Library Security Assistant	19.7760
Turner-Booker, Tanya Nichole	Library Assistant II	22.1672
Tweedy, Rhonda Wray	Page	17.0650
Underwood, Kathleen	Circulation Supervisor II	29.0235
Van Pelt, Tony Michael	Library Assistant III	19.4139
VanTryon, Taylor Renee	Supervisor Librarian	26.5709
Vaughn, Mikayla Diane	Library Assistant II	18.5400
Verderame, Jyoti Avinash	Editor	24.1020

Vickers, Haylee Rayne	Computer Assistant II	18.8490
Vitello, Sarah	Page	16.5830
Vollmer, Timothy Joseph	Public Services Librarian-E	27.6732
Walker, Sarah S	Public Services Librarian-E	26.5787
Wallace, Patty M	Public Services Librarian-E	26.0869
Walsh, Kathleen M	Library Assistant III	23.7312
Walton, Jennifer Leigh	Organizational Learning&Develpmnt Coordinator	23.6900
Ward, Margaret E	Mgr., Outreach Services & Volunteer Resources	34.5932
Ward, Shana Katrina	Page	16.4800
Ward, Susan Lynn	Hrly Processing Assistant I	20.4962
Warren, Gregory Louis	Safety and Security Officer	44.5674
Warren, Zoe Jane	Page	16.5830
Warrener, Kathryn Elizabeth	Supervisor Librarian	28.7658
Washington, Sandra Dee	Program Associate-Outreach	22.3665
Waterson, Carrie E	Mgr., Website	39.7463
Watkins, Cordia J	Mgr., Circulation	35.5144
Watson-Juarez, Katherine E	Public Services Librarian-E	24.8024
Watts, Emariyah Jornay	Page	16.4800
Waymire, Joshua D	Web Developer	36.8634
Weasner, Rachel Lynn Schmitt	Public Services Librarian-E	26.2218
Weaver, Kirsten Tenille	Program Specialist	35.9536
Weber, Nathaniel Lee	Strategy and Equity Specialist	27.6732
Webster, DeAnte Larenz Joe	Page	16.5830
Weeks-Foy, Maggie Mae	Library Assistant II	18.8490
Wehr, Margaret A	Area Resource Manager-Branches	46.3244
Weidenbach, Shael	Area Resource Manager-Youth Services	42.8480
Weileman, Jessica Marie	Library Assistant II	18.5400
Welch, Abby Elizabeth	Public Services Librarian-E	23.8960
Werle, Michael	Library Assistant II	18.5400
Wetnight, Jill M	Mgr., Regional Branch	41.3524
Whaley, Caroline	Processing Assistant I	18.8490
Whelan, Summer Karlie	Page	16.4800
White, Jared Anthony	Public Services Librarian-E	26.2218
Wiederholt, Jacob	Library Assistant II	18.5400
Wilkins, Anna Daniell	Public Services Librarian-E	22.6600
Williams, Deandra	Public Services Associate II	22.5207
Williams, Michael Alan	Sr. Mgr., Archives, eResources and Delivery	49.7676
Williamson, Susan Clare	Page	16.5830
Willis, Kimberly Judith	Page	16.5830
Wilson, Eugenie Pfiffner	Library Assistant II	20.0784
Wilson, Wilhelmina Margaret	Page	16.4800
Winfrey, Kimberly J	Processing Assistant I	22.6293
Winkle, Makiyah Jade	Library Assistant II	18.5400
Winston, Brandi Rochelle	Mgr., Central Services	32.2794
Wisemiller, Kristen Leigh	Mgr., Payroll	34.6635
Wissel, Bryce Nelson	Technology Learning Specialist	22.0063
Wolgemuth, Andra Lee	Library Assistant II	18.5400

Wood, Rachel Nevada	Public Services Librarian-E	26.2218
Wood-Gebhart, Robin Marie	Accounting Assistant	24.5346
Woodruff, Sarah Gardner	Public Services Librarian-E	28.8730
Worley, Jane Margaret	Library Assistant II	18.5400
Wright, Kayla Rene	Library Security Assistant - LSC Front Desk	18.8490
Wright, Pamela	Processing Assistant I	22.1672
Yarde, O'Brian Elijah	Supervisor, Youth Multimedia Specialist	26.9860
Young, Alexander Corbin	Library Assistant II	18.5400
Youngworth, Robin	Public Services Associate II	21.3488
Zaman, Mohammad Khaliqz	Page	16.5830
Zavala, Consuelo	Circulation Supervisor I	23.1586
Zemanek, Alysha	Circulation Supervisor I	24.0270
Zettler, Faith Elizabeth	Public Services Associate II - Floater	20.2910



Board Action Request

7c

To: IMCPL Board **Meeting Date:** November 24, 2025
From: Diversity, Policy and HR Committee **Approved by the Library Board:** November 24, 2025
Effective Date: November 24, 2025

Subject:

Approval of Resolution 54-2025 Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees.

Recommendation:

Library leadership recommends that the Library Board approve Resolution 54- 2025 (Resolution Adopting a Schedule of Pay Grades, Staff Positions and Benefits for Library Employees).

Background:

Resolution 54-2025 is a routine resolution that approves the bi-weekly salaries, staff positions and benefits for Library employees for the next year.

The following reflects some of the changes for 2026:

- **New Holiday- Day After Christmas**
- **Increase in HSA Amounts**

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2026.



Board Resolution

7c

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 54-2025

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

NOVEMBER 24, 2025

RESOLVED, Resolution 79-2024. approved by this Board of Trustees (“Board”) on November 25, 2024, 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 December 15, 2025 except as otherwise herein provided.

FURTHER RESOLVED, 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, 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 2026, which begins December 15, 2024 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, 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 of the 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's 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, Indigenous People's Day, Thanksgiving Day, Christmas Eve, Christmas Day and Day After Christmas as designated paid holidays for Library employees and Policy 248 regarding Holiday Pay. Easter Sunday and the Saturday and Sunday before Memorial Day are days the Library is closed to the public. For those days the Library is closed but not designated as holidays, there will be no additional credited time other than the credited time granted for the holidays themselves (i.e. for full time employees and an appropriate prorated amount for part-time employees, the week of December 21st will be 16 regular hours worked; the week of December 28th will be a 32 hour workweek, and the week after Labor Day will be 32 regular hours worked.

PERSONAL HOLIDAYS- Benefit-eligible employees will receive two personal holidays, 8 hours, pro-rated for part-time, to be used during the calendar year. The two (2) personal holidays must be pre-scheduled and approved by the employee's manager. Employee's personal holidays will not carry over. The personal holidays 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 personal holiday, i.e., part-time to full-time, will not result in any change to the hours received for the personal holidays during the same year as the change of status.

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.

PAID EMPLOYEE MEDICAL, PARENTAL AND DISABILITY LEAVE -The Library’s Paid Employee Medical, Parental and Disability Leave (“PEMPD Leave”) provides a wage replacement benefit for benefit eligible employees with approved Employee Medical Leave (“EML”) pursuant to the Family Medical Leave Act (“FMLA”), with approved Parental Leave (“PL”) pursuant to the FMLA or otherwise approved by the Library for up to 12 weeks, or with approved leaves pursuant to the Americans with Disabilities Act (“ADA”). PEMPD Leave consists of a bank of accrued paid time that benefit eligible employees may use during approved EML, PL or ADA leaves.

Benefit eligible employees accrue PEMPD Leave based on an earning rate of 0.08 per hour, including regularly scheduled work hours, PTO hours and CAT hours, but excluding scheduled PEMPD Leave hours. Full-time, benefit eligible employees may accrue PEMPD Leave up to a maximum cap of 720 hours. Part-time, benefit eligible employees may accrue PEMPD Leave up to a maximum cap of 360 hours. Once an employee reaches the cap, no additional PEMPD Leave may be accrued until the balance goes below the cap in which case PEMPD Leave will again begin to accrue. Benefit eligible employees may carry over from year-to-year any accrued but unused PEMPD Leave subject to the applicable maximum cap.

WELLNESS PROGRAM- Full Time benefit eligible staff may receive a cash incentive for completion of wellness activities. The Wellness Program will run from January to December each year starting in 2026. Staff members are required to report completed activities on the assigned online platform by the deadline. The amount of the incentive for each year will be communicated to the staff every year along with the required points for each category.

Under the current Wellness Program, the Library is providing a one-time payment for participants as follows,

<u>Wellness Points</u>	<u>Cash Incentive</u>
<u>600+</u>	<u>\$300</u>
<u>599-400</u>	<u>\$200</u>
<u>399-200</u>	<u>\$100</u>

HEALTH-ACCIDENT INSURANCE – Health insurance is available through Anthem Blue Cross-Blue Shield. Full- Time 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 for those employees enrolled in either CDHP option. Both plan descriptions are on file in the Talent and Development Dept.

For 2026, employees enrolled in CDHP Option 1 and have a health savings account will receive a one-time Library contribution of \$800.00 for employee only coverage and \$1600.00 for employee/spouse, employee/children or family coverage. For 2026, employees enrolled in CDHP Option 2 and have a health savings account will receive a one-time Library contribution of \$1200.00 for employee only coverage and \$2300.00 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.

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.

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 staff members who are pursuing an additional job related degree. The assistance is limited to an annual maximum of \$3,000.00 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 staff members who are in a position requiring a Professional Certification. The assistance is limited to a maximum total of \$1000.00 per year for Certification requirement's fees, classes or recertifications. Allocation of funds will be prioritized on successful completion, passing a pass/fail certification exam or achieving a grade point of 3.0 or higher on a 4.0 scale, institutional goals and available funding. Staff members 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 staff members 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.

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.

Approved this 24th day of November, 2025.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 54-2025

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

NOVEMBER 24, 2025

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ATTEST: _____
Secretary of the Board

Job Title	Pay Grade	Minimu		Midpo		Maxim	
		Hrly	Annual	Hrly	Annual	Hrly	Annual
Chief Executive Officer	20	64.90	135,000	85.37	177,500	100.96	220,000
Chief Financial Officer	19	49.87	103,730	62.34	129,662	74.81	155,594
Chief, Innovation and Technology Officer	19	49.87	103,730	62.34	129,662	74.81	155,594
Chief Public Services Officer	19	49.87	103,730	62.34	129,662	74.81	155,594
Chief, Collection Management Officer	18	47.78	99,386	59.73	124,232	71.67	149,079
Chief, Communications and Marketing Officer	18	47.78	99,386	59.73	124,232	71.67	149,079
Chief, Operational Services Officer	18	47.78	99,386	59.73	124,232	71.67	149,079
Chief, Talent and Development Officer	18	47.78	99,386	59.73	124,232	71.67	149,079
Dir., Accounting	17	39.82	82,825	49.77	103,531	59.73	124,238
Dir., Central Library	17	39.82	82,825	49.77	103,531	59.73	124,238
Diversity & Inclusion Officer	17	39.82	82,825	49.77	103,531	59.73	124,238
Mgr., Sys/Network Infrastructure	17	39.82	82,825	49.77	103,531	59.73	124,238
Strategic Planning & Assessment Officer	17	39.82	82,825	49.77	103,531	59.73	124,238
Area Resource Manager-Adult Services	16	36.02	74,922	45.03	93,652	54.03	112,382
Area Resource Manager-Branches	16	36.02	74,922	45.03	93,652	54.03	112,382
Area Resource Manager - Youth Services	16	36.02	74,922	45.03	93,652	54.03	112,382
Mgr., Budget	15	34.63	72,027	43.29	90,034	51.94	108,041
Mgr., Business Systems Analyst	15	34.63	72,027	43.29	90,034	51.94	108,041
Mgr., Data & Web Services	15	34.63	72,027	43.29	90,034	51.94	108,041
Mgr., Facilities Projects	15	34.63	72,027	43.29	90,034	51.94	108,041
Mgr., Purchasing and Supplier Diversity	15	34.63	72,027	43.29	90,034	51.94	108,041
Mgr., Talent and Development	15	34.63	72,027	43.29	90,034	51.94	108,041
Mgr., Payroll	14	32.21	66,993	40.26	83,741	48.31	100,489
Mgr., Special Projects	14	32.21	66,993	40.26	83,741	48.31	100,489
Project Manager, Innovation & Technology	14	32.21	66,993	40.26	83,741	48.31	100,489
Senior Sys., Network Infrastructure Analyst	14	32.21	66,993	40.26	83,741	48.31	100,489
Executive Assistant	13	29.67	61,719	37.09	77,149	44.50	92,579

Mgr., Accounting	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Acquisitions	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Cataloging and Metadata	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Central Adult Services	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Circulation	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Learning Curve	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Outreach Services & Volunteer	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Regional Branch	13	29.67	61,719	37.09	77,149	44.50	92,579
Mgr., Shared Systems	13	29.67	61,719	37.09	77,149	44.50	92,579
Collection Maintenance Manager	12	27.60	57,414	34.50	71,768	41.40	86,121
Lan Administrator	12	27.60	57,414	34.50	71,768	41.40	86,121
Mgr., Digital Marketing	12	27.60	57,414	34.50	71,768	41.40	86,121
Mgr., Website	12	27.60	57,414	34.50	71,768	41.40	86,121
Mgr., Buildings and Grounds	12	27.60	57,414	34.50	71,768	41.40	86,121
Mgr., Central Services	12	27.60	57,414	34.50	71,768	41.40	86,121
Mgr., Community Branch	12	27.60	57,414	34.50	71,768	41.40	86,121
Mgr., Digital Projects	12	27.60	57,414	34.50	71,768	41.40	86,121
Mgr., Events	12	27.60	57,414	34.50	71,768	41.40	86,121
Network Systems Analyst	12	27.60	57,414	34.50	71,768	41.40	86,121
Senior Accountant	12	27.60	57,414	34.50	71,768	41.40	86,121
Software Engineer	12	27.60	57,414	34.50	71,768	41.40	86,121
Supervisor, Volunteer Resources	12	27.60	57,414	34.50	71,768	41.40	86,121
Assistant Manager, Central Adult Services	11	25.80	53,664	32.25	67,080	38.70	80,496
Budget Analyst	11	25.80	53,664	32.25	67,080	38.70	80,496
Business Analyst	11	25.80	53,664	32.25	67,080	38.70	80,496
Cataloging and Metadata Librarian	11	25.80	53,664	32.25	67,080	38.70	80,496
Collection Development Librarian	11	25.80	53,664	32.25	67,080	38.70	80,496
Digital Projects Coordinator	11	25.80	53,664	32.25	67,080	38.70	80,496
Electronic Resources Librarian	11	25.80	53,664	32.25	67,080	38.70	80,496
Front End Web Developer	11	25.80	53,664	32.25	67,080	38.70	80,496
Indy Library Store Coordinator	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., CBLC	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., Neighborhood Branch	11	25.80	53,664	32.25	67,080	38.70	80,496

Mgr., Processing	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., Public Relations	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., Shipping and Receiving	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., Social Worker	11	25.80	53,664	32.25	67,080	38.70	80,496
PC/Lan Specialist	11	25.80	53,664	32.25	67,080	38.70	80,496
Program Specialist	11	25.80	53,664	32.25	67,080	38.70	80,496
Program Specialist - Early Childhood Literacy	11	25.80	53,664	32.25	67,080	38.70	80,496
Program Specialist Digital Inclusion	11	25.80	53,664	32.25	67,080	38.70	80,496
Project Manager	11	25.80	53,664	32.25	67,080	38.70	80,496
Safety and Security Officer	11	25.80	53,664	32.25	67,080	38.70	80,496
Staff Accountant	11	25.80	53,664	32.25	67,080	38.70	80,496
Supervisor, Digital Inclusion	11	25.80	53,664	32.25	67,080	38.70	80,496
Talent and Development Partners	11	25.80	53,664	32.25	67,080	38.70	80,496
Venue Coordinator	11	25.80	53,664	32.25	67,080	38.70	80,496
Web Developer	11	25.80	53,664	32.25	67,080	38.70	80,496
Digital Media Specialist	10	23.65	49,194	29.56	61,493	35.47	73,791
Operational Services Tech. Assistant	10	23.65	49,194	29.56	61,493	35.47	73,791
Social Worker	10	23.65	49,194	29.56	61,493	35.47	73,791
Special Collections Librarian	10	23.65	49,194	29.56	61,493	35.47	73,791
Supervisor Librarian	10	23.65	49,194	29.56	61,493	35.47	73,791
Supervisor, Youth Multimedia Specialist	10	23.65	49,194	29.56	61,493	35.47	73,791
Technical Training Specialist	10	23.65	49,194	29.56	61,493	35.47	73,791
Circulation Supervisor II	9	22.00	45,760	27.50	57,200	33.00	68,640
Circulation Supervisor II, OS&VR	9	22.00	45,760	27.50	57,200	33.00	68,640
Editor	9	22.00	45,760	27.50	57,200	33.00	68,640
Hrly Marion County Internet Librarian	9	22.00	45,760	27.50	57,200	33.00	68,640
Library of Things Librarian	9	22.00	45,760	27.50	57,200	33.00	68,640
Program Billing and Budget Specialist	9	22.00	45,760	27.50	57,200	33.00	68,640
Project Coordinator	9	22.00	45,760	27.50	57,200	33.00	68,640
Public Services Librarian-E	9	22.00	45,760	27.50	57,200	33.00	68,640
Public Services Librarian-NE	9	22.00	45,760	27.50	57,200	33.00	68,640
Strategy and Equity Specialist	9	22.00	45,760	27.50	57,200	33.00	68,640
Supervisor, Building Systems	9	22.00	45,760	27.50	57,200	33.00	68,640

Web Content Editor	9	22.00	45,760	27.50	57,200	33.00	68,640
Circulation Supervisor I	8	20.47	42,568	25.58	53,211	30.69	63,853
Library Security Supervisor-E	8	20.47	42,568	25.58	53,211	30.69	63,853
Library Security Supervisor-NE	8	20.47	42,568	25.58	53,211	30.69	63,853
Network PC Technician	8	20.47	42,568	25.58	53,211	30.69	63,853
Talent and Development Assistant	8	20.47	42,568	25.58	53,211	30.69	63,853
Talent and Development Coordinator	8	20.47	42,568	25.58	53,211	30.69	63,853
Team Lead, Shipping & Receiving	8	20.47	42,568	25.58	53,211	30.69	63,853
Accounting Assistant	7	18.90	39,312	23.21	48,280	27.52	57,249
Administrative Assistant II	7	18.90	39,312	23.21	48,280	27.52	57,249
Auditorium Technician	7	18.90	39,312	23.21	48,280	27.52	57,249
Hrly Auditorium Assistant	7	18.90	39,312	23.21	48,280	27.52	57,249
Hrly Technology Learning Specialist	7	18.90	39,312	23.21	48,280	27.52	57,249
Hrly Youth Multimedia Learning Specialist	7	18.90	39,312	23.21	48,280	27.52	57,249
Payroll Specialist	7	18.90	39,312	23.21	48,280	27.52	57,249
Driver/ Team Member, Shipping and Receiving	7	18.90	39,312	23.21	48,280	27.52	57,249
Technical Support Assistant	7	18.90	39,312	23.21	48,280	27.52	57,249
Technology Learning Specialist	7	18.90	39,312	23.21	48,280	27.52	57,249
Youth Multimedia Learning Specialist	7	18.90	39,312	23.21	48,280	27.52	57,249
Accounts Payable Assistant	6	18.70	38,896	22.28	46,332	25.85	53,772
Administrative Assistant I	6	18.70	38,896	22.28	46,332	25.85	53,772
Editorial Associate	6	18.70	38,896	22.28	46,332	25.85	53,772
Hrly Administrative Assistant I	6	18.70	38,896	22.28	46,332	25.85	53,772
Indy Library Store Assistant Coordinator	6	18.70	38,896	22.28	46,332	25.85	53,772
Order Specialist	6	18.70	38,896	22.28	46,332	25.85	53,772
Processing Accounts Assistant	6	18.70	38,896	22.28	46,332	25.85	53,772
Public Services Associate II	6	18.70	38,896	22.28	46,332	25.85	53,772
Public Services Associate II - Floater	6	18.70	38,896	22.28	46,332	25.85	53,772
Serials Specialist	6	18.70	38,896	22.28	46,332	25.85	53,772
Circulation Coordinator	5	18.50	38,480	21.61	44,938	24.71	51,401
Control Room Technician	5	18.50	38,480	21.61	44,938	24.71	51,401

Hrly Control Room Technician	5	18.50	38,480	21.61	44,938	24.71	51,401
Hrly Indy Library Store Online Bookseller	5	18.50	38,480	21.61	44,938	24.71	51,401
Hrly Public Services Associate I	5	18.50	38,480	21.61	44,938	24.71	51,401
Lead Office Assistant	5	18.50	38,480	21.61	44,938	24.71	51,401
Library Assistant III	5	18.50	38,480	21.61	44,938	24.71	51,401
Processing Assistant II	5	18.50	38,480	21.61	44,938	24.71	51,401
Processing Assistant II (Shared System)	5	18.50	38,480	21.61	44,938	24.71	51,401
Bkmo Driver/Clerk	4	18.30	38,064	21.10	43,878	23.89	49,702
Computer Assistant II	4	18.30	38,064	21.10	43,878	23.89	49,702
Computer Assistant-Central	4	18.30	38,064	21.10	43,878	23.89	49,702
Hrly Bkmo Driver/Clerk	4	18.30	38,064	21.10	43,878	23.89	49,702
Hrly Computer Assistant II	4	18.30	38,064	21.10	43,878	23.89	49,702
Hrly Processing Assistant I	4	18.30	38,064	21.10	43,878	23.89	49,702
Inter-Library Loan Assistant	4	18.30	38,064	21.10	43,878	23.89	49,702
Library Security Assistant	4	18.30	38,064	21.10	43,878	23.89	49,702
Office Assistant	4	18.30	38,064	21.10	43,878	23.89	49,702
Processing Assistant I	4	18.30	38,064	21.10	43,878	23.89	49,702
Events Assistant	3	18.00	37,440	20.49	42,619	22.98	47,813
Hrly Events Asisstant	3	18.00	37,440	20.49	42,619	22.98	47,813
Hrly Library Assistant II	3	18.00	37,440	20.49	42,619	22.98	47,813
Library Assistant II	3	18.00	37,440	20.49	42,619	22.98	47,813
Library Assistant II-Outreach	3	18.00	37,440	20.49	42,619	22.98	47,813
Hrly Library Assistant I	2	18.00	37,440	20.38	42,390	22.76	47,340
Library Assistant I	2	18.00	37,440	20.38	42,390	22.76	47,340
Page	1	16.00	33,280	18.50	38,480	21.00	43,680
Page Assistant	1	16.00	33,280	18.50	38,480	21.00	43,680



Board Action Request

7d

To: IMCPL Board

Meeting Date: November 24, 2025

From: Diversity, Policy and Human
Resources Committee

**Approved by the
Library Board:** November 24, 2025

Effective Date: November 30, 2025

Subject: Resolution 55-2025 (Approval of Additional Employee Compensation)

Recommendation: Approval of Resolution 55-2025 (Approval of Additional Employee Compensation)

Background: Resolution 55-2025 is an action to provide a one-time, end of the year payment of additional compensation to non-probationary (typically hired on or after October 1, 2025) employees on the active payroll as of November 30, 2025, in amounts determined by management based on each non-probationary employee's status as full-time, part-time, non-exempt, or exempt.

The Library has accumulated a balance from vacant positions and related benefits not expended during the year. Based on this balance, management recommends to the Board that the Library make a one-time payment of additional compensation for 2025 to non-probationary employees on the active payroll as of November 30, 2025, in amounts determined by management based on each non-probationary employee's status as full-time, part-time, non-exempt, or exempt. The total amount of additional compensation to be paid to non-probationary employees from the accumulated balance is approximately \$977,687.95 (\$815,900 in compensation to employees and an additional appropriate amount to cover FICA and PERF). Management has determined and proposes that the additional compensation payments be made according to the schedule attached to the resolution subject to the non-probationary employee still being on the active payroll as of November 30, 2025, and subject to all applicable wage withholding for taxes, FICA, PERF and other benefits.

Benefit: Staff will receive an additional one-time payment on December 19, 2025

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2025.

DEI Impact: The one-time payment of additional compensation will help to retain and attract qualified Library staff.



Board Resolution

7d

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 55-2025

APPROVAL OF ADDITIONAL EMPLOYEE COMPENSATION

NOVEMBER 24, 2025

WHEREAS, the Library has accumulated a balance from vacant positions and related benefits not expended during the year (“Accumulated Balance”).

WHEREAS, due to the Accumulated Balance, management has determined that funding for additional compensation is available and recommends to the Board that the Library make a one-time payment of additional compensation to non-probationary employees on the active payroll as of November 30, 2025 (“Eligible Employees”), in amounts determined by management based on each Eligible Employees’ status as full-time, part-time, non-exempt, or exempt (“Additional Compensation”).

WHEREAS, the total amount of Additional Compensation to be paid to Eligible Employees from the Accumulated Balance is approximately \$977,687.95 (\$815,900.00 in compensation to Eligible Employees and an additional appropriate amount to cover FICA and PERF).

WHEREAS, the Additional Compensation payments shall be made according to the schedule attached hereto subject to the Eligible Employee still being on the active payroll as of November 30, 2025, and subject to all applicable wage withholding for taxes, FICA, PERF and other benefits.

NOW THEREFORE BE IT RESOLVED, the Board does hereby approve the Additional Compensation to be paid before the end of 2025 to Eligible Employees on the active payroll as of November 30, 2025, in accordance with the attached schedule subject to the Eligible Employee still being on the active payroll as of November 30, 2025, and subject to all applicable wage withholding for taxes, FICA, PERF and other benefits.

Adopted this 24th day of November, 2025.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 55-2025

APPROVAL OF ADDITIONAL EMPLOYEE COMPENSATION

NOVEMBER 24, 2025

AYE

NAY

ATTEST: _____
Secretary of the Board

Name	Worker Category Description	
Schacht, Kayley	Hourly	\$ 900.00
Stearman, Rayli Mae	Hourly	\$ 900.00
Abel, Haley	Hourly	\$ 900.00
Adams, Paula J	Hourly	\$ 900.00
Ayers, Randall	Hourly	\$ 900.00
Bannon, Vickie Lynn	Hourly	\$ 900.00
Barnett, Azaria	Hourly	\$ 900.00
Begbaaji, Toyosi Alexandra	Hourly	\$ 900.00
Benedict, Kristie N	Hourly	\$ 900.00
Birtwhistle, Michael Charles	Hourly	\$ 900.00
Black, Brooklyn Carlise	Hourly	\$ 900.00
Blade, Angel Dorothy	Hourly	\$ 900.00
Blunk, Anabel Marie	Hourly	\$ 900.00
Booker, Molly Ann	Hourly	\$ 900.00
Bridge, Stephen W	Hourly	\$ 900.00
Brozo, Christopher S	Hourly	\$ 900.00
Burris, Amaya Lorraine	Hourly	\$ 900.00
Burton, Allison	Hourly	\$ 900.00
Burton, Jonathan D	Hourly	\$ 900.00
Carlisle, Devonna J.	Hourly	\$ 900.00
Cheesebourough, Lydia Abigail	Hourly	\$ 900.00
Cobb, Mary K	Hourly	\$ 900.00
Crisler, Charles Hamilton	Hourly	\$ 900.00
Davis, Dori Kelleher	Hourly	\$ 900.00
Dent, Ram Siva	Hourly	\$ 900.00
Dixon, Taylor Lynn	Hourly	\$ 900.00
Dunne, James Daniel	Hourly	\$ 900.00
Dybing, Kaitlyn Marie	Hourly	\$ 900.00
Ensley, Noah David	Hourly	\$ 900.00
Esche, Laurie S	Hourly	\$ 900.00
Farmer, Mary Laura	Hourly	\$ 900.00
Fisher, Noelle Elizabeth	Hourly	\$ 900.00
Fogleman, Patricia	Hourly	\$ 900.00
Fowler, Carol J.	Hourly	\$ 900.00
French, Mark A	Hourly	\$ 900.00
Garza, Colin	Hourly	\$ 900.00
Gillespie, Anna Ruth	Hourly	\$ 900.00
Glottmann, Harper Dylan	Hourly	\$ 900.00
Gonzalez, Rene	Hourly	\$ 900.00
Graham, Beverly Jane	Hourly	\$ 900.00
Greene, Rashida	Hourly	\$ 900.00
Guthrie, Paula	Hourly	\$ 900.00
Hall, Olivia Grace	Hourly	\$ 900.00
Hamlow, Stacy A	Hourly	\$ 900.00
Han, Young	Hourly	\$ 900.00
Hardman, Marlee Braelyn	Hourly	\$ 900.00

Harkness, Kara Joann	Hourly	\$ 900.00
Harp, Griffin	Hourly	\$ 900.00
Harris, Amanda Joy	Hourly	\$ 900.00
Hess, Noah Christopher	Hourly	\$ 900.00
Hill, Kaila Lynn	Hourly	\$ 900.00
Hochman Cadore, Linda Joyce	Hourly	\$ 900.00
Ilgen, Dorothy Louise	Hourly	\$ 900.00
Jackson, Millicent O	Hourly	\$ 900.00
Johnson, Tanya Michelle	Hourly	\$ 900.00
Johnson, Vanessa	Hourly	\$ 900.00
Joyce, Betsy Ann	Hourly	\$ 900.00
Khei, Paw	Hourly	\$ 900.00
Kimbrew, Matthew Elijah	Hourly	\$ 900.00
Klick, Heather B.	Hourly	\$ 900.00
Klingensmith, Rani Lou-Ann	Hourly	\$ 900.00
Knight, Dewayne E	Hourly	\$ 900.00
Koors, Angela C	Hourly	\$ 900.00
Lampkins, Eustace Jayne Jumalon	Hourly	\$ 900.00
Land, Tracy Renee	Hourly	\$ 900.00
Laurie, Linda Lou	Hourly	\$ 900.00
Le Vay, Jonathan Bradford	Hourly	\$ 900.00
Le Vay, Susan Beatty	Hourly	\$ 900.00
Lewis, Sharon Ann	Hourly	\$ 900.00
Lewis, Valerie L	Hourly	\$ 900.00
Lucas, Sarah Hannah	Hourly	\$ 900.00
Luebke, Barbara	Hourly	\$ 900.00
Lukens, Sigourney Charisse	Hourly	\$ 900.00
Lutzke, Oliver Alexander	Hourly	\$ 900.00
MacNeil, Joanne Neil	Hourly	\$ 900.00
Manfroy, Claire Michele	Hourly	\$ 900.00
Manuel, Kenedy Charlene	Hourly	\$ 900.00
Mata Guerrero, Kimberly Hilary	Hourly	\$ 900.00
McNeil, Jason Andrew	Hourly	\$ 900.00
Miller, Barbara Joan	Hourly	\$ 900.00
Miller, Emmett Patrick	Hourly	\$ 900.00
Minton, Holly S.	Hourly	\$ 900.00
Mixdorf, Kegan Thomas	Hourly	\$ 900.00
Monge-Calzada, Kaoly	Hourly	\$ 900.00
Morphew, Theresa Marie	Hourly	\$ 900.00
Murphy, Hannah May	Hourly	\$ 900.00
Norman, Debra A.	Hourly	\$ 900.00
Nunez, Grace Trinidad	Hourly	\$ 900.00
Oliver, Kayla Marie	Hourly	\$ 900.00
O'Loughlin, Jeanette M	Hourly	\$ 900.00
Page, Lillian M	Hourly	\$ 900.00
Porter, Kasey Cheyenne	Hourly	\$ 900.00
Pote, Patricia L	Hourly	\$ 900.00

Prawat, Lillian Charais	Hourly	\$ 900.00
Price, Timothy R	Hourly	\$ 900.00
Prioleau, Paige Penelope	Hourly	\$ 900.00
Purcell, Mariah Danielle	Hourly	\$ 900.00
Quebe, Arthur Frederick	Hourly	\$ 900.00
Radway, Jeremy C	Hourly	\$ 900.00
Sauers-Wiley, Chelsea K	Hourly	\$ 900.00
Schoettle, Evan Gerard	Hourly	\$ 900.00
Scott, Robert A.	Hourly	\$ 900.00
Sicken, Edith Pamela	Hourly	\$ 900.00
Sloan, Sharon H	Hourly	\$ 900.00
Smith, Elexis Tatyiana	Hourly	\$ 900.00
Smith, Makhia Emani	Hourly	\$ 900.00
Smith, Quentin Zerron	Hourly	\$ 900.00
Stringer, Isabella	Hourly	\$ 900.00
Sung, Nilen	Hourly	\$ 900.00
Swisher, Isaac Fallon	Hourly	\$ 900.00
Takacs, Klara Rose	Hourly	\$ 900.00
Tauber, Mary Elizabeth	Hourly	\$ 900.00
Taylor, Chase Alexander	Hourly	\$ 900.00
Tomas, Emily	Hourly	\$ 900.00
Trauner, Justine Faith	Hourly	\$ 900.00
Tweedy, Rhonda Wray	Hourly	\$ 900.00
Vitello, Sarah	Hourly	\$ 900.00
Ward, Shana Katrina	Hourly	\$ 900.00
Ward, Susan Lynn	Hourly	\$ 900.00
Warren, Zoe Jane	Hourly	\$ 900.00
Watts, Emariyah Jornay	Hourly	\$ 900.00
Webster, DeAnte Larenz Joe	Hourly	\$ 900.00
Whelan, Summer Karlie	Hourly	\$ 900.00
Williamson, Susan Clare	Hourly	\$ 900.00
Willis, Kimberly Judith	Hourly	\$ 900.00
Wilson, Wilhelmina Margaret	Hourly	\$ 900.00
Zaman, Mohammad Khaliquz	Hourly	\$ 900.00
Hoskin, Neva Adele	Hourly	\$ 900.00
Harris, Leigh W.	Hourly	\$ 900.00
Robinson, Susan Joy	Hourly	\$ 900.00
Trulock, Barbara Perron	Hourly	\$ 900.00
Davis, Sharon Sue	Hourly	\$ 900.00
Silvers, Georgia Ann	Hourly	\$ 900.00
Barreno Jr., Sergio Filadelfo	Hourly	\$ 900.00
Adkins, Kylie	Regular Part-Time	\$ 1,100.00
Aguiar, Raquel O	Regular Part-Time	\$ 1,100.00
Anderson, Lisa Kothe	Regular Part-Time	\$ 1,100.00
Andrews, Darla J	Regular Part-Time	\$ 1,100.00
Ballesteros, Marissa Renee	Regular Part-Time	\$ 1,100.00
Breach, Teresa Dawn	Regular Part-Time	\$ 1,100.00

Burch Jr., Ronald E	Regular Part-Time	\$ 1,100.00
Burris, Brittany A	Regular Part-Time	\$ 1,100.00
Burriss, Natalie R	Regular Part-Time	\$ 1,100.00
Cary, Mellissa Sue	Regular Part-Time	\$ 1,100.00
Day, Amberly	Regular Part-Time	\$ 1,100.00
Diaz, Ellery Louise	Regular Part-Time	\$ 1,100.00
Dollar, Zoe Greene	Regular Part-Time	\$ 1,100.00
Duncan, Michelle A	Regular Part-Time	\$ 1,100.00
Durham, Brieann Nicole	Regular Part-Time	\$ 1,100.00
Ebacher, Meegan Barbara	Regular Part-Time	\$ 1,100.00
Edwards, Chelsea L.	Regular Part-Time	\$ 1,100.00
English, Mary Joann	Regular Part-Time	\$ 1,100.00
Evans, Grace Kelly	Regular Part-Time	\$ 1,100.00
Gillespie, Laurie Marie	Regular Part-Time	\$ 1,100.00
Greenburg, Abigail Nicole	Regular Part-Time	\$ 1,100.00
Griffitts, Joan Kathryn	Regular Part-Time	\$ 1,100.00
Gutierrez, Jade Elizabeth	Regular Part-Time	\$ 1,100.00
Hamilton, Opal Jane	Regular Part-Time	\$ 1,100.00
Hathaway, Kendra Nicole	Regular Part-Time	\$ 1,100.00
Heath, Jamall Lee	Regular Part-Time	\$ 1,100.00
Hickman, John Pachal	Regular Part-Time	\$ 1,100.00
House, Cera Jo	Regular Part-Time	\$ 1,100.00
Howell, Jackson Scott Baird	Regular Part-Time	\$ 1,100.00
Jarvis, Joshua	Regular Part-Time	\$ 1,100.00
Klopp, Kathleen Denise	Regular Part-Time	\$ 1,100.00
Koning, Jack P.	Regular Part-Time	\$ 1,100.00
Kunkel-Ruiz, Glynnis Marcelle	Regular Part-Time	\$ 1,100.00
Laster, Kevin	Regular Part-Time	\$ 1,100.00
Lewandowski, Dennis J	Regular Part-Time	\$ 1,100.00
Liebhaber, Sara A	Regular Part-Time	\$ 1,100.00
Maxey, Regina A	Regular Part-Time	\$ 1,100.00
McCarty, Amanda Eileen	Regular Part-Time	\$ 1,100.00
McGehee, Lydia	Regular Part-Time	\$ 1,100.00
Meeker, Liana Kay	Regular Part-Time	\$ 1,100.00
Miotke, Anne Catherine	Regular Part-Time	\$ 1,100.00
Mitchell Fidler, Jamie Kristine	Regular Part-Time	\$ 1,100.00
Mosely, Rosa Margarita	Regular Part-Time	\$ 1,100.00
Muzzall, Jonathan	Regular Part-Time	\$ 1,100.00
O'Meara, Fiora Grace	Regular Part-Time	\$ 1,100.00
Packer, Miranda Kae	Regular Part-Time	\$ 1,100.00
Peak, Damian Philip	Regular Part-Time	\$ 1,100.00
Poppleton, Nancy Elizabeth	Regular Part-Time	\$ 1,100.00
Raber, Katelyn Rose	Regular Part-Time	\$ 1,100.00
Roush, Kathy Ann	Regular Part-Time	\$ 1,100.00
Schmucker, Melanie Lynn Histan	Regular Part-Time	\$ 1,100.00
Seals, Keir Courtney	Regular Part-Time	\$ 1,100.00
Sellman, Patricia Lynn	Regular Part-Time	\$ 1,100.00

Sever, Donna Marie	Regular Part-Time	\$ 1,100.00
Shaffer, Amanda Lynne	Regular Part-Time	\$ 1,100.00
Shipp, Ann Bridget	Regular Part-Time	\$ 1,100.00
Shu, Morgin	Regular Part-Time	\$ 1,100.00
Smith, Carrie Ann	Regular Part-Time	\$ 1,100.00
Smith, Cierra Bianca	Regular Part-Time	\$ 1,100.00
Stevenson, Haley Elizabeth	Regular Part-Time	\$ 1,100.00
Tatum, Jeff S	Regular Part-Time	\$ 1,100.00
Theophile, Armstrong Guevarra	Regular Part-Time	\$ 1,100.00
Torres, Matilda Kaye	Regular Part-Time	\$ 1,100.00
Turner, Kojo A	Regular Part-Time	\$ 1,100.00
Vickers, Haylee Rayne	Regular Part-Time	\$ 1,100.00
Washington, Sandra Dee	Regular Part-Time	\$ 1,100.00
Weileman, Jessica Marie	Regular Part-Time	\$ 1,100.00
Wiederholt, Jacob	Regular Part-Time	\$ 1,100.00
Wilson, Eugenie Pfiffner	Regular Part-Time	\$ 1,100.00
Wright, Kayla Rene	Regular Part-Time	\$ 1,100.00
Kinley, Mikayla Knight	Regular Part-Time	\$ 1,100.00
Buchanan, Tamara Jo Phillips	Regular Part-Time	\$ 1,100.00
Cooper, Jennifer Ann	Regular Part-Time	\$ 1,100.00
Edwards, Reginald Eugene	Regular Part-Time	\$ 1,100.00
Engelking, Frank Henry	Regular Part-Time	\$ 1,100.00
Farrell, Erin S	Regular Part-Time	\$ 1,100.00
Goodloe, Thelma Marie	Regular Part-Time	\$ 1,100.00
Hunter, Videtta Diana	Regular Part-Time	\$ 1,100.00
Lin, Xiaolin	Regular Part-Time	\$ 1,100.00
Maxwell, Ashley Nichol	Regular Part-Time	\$ 1,100.00
McCasland, Anna C	Regular Part-Time	\$ 1,100.00
Meh, Kue	Regular Part-Time	\$ 1,100.00
Quebe, Julie Ann	Regular Part-Time	\$ 1,100.00
Santiago Rodriguez, Degmarie	Regular Part-Time	\$ 1,100.00
Smith, Jacob Taylor	Regular Part-Time	\$ 1,100.00
Thorpe, Rebecca Anne	Regular Part-Time	\$ 1,100.00
Winkle, Makiyah Jade	Regular Part-Time	\$ 1,100.00
Furry, Tressa Marie	Regular Full-Time	\$ 1,500.00
Steele, Julie Anne	Regular Full-Time	\$ 1,500.00
Cage, Kimberly R	Regular Full-Time	\$ 1,500.00
Grinnage, Arielle Renee	Regular Full-Time	\$ 1,500.00
Abernathy, Kelsey Taylor	Regular Full-Time	\$ 1,500.00
Adrian, Amy	Regular Full-Time	\$ 1,500.00
Alam, Fahmida Imran	Regular Full-Time	\$ 1,500.00
Allison, Bethany Akerhielm	Regular Full-Time	\$ 1,500.00
Andersen, Kimberly S	Regular Full-Time	\$ 1,500.00
Armour, Stephanie R	Regular Full-Time	\$ 1,500.00
Atwood, Anika D	Regular Full-Time	\$ 1,500.00
Bacone, Kathryn N	Regular Full-Time	\$ 1,500.00
Baker, Brinley Diane	Regular Full-Time	\$ 1,500.00

Barnes, Bryanna Shalouise	Regular Full-Time	\$ 1,500.00
Barnett, Catrina	Regular Full-Time	\$ 1,500.00
Barr, Mary Gerard	Regular Full-Time	\$ 1,500.00
Barreno-Quintanar, Adrian Jose	Regular Full-Time	\$ 1,500.00
Bartholomew, Suzanne Gail	Regular Full-Time	\$ 1,500.00
Battaglia, Zoe	Regular Full-Time	\$ 1,500.00
Baughman, Andrea L	Regular Full-Time	\$ 1,500.00
Beasley, Maureen	Regular Full-Time	\$ 1,500.00
Beatty, Cristal Joi	Regular Full-Time	\$ 1,500.00
Begley, Megan Elizabeth	Regular Full-Time	\$ 1,500.00
Bellamy, Tess McCall	Regular Full-Time	\$ 1,500.00
Benton, Bruce V	Regular Full-Time	\$ 1,500.00
Berry II, Jackie Arnold	Regular Full-Time	\$ 1,500.00
Billings, Christopher Stewart	Regular Full-Time	\$ 1,500.00
Black, Charles	Regular Full-Time	\$ 1,500.00
Blair, Lyndsey Denise	Regular Full-Time	\$ 1,500.00
Blake, Mardina Carole	Regular Full-Time	\$ 1,500.00
Blankenship, Robin Michelle	Regular Full-Time	\$ 1,500.00
Bolden, Gregory Dante	Regular Full-Time	\$ 1,500.00
Bolinger, Sara Jane	Regular Full-Time	\$ 1,500.00
Bolling, David Christopher	Regular Full-Time	\$ 1,500.00
Borley, Cassandra Hope	Regular Full-Time	\$ 1,500.00
Bradburn, Elaine Marie	Regular Full-Time	\$ 1,500.00
Brandon, Danny Charles	Regular Full-Time	\$ 1,500.00
Brandon, Michelline	Regular Full-Time	\$ 1,500.00
Braun, Christa Lynn	Regular Full-Time	\$ 1,500.00
Brice, Sterling M	Regular Full-Time	\$ 1,500.00
Brocklehurst, Mary E	Regular Full-Time	\$ 1,500.00
Brooks, James D	Regular Full-Time	\$ 1,500.00
Brown, Kimberly A	Regular Full-Time	\$ 1,500.00
Bruecks, Melissa Ellen	Regular Full-Time	\$ 1,500.00
Buell, Amy Elizabeth	Regular Full-Time	\$ 1,500.00
Bulloff, Kathryn Anne	Regular Full-Time	\$ 1,500.00
Cain, Charles Wells	Regular Full-Time	\$ 1,500.00
Cain, Emily Beatrice	Regular Full-Time	\$ 1,500.00
Calhoun, Dante Randell	Regular Full-Time	\$ 1,500.00
Campbell, Lolita Denise	Regular Full-Time	\$ 1,500.00
Canaday, Brigid Renny	Regular Full-Time	\$ 1,500.00
Carlson, Amanda Sue	Regular Full-Time	\$ 1,500.00
Carson, Angela Michelle	Regular Full-Time	\$ 1,500.00
Carter, Bria Djienne	Regular Full-Time	\$ 1,500.00
Carter, Chaise Alan	Regular Full-Time	\$ 1,500.00
Castaneda, Ross Patrick	Regular Full-Time	\$ 1,500.00
Caudill, Olivia Mazie	Regular Full-Time	\$ 1,500.00
Chandler, Emily L	Regular Full-Time	\$ 1,500.00
Chekoff, Kendra Dee	Regular Full-Time	\$ 1,500.00
Childers, Chad	Regular Full-Time	\$ 1,500.00

Childress, Thomas B	Regular Full-Time	\$ 1,500.00
Choplin, Virginia Kate	Regular Full-Time	\$ 1,500.00
Clark, Robert William Justin	Regular Full-Time	\$ 1,500.00
Cobb, Valerie Annora	Regular Full-Time	\$ 1,500.00
Coffman, Sydney Jade	Regular Full-Time	\$ 1,500.00
Cohen, Marissa Sara	Regular Full-Time	\$ 1,500.00
Cole, Latresa Renee	Regular Full-Time	\$ 1,500.00
Cole, William S.	Regular Full-Time	\$ 1,500.00
Coleman, Theresa Anne	Regular Full-Time	\$ 1,500.00
Collins, Mallory D	Regular Full-Time	\$ 1,500.00
Conrad, Joanna	Regular Full-Time	\$ 1,500.00
Conrow, Katharine Louise	Regular Full-Time	\$ 1,500.00
Cooper, Laura Suzanne	Regular Full-Time	\$ 1,500.00
Cope, Andrew	Regular Full-Time	\$ 1,500.00
Coyne, Katelyn Anne Moreland	Regular Full-Time	\$ 1,500.00
Crabtree, Blaine Colson	Regular Full-Time	\$ 1,500.00
Crain, Josh	Regular Full-Time	\$ 1,500.00
Curlin, Mark Dominic	Regular Full-Time	\$ 1,500.00
Davis, Andrew M	Regular Full-Time	\$ 1,500.00
Davis, Erin R	Regular Full-Time	\$ 1,500.00
Davis, Jason Conrad	Regular Full-Time	\$ 1,500.00
Davitto, Kaylie	Regular Full-Time	\$ 1,500.00
Delehanty, Reid James	Regular Full-Time	\$ 1,500.00
Dhasmana, Shivani	Regular Full-Time	\$ 1,500.00
Dinnage, Keith B	Regular Full-Time	\$ 1,500.00
Donnelly, Ryan M	Regular Full-Time	\$ 1,500.00
Donoho, Kelly Price	Regular Full-Time	\$ 1,500.00
Dorsch, Adrienne Claire	Regular Full-Time	\$ 1,500.00
Duff, Kayla	Regular Full-Time	\$ 1,500.00
Duke, Fiona	Regular Full-Time	\$ 1,500.00
Dunbar, Megan Noel	Regular Full-Time	\$ 1,500.00
Duncan, Tim A	Regular Full-Time	\$ 1,500.00
Dunham, Zachary T	Regular Full-Time	\$ 1,500.00
Dunten, Brian P	Regular Full-Time	\$ 1,500.00
Durchholz, Mary A	Regular Full-Time	\$ 1,500.00
Durham, Ryder Lee	Regular Full-Time	\$ 1,500.00
Dyer, David John	Regular Full-Time	\$ 1,500.00
Edminster, Jeffrey P	Regular Full-Time	\$ 1,500.00
Edminster, Tami M	Regular Full-Time	\$ 1,500.00
Edwards, Jill Bumpus	Regular Full-Time	\$ 1,500.00
Ehret, Deborah Deanne	Regular Full-Time	\$ 1,500.00
Ehret, Michael Lee	Regular Full-Time	\$ 1,500.00
El, Lashonda Denise	Regular Full-Time	\$ 1,500.00
Elliott, Casper Nat	Regular Full-Time	\$ 1,500.00
Elmawardy, Ramsey M	Regular Full-Time	\$ 1,500.00
Evans, Valerie Lynne	Regular Full-Time	\$ 1,500.00
Ewers, Kimberly Ann Jones	Regular Full-Time	\$ 1,500.00

Fallen, Jekerra O'shay	Regular Full-Time	\$ 1,500.00
Fancher, Laurie Michelle	Regular Full-Time	\$ 1,500.00
Farmer, Kathryn Alyce	Regular Full-Time	\$ 1,500.00
Faust, Debbie Jo	Regular Full-Time	\$ 1,500.00
Fesler, Alyssa Elaine	Regular Full-Time	\$ 1,500.00
Fesler, John Jason	Regular Full-Time	\$ 1,500.00
Fischer, Jessica Erin	Regular Full-Time	\$ 1,500.00
Fisher, Trevor W	Regular Full-Time	\$ 1,500.00
Fleming, Erin Melissa	Regular Full-Time	\$ 1,500.00
Flood, Stephanie Maru	Regular Full-Time	\$ 1,500.00
Foland, Kristen	Regular Full-Time	\$ 1,500.00
Ford, Natasha Simone	Regular Full-Time	\$ 1,500.00
Fore, Julie A	Regular Full-Time	\$ 1,500.00
Fox, Darlene J	Regular Full-Time	\$ 1,500.00
Frick, Julia Diane	Regular Full-Time	\$ 1,500.00
Friedman, Amy G	Regular Full-Time	\$ 1,500.00
Fuqua, Sakura	Regular Full-Time	\$ 1,500.00
Galarce Bernardy, Tisha Marie	Regular Full-Time	\$ 1,500.00
Gaston, Shawnte Princess	Regular Full-Time	\$ 1,500.00
Genovese, Carri Ann	Regular Full-Time	\$ 1,500.00
George, Janelle Ann	Regular Full-Time	\$ 1,500.00
Gilbert, Mary Angela	Regular Full-Time	\$ 1,500.00
Gilbert, Todd P	Regular Full-Time	\$ 1,500.00
Girton, Danielle Aigner	Regular Full-Time	\$ 1,500.00
Gomez, Kevin	Regular Full-Time	\$ 1,500.00
Gossett, William A	Regular Full-Time	\$ 1,500.00
Gould, Janice Kristeen	Regular Full-Time	\$ 1,500.00
Graam Pavan, Shelby Danielle	Regular Full-Time	\$ 1,500.00
Gralak, Emily Claire	Regular Full-Time	\$ 1,500.00
Green, Demetrius	Regular Full-Time	\$ 1,500.00
Green, Jacquelyn Denise	Regular Full-Time	\$ 1,500.00
Green, John Michael	Regular Full-Time	\$ 1,500.00
Greenawalt, Mary Kay	Regular Full-Time	\$ 1,500.00
Greenly, Dale Alan	Regular Full-Time	\$ 1,500.00
Habegger, Annabella Claire	Regular Full-Time	\$ 1,500.00
Hackl, Elizabeth Therese	Regular Full-Time	\$ 1,500.00
Haddix, Lindsay Sherer	Regular Full-Time	\$ 1,500.00
Haddox, Marie A	Regular Full-Time	\$ 1,500.00
Hale, Carrie Louise	Regular Full-Time	\$ 1,500.00
Hampton, Alexander Parker	Regular Full-Time	\$ 1,500.00
Hankerson, Dianne	Regular Full-Time	\$ 1,500.00
Hanks, Robin Lynne	Regular Full-Time	\$ 1,500.00
Haver, Kaelynn Marie	Regular Full-Time	\$ 1,500.00
Hehman, Martin Todd	Regular Full-Time	\$ 1,500.00
Heilman, Susan Walker	Regular Full-Time	\$ 1,500.00
Helling, John Patrick	Regular Full-Time	\$ 1,500.00
Hellyer, Constance Marie	Regular Full-Time	\$ 1,500.00

Helm, Jesse	Regular Full-Time	\$ 1,500.00
Helmond, Kathy J	Regular Full-Time	\$ 1,500.00
Hernandez, Jacqueline	Regular Full-Time	\$ 1,500.00
Heyward, Shanika Renekia	Regular Full-Time	\$ 1,500.00
Hill, Gregory A	Regular Full-Time	\$ 1,500.00
Hill, Katherine	Regular Full-Time	\$ 1,500.00
Hoffman, Melanie Lynn	Regular Full-Time	\$ 1,500.00
Hogsett, Christopher	Regular Full-Time	\$ 1,500.00
Hollandbeck, Michael Gary	Regular Full-Time	\$ 1,500.00
Hollenbach, Natasha	Regular Full-Time	\$ 1,500.00
Holmer, Heidi L	Regular Full-Time	\$ 1,500.00
Horton, Kevin Joseph	Regular Full-Time	\$ 1,500.00
Howes, Megan Elizabeth	Regular Full-Time	\$ 1,500.00
Hubner, Claire Rainelle	Regular Full-Time	\$ 1,500.00
Hudson, Ciera Quinn	Regular Full-Time	\$ 1,500.00
Hunt, Jordan William	Regular Full-Time	\$ 1,500.00
Hurt, Stacy Lynn	Regular Full-Time	\$ 1,500.00
Hutson, Jennifer L	Regular Full-Time	\$ 1,500.00
Irish, Erica Nichole	Regular Full-Time	\$ 1,500.00
Jenkins, Michael	Regular Full-Time	\$ 1,500.00
Jennings, Stephanie	Regular Full-Time	\$ 1,500.00
Johnson, Bradley A	Regular Full-Time	\$ 1,500.00
Johnson, Colleen	Regular Full-Time	\$ 1,500.00
Johnson, Mary Helen	Regular Full-Time	\$ 1,500.00
Johnson, Wendy Lynn	Regular Full-Time	\$ 1,500.00
Jones, Deborah Anne	Regular Full-Time	\$ 1,500.00
Jones, Jade Dashonna	Regular Full-Time	\$ 1,500.00
Joseph, Sydney Fox	Regular Full-Time	\$ 1,500.00
Kesterson-Yates, Maureen E	Regular Full-Time	\$ 1,500.00
Kidder, Ross M	Regular Full-Time	\$ 1,500.00
Kim, Leah Rae	Regular Full-Time	\$ 1,500.00
King, Khaila Monique	Regular Full-Time	\$ 1,500.00
Konja, James Christian	Regular Full-Time	\$ 1,500.00
Konja, Naomi Renee	Regular Full-Time	\$ 1,500.00
Kopernak, Linda J	Regular Full-Time	\$ 1,500.00
Koriath, Anna	Regular Full-Time	\$ 1,500.00
Kreider, Janna Danielle	Regular Full-Time	\$ 1,500.00
Kruppa, Marianne H	Regular Full-Time	\$ 1,500.00
LaFerney, Ryan Timothy	Regular Full-Time	\$ 1,500.00
Lake, Anna Joyce	Regular Full-Time	\$ 1,500.00
Laker, Jill Entrekin	Regular Full-Time	\$ 1,500.00
Lambert, Debra Anne	Regular Full-Time	\$ 1,500.00
Laratte, Reginald	Regular Full-Time	\$ 1,500.00
Lawrence, Jessica Marie	Regular Full-Time	\$ 1,500.00
LeRose, Michael	Regular Full-Time	\$ 1,500.00
Lewis, Angie Michele	Regular Full-Time	\$ 1,500.00
Liang, Sailan	Regular Full-Time	\$ 1,500.00

Lietz, Katie Elaine	Regular Full-Time	\$ 1,500.00
Light, Moon	Regular Full-Time	\$ 1,500.00
Lindzy, Shannon Loreen	Regular Full-Time	\$ 1,500.00
Luna, Ashley Lynn	Regular Full-Time	\$ 1,500.00
Lutholtz, Joseph Francis	Regular Full-Time	\$ 1,500.00
Luzader, Mary Catherine	Regular Full-Time	\$ 1,500.00
Mahoney, Patrick James	Regular Full-Time	\$ 1,500.00
Marbley, Debra Jean	Regular Full-Time	\$ 1,500.00
Marshall, Hanna Christine	Regular Full-Time	\$ 1,500.00
Martin, Chase Raymond	Regular Full-Time	\$ 1,500.00
Martin, Jason Corey	Regular Full-Time	\$ 1,500.00
Masson-Randall, Sarah Anne	Regular Full-Time	\$ 1,500.00
Mattix, Jena	Regular Full-Time	\$ 1,500.00
Mattox, Jessica	Regular Full-Time	\$ 1,500.00
McEntire, Keshia Renee	Regular Full-Time	\$ 1,500.00
McFadden, Brittany Nicole	Regular Full-Time	\$ 1,500.00
McGrath, Elena	Regular Full-Time	\$ 1,500.00
McKenzie, Marianne Elizabeth	Regular Full-Time	\$ 1,500.00
McKenzie, Stephen P	Regular Full-Time	\$ 1,500.00
McKune, Hope A	Regular Full-Time	\$ 1,500.00
McWilliams, Brian E	Regular Full-Time	\$ 1,500.00
Megerle Barker, Montoya Janice	Regular Full-Time	\$ 1,500.00
Melenchuk, Kaitlin Ashley	Regular Full-Time	\$ 1,500.00
Meyer, Alyssa Irene	Regular Full-Time	\$ 1,500.00
Meyers, James William	Regular Full-Time	\$ 1,500.00
Michaelis, Michelle Elaine	Regular Full-Time	\$ 1,500.00
Millar, Rebecca Lee	Regular Full-Time	\$ 1,500.00
Miller, Jennifer Ann	Regular Full-Time	\$ 1,500.00
Millikan, Kathryn Ann	Regular Full-Time	\$ 1,500.00
Miner, Corinna	Regular Full-Time	\$ 1,500.00
Mitchison, Robert J	Regular Full-Time	\$ 1,500.00
Mladenovic, James D	Regular Full-Time	\$ 1,500.00
Modory, Taylor Ann	Regular Full-Time	\$ 1,500.00
Monroe, Ashley Cyreeta	Regular Full-Time	\$ 1,500.00
Montoya, Savannah	Regular Full-Time	\$ 1,500.00
Moore, Karen	Regular Full-Time	\$ 1,500.00
Moore, Paul Alexander	Regular Full-Time	\$ 1,500.00
Moore, Ramona Lynn	Regular Full-Time	\$ 1,500.00
Moralez, Yolanda	Regular Full-Time	\$ 1,500.00
Morrison, Robert Bruce	Regular Full-Time	\$ 1,500.00
Muex, Erin Enyra	Regular Full-Time	\$ 1,500.00
Munkacsi, Orsolya	Regular Full-Time	\$ 1,500.00
Murphy, Erin Michal	Regular Full-Time	\$ 1,500.00
Murphy, Jayme Francine	Regular Full-Time	\$ 1,500.00
Murray, Christopher James	Regular Full-Time	\$ 1,500.00
Myers, Thomas Melvin	Regular Full-Time	\$ 1,500.00
Nathaniel, Stressca M	Regular Full-Time	\$ 1,500.00

Neeb-Smith, Jessica Leigh	Regular Full-Time	\$ 1,500.00
Newell, Dameika Annese	Regular Full-Time	\$ 1,500.00
Newell, Genira L.	Regular Full-Time	\$ 1,500.00
Nielsen, Kelsi Lynn	Regular Full-Time	\$ 1,500.00
Nieves, Linda Margarita	Regular Full-Time	\$ 1,500.00
North, Devery	Regular Full-Time	\$ 1,500.00
Oberhaus, Alexandria Elizabeth	Regular Full-Time	\$ 1,500.00
O'Donnell, Shannon Maria	Regular Full-Time	\$ 1,500.00
Olaniyi, Olanike	Regular Full-Time	\$ 1,500.00
Olaniyi, Olutimilehin	Regular Full-Time	\$ 1,500.00
O'Leary, Barbara A	Regular Full-Time	\$ 1,500.00
O'Neal, Tammy Lynn	Regular Full-Time	\$ 1,500.00
O'Reilly, Kevin Shane	Regular Full-Time	\$ 1,500.00
Osmundson, Daniel R	Regular Full-Time	\$ 1,500.00
Owens, Lexi	Regular Full-Time	\$ 1,500.00
Panighetti, Kasey	Regular Full-Time	\$ 1,500.00
Parker, Taylor Michele	Regular Full-Time	\$ 1,500.00
Parks, Alton Lamonte	Regular Full-Time	\$ 1,500.00
Parsons, Adam	Regular Full-Time	\$ 1,500.00
Patel, Cynthia Marie	Regular Full-Time	\$ 1,500.00
Pathak, Divya	Regular Full-Time	\$ 1,500.00
Patterson, Michele E	Regular Full-Time	\$ 1,500.00
Patterson, Tarya Katrina	Regular Full-Time	\$ 1,500.00
Pea, Bambi Cathelina	Regular Full-Time	\$ 1,500.00
Peak, Shelby Suzanne	Regular Full-Time	\$ 1,500.00
Perez, Gloriany Mari	Regular Full-Time	\$ 1,500.00
Perkins, Michael I	Regular Full-Time	\$ 1,500.00
Petrie, April	Regular Full-Time	\$ 1,500.00
Pickett, Jacob Ashley	Regular Full-Time	\$ 1,500.00
Pintal, Beth Ann	Regular Full-Time	\$ 1,500.00
Plummer, Nicholas Alan	Regular Full-Time	\$ 1,500.00
Poindexter, Mikel	Regular Full-Time	\$ 1,500.00
Polley, Claudine Marie	Regular Full-Time	\$ 1,500.00
Poudrier, Renee Francine	Regular Full-Time	\$ 1,500.00
Powell, Amber Luran	Regular Full-Time	\$ 1,500.00
Raavel, Joplyn Ray	Regular Full-Time	\$ 1,500.00
Radwick, Abigail Marie	Regular Full-Time	\$ 1,500.00
Raikes, Hallie Louise	Regular Full-Time	\$ 1,500.00
Rankin, Mary E	Regular Full-Time	\$ 1,500.00
Reeser, Kyle Joseph	Regular Full-Time	\$ 1,500.00
Reid, Jarrod M	Regular Full-Time	\$ 1,500.00
Rice, Kera Rene	Regular Full-Time	\$ 1,500.00
Rinker, Jessica	Regular Full-Time	\$ 1,500.00
Roberts, Cameron Reid	Regular Full-Time	\$ 1,500.00
Roberts, Kathryn M	Regular Full-Time	\$ 1,500.00
Robertson-Taylor, Sylvia J	Regular Full-Time	\$ 1,500.00
Roman, Alycia Nicole	Regular Full-Time	\$ 1,500.00

Rosier, Irene E	Regular Full-Time	\$ 1,500.00
Ross, Douglas R	Regular Full-Time	\$ 1,500.00
Ruiz III, Miguel Angel	Regular Full-Time	\$ 1,500.00
Sahu, Punita	Regular Full-Time	\$ 1,500.00
Sauers, Sarah Elizabeth	Regular Full-Time	\$ 1,500.00
Schabel, Gipson	Regular Full-Time	\$ 1,500.00
Schantz, Danielle Annette	Regular Full-Time	\$ 1,500.00
Schick, Florencia	Regular Full-Time	\$ 1,500.00
Schmucker, Hallie Elizabeth	Regular Full-Time	\$ 1,500.00
Schoettle, Elizabeth	Regular Full-Time	\$ 1,500.00
Schulte Jr., Richard Eugene	Regular Full-Time	\$ 1,500.00
Scott, Amber	Regular Full-Time	\$ 1,500.00
Scott, Moshia Vaite	Regular Full-Time	\$ 1,500.00
Selm, Alice Margaret Mary	Regular Full-Time	\$ 1,500.00
Senior, Austin Scott	Regular Full-Time	\$ 1,500.00
Sexton, Bret Anthony	Regular Full-Time	\$ 1,500.00
Shepherd, Megan	Regular Full-Time	\$ 1,500.00
Sheriff, Elizabeth	Regular Full-Time	\$ 1,500.00
Short, Diana Marie	Regular Full-Time	\$ 1,500.00
Shrestha, Shakila	Regular Full-Time	\$ 1,500.00
Simmons, Gwendolyn M	Regular Full-Time	\$ 1,500.00
Sims-Barnes, Alexis	Regular Full-Time	\$ 1,500.00
Smith, Carly Janese	Regular Full-Time	\$ 1,500.00
Smith, Mikaela	Regular Full-Time	\$ 1,500.00
Smither, Doriene K.	Regular Full-Time	\$ 1,500.00
Smither, William D	Regular Full-Time	\$ 1,500.00
Snodgrass, Daniel Nathan	Regular Full-Time	\$ 1,500.00
Sparrow, Masada Leighanne	Regular Full-Time	\$ 1,500.00
Spaulding, Janet M	Regular Full-Time	\$ 1,500.00
Spicklemire, Leila	Regular Full-Time	\$ 1,500.00
Sprague-Rice, Molly	Regular Full-Time	\$ 1,500.00
Spurrier, Amy L	Regular Full-Time	\$ 1,500.00
St John, Gwendolyn Sue	Regular Full-Time	\$ 1,500.00
Staley, Rebecca	Regular Full-Time	\$ 1,500.00
Stanish, Jeremy	Regular Full-Time	\$ 1,500.00
Stevenson, Isaiah Alfonso	Regular Full-Time	\$ 1,500.00
Stewart, Darren M	Regular Full-Time	\$ 1,500.00
Stewart, Kathleen Marie	Regular Full-Time	\$ 1,500.00
Strahan, Dilasia Christianna	Regular Full-Time	\$ 1,500.00
Strizu, Meredith M	Regular Full-Time	\$ 1,500.00
Strong, Christina Michelle	Regular Full-Time	\$ 1,500.00
Summers, Kevin L	Regular Full-Time	\$ 1,500.00
Svoboda, Eric James	Regular Full-Time	\$ 1,500.00
Swaidner, Pamela Sue	Regular Full-Time	\$ 1,500.00
Switzer, Shaina Leigh	Regular Full-Time	\$ 1,500.00
Taboada, Monica Patricia	Regular Full-Time	\$ 1,500.00
Tadsen, Sarah Beth	Regular Full-Time	\$ 1,500.00

Talbott, Mary Elizabeth	Regular Full-Time	\$ 1,500.00
Tanner, Blake Duane	Regular Full-Time	\$ 1,500.00
Tarr, Elizabeth Kay	Regular Full-Time	\$ 1,500.00
Tate, Felecia E	Regular Full-Time	\$ 1,500.00
Terrell, Staci L	Regular Full-Time	\$ 1,500.00
Terrio, Nicholas John	Regular Full-Time	\$ 1,500.00
Terry, Kellie Marie	Regular Full-Time	\$ 1,500.00
Thomas, Kevin Clarence	Regular Full-Time	\$ 1,500.00
Thorne, Lauren E	Regular Full-Time	\$ 1,500.00
Tial Thang, Zing Hlei	Regular Full-Time	\$ 1,500.00
Todd, Adam Bartley	Regular Full-Time	\$ 1,500.00
Torres, Michael M	Regular Full-Time	\$ 1,500.00
Turner-Booker, Tanya Nichole	Regular Full-Time	\$ 1,500.00
Underwood, Kathleen	Regular Full-Time	\$ 1,500.00
Van Pelt, Tony Michael	Regular Full-Time	\$ 1,500.00
VanTryon, Taylor Renee	Regular Full-Time	\$ 1,500.00
Vaughn, Mikayla Diane	Regular Full-Time	\$ 1,500.00
Verderame, Jyoti Avinash	Regular Full-Time	\$ 1,500.00
Vollmer, Timothy Joseph	Regular Full-Time	\$ 1,500.00
Walker, Sarah S	Regular Full-Time	\$ 1,500.00
Wallace, Patty M	Regular Full-Time	\$ 1,500.00
Walsh, Kathleen M	Regular Full-Time	\$ 1,500.00
Walton, Jennifer Leigh	Regular Full-Time	\$ 1,500.00
Ward, Margaret E	Regular Full-Time	\$ 1,500.00
Warren, Gregory Louis	Regular Full-Time	\$ 1,500.00
Warrener, Kathryn Elizabeth	Regular Full-Time	\$ 1,500.00
Waterson, Carrie E	Regular Full-Time	\$ 1,500.00
Watkins, Cordia J	Regular Full-Time	\$ 1,500.00
Watson-Juarez, Katherine E	Regular Full-Time	\$ 1,500.00
Waymire, Joshua D	Regular Full-Time	\$ 1,500.00
Weasner, Rachel Lynn Schmitt	Regular Full-Time	\$ 1,500.00
Weaver, Kirsten Tenille	Regular Full-Time	\$ 1,500.00
Weber, Nathaniel Lee	Regular Full-Time	\$ 1,500.00
Weeks-Foy, Maggie Mae	Regular Full-Time	\$ 1,500.00
Wehr, Margaret A	Regular Full-Time	\$ 1,500.00
Weidenbach, Shael	Regular Full-Time	\$ 1,500.00
Welch, Abby Elizabeth	Regular Full-Time	\$ 1,500.00
Werle, Michael	Regular Full-Time	\$ 1,500.00
Wetnight, Jill M	Regular Full-Time	\$ 1,500.00
Whaley, Caroline	Regular Full-Time	\$ 1,500.00
White, Jared Anthony	Regular Full-Time	\$ 1,500.00
Wilkins, Anna Daniell	Regular Full-Time	\$ 1,500.00
Williams, Deandra	Regular Full-Time	\$ 1,500.00
Williams, Michael Alan	Regular Full-Time	\$ 1,500.00
Winfrey, Kimberly J	Regular Full-Time	\$ 1,500.00
Winston, Brandi Rochelle	Regular Full-Time	\$ 1,500.00
Wisemiller, Kristen Leigh	Regular Full-Time	\$ 1,500.00

Wissel, Bryce Nelson	Regular Full-Time	\$ 1,500.00
Wood, Rachel Nevada	Regular Full-Time	\$ 1,500.00
Wood-Gebhart, Robin Marie	Regular Full-Time	\$ 1,500.00
Woodruff, Sarah Gardner	Regular Full-Time	\$ 1,500.00
Worley, Jane Margaret	Regular Full-Time	\$ 1,500.00
Wright, Pamela	Regular Full-Time	\$ 1,500.00
Yarde, O'Brian Elijah	Regular Full-Time	\$ 1,500.00
Young, Alexander Corbin	Regular Full-Time	\$ 1,500.00
Youngworth, Robin	Regular Full-Time	\$ 1,500.00
Zavala, Consuelo	Regular Full-Time	\$ 1,500.00
Zemanek, Alysha	Regular Full-Time	\$ 1,500.00
Zettler, Faith Elizabeth	Regular Full-Time	\$ 1,500.00
Wolgemuth, Andra Lee	Regular Full-Time	\$ 1,500.00



Board Briefing Report

9

To: IndyPL Board **Meeting Date:** 11/24/2025
From: The Indianapolis Public Library Foundation
Subject: November 2025 Update

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

News

The Foundation's Board of Directors passed the 2026 budget, which includes \$2.5 million for Library programs and services.

Thanks to the generosity of 95 Library and Foundation staff members, the 2025 Staff Campaign was a success – raising more than \$25,000 in four weeks! Special thanks to staff campaign members Katie Bulloff, Naomi Konja, Olanike Olaniyi, Jacquelyn Green, Staci Terrell, Leah Kim, and Kellie Kierce, as well as to Nick Terrio for promoting the campaign during Staff Day.

Congratulations to all staff involved in Staff Day 2025. We were proud to confer the Beth Tindel Award on Deb and Mike Ehret, as well as provide financial support for event costs, service year gift cards, the Lillian Childress Hall Scholarship, and cash awards. Congratulations to this year's major award winners:

- Melinda Mullican, Helen Norris Award
- Flo Schick, Lillian Childress Hall Scholarship
- Brandi Winston, Leadership
- Elizabeth Tarr, Exceptional experience

Donors

We thank the 178 donors who made gifts last month, including our top institutional donors: Allen Whitehill Clowes Charitable Foundation, Inc.; Avis Foundation; Blue & Co.; Comcast; Corteva; MacAllister Machinery Co.; Inc.; and PNC Foundation.

Program Support

This month, we are proud to provide more than \$140,000 to the Library. Examples of major initiatives supported include: Bilingual Storytime, Seed Library, On the Road to Reading, and Young Adult Author Visits.



Board Action Request

10a

To: IMCPL Board

Meeting Date: November 24, 2025

From: Gregory Hill, CEO

**Approved by the
Library Board:**

Effective Date: November 24, 2025

Subject: Finances, Personnel, and Travel Resolution 56-2025

Recommendation: Approve Finances, Personnel and Travel Resolution 56-2025

Background: The Finances, Personnel and Travel Resolution 56-2025 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 2025.

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION REGARDING FINANCES, PERSONNEL AND TRAVEL
RESOLUTION 56-2025**

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 2025 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.

<u>Bank Account for:</u>	<u>Payment Type</u>	<u>Beginning Date Issued</u>	<u>Ending Date Issued</u>	<u>Count</u>	<u>Total Amount</u>
Operating	Warrant	10/2/2025	10/23/2025	74	\$ 512,356.39
	Warrant VOID	10/30/2025	10/30/2025	19	\$ (86,644.82)
	Warrant	10/30/2025	10/31/2025	20	\$ 91,023.14
Operating	EFT & Wires	10/10/2025	10/28/2025	13	\$ 357,955.52
Operating	EFT	10/2/2025	10/2/2025	51	\$ 486,236.69
	EFT	10/9/2025	10/9/2025	29	\$ 214,542.15
	EFT	10/16/2025	10/16/2025	45	\$ 538,450.23
	EFT	10/17/2025	10/23/2025	49	\$ 636,276.66
	EFT	10/30/2025	10/30/2025	38	\$ 175,300.12
	EFT	10/31/2025	10/31/2025	1	\$ 18,098.63
Fines	Warrant	10/2/2025	10/23/2025	6	\$ 177.01
Gift	Warrant	10/2/2025	10/16/2025	18	\$ 14,918.93
	Warrant#Skipped			1	Unused
	Warrant	10/23/2025	10/23/2025	10	\$ 9,765.60
	Warrant VOID	10/30/2025	10/30/2025	12	\$ (4,339.41)
	Warrant	10/30/2025	10/30/2025	12	\$ 4,339.41
Gift	EFT	10/2/2025	10/2/2025	12	\$ 30,616.10
	EFT	10/9/2025	10/9/2025	14	\$ 6,297.36
	EFT	10/16/2025	10/16/2025	7	\$ 65,149.11
	EFT	10/23/2025	10/23/2025	15	\$ 7,525.67
	EFT	10/30/2025	10/30/2025	15	\$ 33,109.32
Employee Payroll	Warrant	10/10/2025	10/24/2025	30	\$ 14,011.38
	Direct Deposit	10/10/2025	10/10/2025	607	\$ 748,605.41
	Direct Deposit	10/24/2025	10/24/2025	604	\$ 732,463.56
Payroll Taxes, Garnishments	Electronic Transfer				\$ 553,405.31

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 2025 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.

Mr. Raymond J. Biederman

Dr. Lisa Riolo

Dr. Khaula Murtadha

Natissa S. Woodard

Dr. Luis A. Palacio

Dr. Eugene White

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

Dr. Patricia A. Payne

Mrs. Mary Rankin CPA
Treasurer of the Library Board

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
OPERATING ACCOUNTS

Type	Date	Reference	Amount	Description	Fund
EFT	10/10/2025	AMERICAN UNITED LIFE INSURANCE CO	1,948.08	AUL ANNUITY WITHHELD	80600000 227203
EFT	10/14/2025	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	152,184.26	PERF	10126170 413300
EFT	10/15/2025	BAIJING ZINNERMAN	80.00	REVENUE ADJUSTMENT	10102005 360001
EFT	10/15/2025	JENNIFER HUNTER	85.60	FACILITY RENTAL REVENUE	10102003 362000
EFT	10/15/2025	SHANNON SULLIVAN	85.60	REVENUE ADJUSTMENT	10102013 360001
EFT	10/16/2025	FIDELITY INVESTMENTS	34,777.98	FIDELITY MUTUAL FUNDS W/H	80600000 227208
EFT	10/17/2025	ADP, INC.	7,337.34	PAYROLL SERVICES	10126170 439902
EFT	10/17/2025	ADP, INC.	2,556.96	PAYROLL SERVICES	10126170 439902
EFT	10/17/2025	ADP, INC.	1,044.45	PAYROLL SERVICES	10126170 439902
EFT	10/21/2025	INDIANA DEPARTMENT OF REVENUE	1,599.52	MISCELLANEOUS REVENUE	10126130 360000
EFT	10/23/2025	FIDELITY INVESTMENTS	5,793.91	FIDELITY MUTUAL FUNDS W/H	80600000 227208
EFT	10/23/2025	AMERICAN UNITED LIFE INSURANCE CO	2,763.84	AUL ANNUITY WITHHELD	80600000 227203
EFT	10/28/2025	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	147,697.98	PERF	10126170 413300
CHECK	10/2/2025	B&H FOTO & ELECTRONICS CORP	1,520.25	FACILITIES OFFICE SUPPLIES	10126180 421500
CHECK	10/2/2025	BEECH GROVE SEWAGE WORKS	231.45	STORMWATER	10128180 435500
CHECK	10/2/2025	CITIZENS ENERGY GROUP	2,965.64	NATURAL GAS	10123180 435200
CHECK	10/2/2025	CLARK, QUINN, MOSES, SCOTT & GRAHN, LLP	108.00	REP & MAINT-STRUCTURE	10109180 436100
CHECK	10/2/2025	GUARDIAN	9,591.88	LONG TERM DISABILITY INSURANCE	10126170 413001
CHECK	10/2/2025	IMCPL STAFF ASSOCIATION	135.16	FRIENDS/STAFF ASSN DUES W/H	80600000 227209
CHECK	10/2/2025	INDIANA NEWSPAPERS, INC.	2,123.34	BOOKS & MATERIALS	10126120 449000
CHECK	10/2/2025	KANOPY LLC	3,578.00	MATERIALS CONTRACTUAL	10126120 439930
CHECK	10/2/2025	LAWRENCE UTILITIES	166.12	WATER	10123180 435400
CHECK	10/2/2025	MARSHALL & SWIFT/BOECKH, LLC	393.95	BOOKS & MATERIALS	10126120 449000
CHECK	10/2/2025	MATTHEW BENDER & CO.	4,952.49	BOOKS & MATERIALS	10126120 449000
CHECK	10/2/2025	OCCUPATIONAL HEALTH CENTERS OF THE SOUTHWEST, P.A.	215.00	OTHER CONTRACTUAL SERVICES	10126170 439905
CHECK	10/2/2025	OFFDUTYCOPS.COM INC	10,350.00	SECURITY SERVICES	10101180 439903
CHECK	10/2/2025	PLAYAWAY PRODUCTS LLC	16,349.85	BOOKS & MATERIALS	48626120 449000
CHECK	10/2/2025	GATEHOUSE MEDIA INDIANA HOLDINGS INC	395.18	BOOKS & MATERIALS	10126120 449000
CHECK	10/2/2025	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	1,127.00	FOUNDATION DONATIONS W/H	80600000 227221
CHECK	10/9/2025	AMAZON CAPITAL SERVICES, INC	38.97	DEPARTMENT OFFICE SUPPLIES	10102026 421700
CHECK	10/9/2025	ANTHONY RADFORD	700.00	PROGRAMMING EXHIBITS - CENTRAL	10101150 439913
CHECK	10/9/2025	ATT MOBILITY	823.17	CELLULAR PHONE	10126180 432401
CHECK	10/9/2025	CITIZENS ENERGY GROUP	5,789.70	NATURAL GAS	10101180 435200
CHECK	10/9/2025	CITIZENS ENERGY GROUP	13,992.96	HEAT/STEAM	10101180 435300
CHECK	10/9/2025	DMITRI ALANO	500.00	PROGRAMMING	10101150 439910
CHECK	10/9/2025	ELEVATEPLUS LEADERSHIP DEVELOPMENT	400.00	PROGRAMMING	10101150 439910
CHECK	10/9/2025	HAUGHVILLE (PETTY CASH)	34.22	DEPARTMENT OFFICE SUPPLIES	10102012 421700
CHECK	10/9/2025	MATTHEW BENDER & CO.	135.43	BOOKS & MATERIALS	10126120 449000
CHECK	10/9/2025	PLAYAWAY PRODUCTS LLC	14,999.90	IT OFFICE SUPPLIES	10126110 421500
CHECK	10/9/2025	REPUBLIC WASTE SERVICES	9,205.48	TRASH REMOVAL	10101180 439600
CHECK	10/9/2025	ZACH LANGE	375.00	PROGRAMMING	10101150 439910
CHECK	10/16/2025	AES INDIANA	85,938.03	ELECTRICITY	10101180 435100
CHECK	10/16/2025	ARAB TERMITE AND PEST CONTROL INC	777.00	PEST SERVICES	10129180 436103
CHECK	10/16/2025	AT&T	998.11	DATA COMMUNICATIONS	10126110 432400
CHECK	10/16/2025	B&H FOTO & ELECTRONICS CORP	755.21	FACILITIES OFFICE SUPPLIES	10126180 421500
CHECK	10/16/2025	CFRA	3,645.00	BOOKS & MATERIALS	10126120 449000
CHECK	10/16/2025	CITIZENS ENERGY GROUP	1,337.01	WATER	10106180 435400
CHECK	10/16/2025	CITIZENS ENERGY GROUP	59,424.80	COOLING/CHILLED WATER	10101180 435401
CHECK	10/16/2025	ELEVATEPLUS LEADERSHIP DEVELOPMENT	200.00	PROGRAMMING	10101150 439910
CHECK	10/16/2025	GANNETT INDIANA-KENTUCKY LOCALIQ	213.72	PUBLICATION OF LEGAL NOTICES	10126110 433200
CHECK	10/16/2025	GLOBAL EQUIPMENT CO., INC.	1,042.00	FACILITIES OFFICE SUPPLIES	10112180 421500
CHECK	10/16/2025	KANOPY LLC	59,216.00	MATERIALS CONTRACTUAL	10126120 439930
CHECK	10/16/2025	KIRSTEN WEAVER	11.73	PROGRAMMING-JUV.	10101150 439911
CHECK	10/16/2025	LANGUAGE LINE SERVICES, INC.	99.00	OTHER CONTRACTUAL SERVICES	10129180 439905
CHECK	10/16/2025	POMP'S TIRE SERVICE	775.80	REP & MAINT -AUTO	10126180 436202
CHECK	10/16/2025	REPROGRAPHIX, INC	10.00	FACILITIES OFFICE SUPPLIES	10126180 421500
CHECK	10/16/2025	SHOWCASES	2,041.20	LIBRARY SUPPLIES	10126120 421600
CHECK	10/16/2025	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	4,340.42	FOUNDATION PROCEEDS	81200000 227502
CHECK	10/16/2025	TUMBLEWEED PRESS, INC.	1,375.00	MATERIALS CONTRACTUAL	10126120 439930
CHECK	10/23/2025	ARAB TERMITE AND PEST CONTROL INC	1,208.00	PEST SERVICES	10102180 436103
CHECK	10/23/2025	AT&T	1,895.73	DATA COMMUNICATIONS	22600000 432400
CHECK	10/23/2025	AT&T	1,931.97	DATA COMMUNICATIONS	10126110 432400
CHECK	10/23/2025	B&H FOTO & ELECTRONICS CORP	4,439.62	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
CHECK	10/23/2025	SIGNARAMA	864.20	REP & MAINT -AUTO	10126180 436202
CHECK	10/23/2025	CITIZENS ENERGY GROUP	2,089.70	SEWAGE	10101180 435900
CHECK	10/23/2025	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	1,441.64	NATURAL GAS	10129180 435200
CHECK	10/23/2025	CROSSROADS RESTORATION SERVICES LLC	2,510.99	REP & MAINT-STRUCTURE	10113180 436100

CHECK	10/23/2025	GINA LEE-ROBBINS	200.00	PROGRAMMING	10101150 439910
CHECK	10/23/2025	HERITAGE FORD OF INDIANA	61,400.00	VEHICLES	48626180 445200
CHECK	10/23/2025	IBJ CORPORATION	143.44	LEGAL SERVICES	10126180 431100
CHECK	10/23/2025	INDIANA STATE LIBRARY	7,421.00	PLAC CARD PAYABLE	81500000 227501
CHECK	10/23/2025	INDIANAPOLIS FLEET SERVICES	1,992.23	GASOLINE	10126180 422210
CHECK	10/23/2025	INDY CURB APPEAL ASPHALT, INC	32,900.00	REP & MAINT-STRUCTURE	48526180 436100
CHECK	10/23/2025	INDY SHADES, INC.	245.00	REP & MAINT-STRUCTURE	10126180 436100
CHECK	10/23/2025	JACKSON SYSTEMS, LLC	462.00	REP & MAINT-HEATING & AIR	10101180 436201
CHECK	10/23/2025	KOORSEN FIRE & SECURITY	1,724.90	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
CHECK	10/23/2025	KRM ARCHITECTURE+ INC	8,883.50	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
CHECK	10/23/2025	LINEL, LLC	11,776.95	REP & MAINT-STRUCTURE	10101180 436100
CHECK	10/23/2025	MARION CTY STORMWATER MGMT DISTRICT	14,448.00	STORMWATER	10101180 435500
CHECK	10/23/2025	NICOLE MARTINEZ-LEGRAND	250.00	PROGRAMMING	10101150 439910
CHECK	10/23/2025	OFFDUTYCOPS.COM INC	12,135.00	SECURITY SERVICES	10101180 439903
CHECK	10/23/2025	PLAYAWAY PRODUCTS LLC	1,638.22	BOOKS & MATERIALS	48626120 449000
CHECK	10/23/2025	RIVERS RESOURCES	795.60	CLEANING & SANITATION	10126135 422310
CHECK	10/23/2025	STENZ CONSTRUCTION CORP 9729 (CURVE)	15,232.53	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
CHECK	10/23/2025	STERLING INFOSYSTEMS INC	144.00	RECRUITMENT EXPENSES	10102026 439906
CHECK	10/23/2025	THE DAVEY TREE EXPERT COMPANY	460.00	LAWN & LANDSCAPING	10104180 439602
CHECK	10/23/2025	YOURMEMBERSHIP.COM, INC.	324.00	RECRUITMENT EXPENSES	10126170 439906
VOID	10/30/2025	AMERICAN UNITED LIFE INSURANCE CO	4,193.04	GROUP LIFE INSURANCE AT	80600000 227201
VOID	10/30/2025	AT&T	3.54	DATA COMMUNICATIONS	10126110 432400
VOID	10/30/2025	AT&T	10,634.68	DATA COMMUNICATIONS	10126110 432400
VOID	10/30/2025	CFRA	480.00	BOOKS & MATERIALS	10126120 449000
VOID	10/30/2025	CHILD ADVOCATES, INC	17,500.00	IN HOUSE CONFERENCE	10126190 432501
VOID	10/30/2025	CITIZENS ENERGY GROUP	1,652.12	WATER	10104180 435400
VOID	10/30/2025	GIFTED HANDS TUTORING LLC	240.00	OTHER CONTRACTUAL SERVICES	10101150 439905
VOID	10/30/2025	GUARDIAN	9,945.75	LONG TERM DISABILITY INSURANCE	10126170 413001
VOID	10/30/2025	HERITAGE FORD OF INDIANA	29,885.00	VEHICLES	48626180 445200
VOID	10/30/2025	INDIANA BUREAU OF MOTOR VEHICLES	30.00	OTHER CONTRACTUAL SERVICES	10126180 439905
VOID	10/30/2025	INDIANA NEWSPAPERS, INC.	928.23	BOOKS & MATERIALS	10126120 449000
VOID	10/30/2025	INDIANA UNIVERSITY	2,500.00	OTHER CONTRACTUAL SERVICES	10126180 439905
VOID	10/30/2025	INDIANAPOLIS OPERA SOCIETY	550.00	PROGRAMMING-JUV.	10101150 439911
VOID	10/30/2025	KIM HOWARD	200.00	PROGRAMMING-JUV.	10101150 439911
VOID	10/30/2025	LAWRENCE UTILITIES	478.46	WATER	10123180 435400
VOID	10/30/2025	MARIA QUINTANNA	100.00	PROGRAMMING	10101150 439910
VOID	10/30/2025	WIKSTROM ENGINEERING CONSULTING PC	2,000.00	REP & MAINT-STRUCTURE	10101180 436100
VOID	10/30/2025	WILLIAM OVERTON	5,000.00	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
VOID	10/30/2025	YOURMEMBERSHIP.COM, INC.	324.00	RECRUITMENT EXPENSES	10126170 439906
CHECK	10/30/2025	AMERICAN UNITED LIFE INSURANCE CO	4,193.04	GROUP LIFE INSURANCE	10126170 413600
CHECK	10/30/2025	AT&T	3.54	DATA COMMUNICATIONS	10126110 432400
CHECK	10/30/2025	AT&T	10,634.68	DATA COMMUNICATIONS	10126110 432400
CHECK	10/30/2025	CFRA	480.00	BOOKS & MATERIALS	10126120 449000
CHECK	10/30/2025	CHILD ADVOCATES, INC	17,500.00	IN HOUSE CONFERENCE	10126190 432501
CHECK	10/30/2025	CITIZENS ENERGY GROUP	1,652.12	WATER	10104180 435400
CHECK	10/30/2025	GIFTED HANDS TUTORING LLC	240.00	OTHER CONTRACTUAL SERVICES	10101150 439905
CHECK	10/30/2025	GUARDIAN	9,945.75	LONG TERM DISABILITY INSURANCE	10126170 413001
CHECK	10/30/2025	HERITAGE FORD OF INDIANA	29,885.00	VEHICLES	48626180 445200
CHECK	10/30/2025	INDIANA BUREAU OF MOTOR VEHICLES	30.00	OTHER CONTRACTUAL SERVICES	10126180 439905
CHECK	10/30/2025	INDIANA NEWSPAPERS, INC.	928.23	BOOKS & MATERIALS	10126120 449000
CHECK	10/30/2025	INDIANA UNIVERSITY	2,500.00	OTHER CONTRACTUAL SERVICES	10126180 439905
CHECK	10/30/2025	INDIANAPOLIS OPERA SOCIETY	550.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/30/2025	KIM HOWARD	200.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/30/2025	LAWRENCE UTILITIES	478.46	WATER	10123180 435400
CHECK	10/30/2025	MARIA QUINTANNA	100.00	PROGRAMMING	10101150 439910
CHECK	10/30/2025	WIKSTROM ENGINEERING CONSULTING PC	2,000.00	REP & MAINT-STRUCTURE	10101180 436100
CHECK	10/30/2025	WILLIAM OVERTON	5,000.00	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
CHECK	10/30/2025	YOURMEMBERSHIP.COM, INC.	324.00	RECRUITMENT EXPENSES	10126170 439906
CHECK	10/31/2025	AMERICAN UNITED LIFE INSURANCE CO	4,378.32	GROUP LIFE INSURANCE	10126170 413600
EFT	10/2/2025	ACORN DISTRIBUTORS, INC	2,590.12	CLEANING & SANITATION	10126135 422310
EFT	10/2/2025	ALGOLIA, INC.	5,172.96	OTHER CONTRACTUAL SERVICES	10126160 439905
EFT	10/2/2025	ANTHEM INSURANCE COMPANIES, INC	49,793.44	MEDICAL & DENTAL INSURANCE	70126170 413500
EFT	10/2/2025	ASLDEAFINED	3,999.00	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/2/2025	AUDREY BEAUGH	575.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/2/2025	AUSTIN BOOK SALES	30,115.71	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	BAKER & TAYLOR	442.85	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	BAKER & TAYLOR	4,115.57	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	BAKER & TAYLOR	1,136.29	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	BRODART COMPANY	1,062.84	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	CAMACHO JANITORIAL SUPPLY & SERVICES, INC.	131,200.91	CLEANING SERVICES	10129180 436110
EFT	10/2/2025	CAMPGIRL LLC	810.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/2/2025	CENGAGE LEARNING INC	14,230.56	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/2/2025	CINTAS	940.58	OTHER CONTRACTUAL SERVICES	10102180 439905

EFT	10/2/2025	CONNOR FINE PAINTING	23,800.00	REP & MAINT-STRUCTURE	48201180 436100
EFT	10/2/2025	CROSSROADS REHABILITATION CENTER	938.75	OTHER CONTRACTUAL SERVICES	10101150 439905
EFT	10/2/2025	CULLIGAN ULTRAPURE INC	105.91	FACILITIES OFFICE SUPPLIES	10101180 421500
EFT	10/2/2025	DACO GLASS & GLAZING INC	2,871.63	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/2/2025	DANCorp INC. DBA DANCO	1,445.00	REP & MAINT-HEATING & AIR	10101180 436201
EFT	10/2/2025	DELTA DENTAL	2,475.17	VOLUNTARY VISION	80600000 227214
EFT	10/2/2025	DELTA DENTAL	5.70	VOLUNTARY VISION	80600000 227214
EFT	10/2/2025	DELTA DENTAL	28.90	DENTAL INSURANCE	80600000 227218
EFT	10/2/2025	DELTA DENTAL	115.61	DENTAL INSURANCE	80600000 227218
EFT	10/2/2025	DIVERSITY PRESS LLC	5,836.68	PROGRAMMING-JUV.	10101150 439911
EFT	10/2/2025	DYNAMARK GRAPHICS GROUP	320.57	PROGRAMMING-JUV.	10101150 439911
EFT	10/2/2025	ELLIS MECHANICAL & ELECTRICAL	8,127.50	REP & MAINT-HEATING & AIR	10101180 436201
EFT	10/2/2025	FINELINE PRINTING GROUP	200.00	LIBRARY SUPPLIES	48826120 421600
EFT	10/2/2025	GEYER FIRE PROTECTION, LLC	1,206.00	REP & MAINT-STRUCTURE	10103180 436100
EFT	10/2/2025	GORDON PLUMBING, INC.	5,929.10	PLUMBING	10126180 436102
EFT	10/2/2025	GREY HOUSE PUBLISHING	191.60	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	INDIA CHILDREN'S PRESS	1,174.92	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	INGRAM LIBRARY SERVICES	2,818.50	BOOKS & MATERIALS	48626120 449000
EFT	10/2/2025	J&G CARPET PLUS	4,500.00	CLEANING SERVICES	10126180 436110
EFT	10/2/2025	JESSICA LYNNE GREEN	660.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/2/2025	MAIN EVENT SOUND & LIGHTING	5,399.00	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/2/2025	MARSHALL SECURITY LLC	17,705.68	SECURITY SERVICES	10101180 439903
EFT	10/2/2025	MWR MIDCO INC	9,224.14	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/2/2025	OFFICEWORKS	814.03	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/2/2025	ORACLE ELEVATOR HOLDCO, INC.	8,567.00	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/2/2025	OVERDRIVE INC	97,361.53	BOOKS & MATERIALS	48626120 449000
EFT	10/2/2025	PROQUEST INFORMATION AND LEARNING	8,559.08	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	RICHARD LOPEZ ELECTRICAL, LLC	8,711.61	ELECTRICAL	10101180 436101
EFT	10/2/2025	SCHMIDT ASSOCIATES, INC	6,697.44	REP & MAINT-STRUCTURE	48526180 436100
EFT	10/2/2025	AMERICAN UNITED LIFE INSURANCE CO	611.92	UNIVERSAL LIFE/VTL INSURANCE	80600000 227212
EFT	10/2/2025	STENZ MANAGEMENT COMPANY, INC	271.86	REP & MAINT-STRUCTURE	10122180 436100
EFT	10/2/2025	STUART'S ENTERPRISES LLC	252.15	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/2/2025	THE N2 COMPANY	88.00	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	THOMSON REUTERS-WEST PUBLISHING CORPORATION	7,461.70	BOOKS & MATERIALS	10126120 449000
EFT	10/2/2025	TRACI NELSON-ALBERTSON	450.00	OTHER CONTRACTUAL SERVICES	10101180 439905
EFT	10/2/2025	ULINE	4,924.18	LIBRARY SUPPLIES	48526120 421600
EFT	10/2/2025	YOUR AUTOMATIC DOOR COMPANY	200.00	REP & MAINT-STRUCTURE	10106180 436100
EFT	10/9/2025	ANTHEM INSURANCE COMPANIES, INC	78,821.81	MEDICAL & DENTAL INSURANCE	70126170 413500
EFT	10/9/2025	ARTS FOR LEARNING INDIANA	113.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/9/2025	AUSTIN BOOK SALES	23,097.49	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	BAKER & TAYLOR	8,351.84	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	BAKER & TAYLOR	2,741.87	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	BRODART COMPANY	322.00	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	BRODART COMPANY CONTINUATIONS	1,293.84	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	CAMP GIRL LLC	270.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/9/2025	CENTRAL SECURITY & COMMUNICATIONS	3,792.00	REP & MAINT-EQUIPMENT	10101180 436200
EFT	10/9/2025	CINTAS	1,763.49	OTHER CONTRACTUAL SERVICES	10129180 439905
EFT	10/9/2025	CROWN CASTLE FIBER, LLC	1,900.00	DATA COMMUNICATIONS	10126110 432400
EFT	10/9/2025	CULLIGAN ULTRAPURE INC	24.97	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/9/2025	FRANKLIN TOWNSHIP MARION COUNTY HISTORICAL SOCIETY	116.50	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	INGRAM LIBRARY SERVICES	16,323.44	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	INGRAM LIBRARY SERVICES	539.25	PROGRAMMING-JUV.	10101150 439911
EFT	10/9/2025	LISA FIPPS	2,165.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/9/2025	MARIAN CELIS MARSHALL	100.00	IN HOUSE CONFERENCE	10126170 432501
EFT	10/9/2025	MARSHALL SECURITY LLC	18,132.69	SECURITY SERVICES	10101180 439903
EFT	10/9/2025	MIDWEST TAPE - PROCESSED DVDS	3,825.42	BOOKS & MATERIALS	48626120 449000
EFT	10/9/2025	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	5,157.17	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	16,197.59	BOOKS & MATERIALS	10126120 449000
EFT	10/9/2025	OFFICEWORKS	1,001.51	OTHER CONTRACTUAL SERVICES	10109180 439905
EFT	10/9/2025	OVERDRIVE INC	4,460.30	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/9/2025	PROVIDENCE OUTDOOR	8,713.00	LAWN & LANDSCAPING	10103180 439602
EFT	10/9/2025	RICHARD LOPEZ ELECTRICAL, LLC	13,064.90	ELECTRICAL	10129180 436101
EFT	10/9/2025	SEEDS OF CARING	300.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/9/2025	STUART'S ENTERPRISES LLC	1,737.85	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/9/2025	SAMANTHA STIPP	160.00	PROGRAMMING	10101150 439910
EFT	10/9/2025	TSAI FONG BOOKS INC	55.22	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	AMY GINDHART	70.00	PROGRAMMING	10101150 439910
EFT	10/16/2025	ANTHEM INSURANCE COMPANIES, INC	160,337.84	MEDICAL & DENTAL INSURANCE	70126170 413500
EFT	10/16/2025	ARTHUR J. GALLAGHER RISK MANAGEMENT SERVICES, INC	144,953.50	WORKER'S COMPENSATION	10126130 434100
EFT	10/16/2025	AUDREY BEAUGH	230.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/16/2025	AUSTIN BOOK SALES	16,715.07	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	BACKSTAGE LIBRARY WORKS	1,071.25	COMPUTER SERVICES	10126110 439901
EFT	10/16/2025	BAKER & TAYLOR	820.07	BOOKS & MATERIALS	10126120 449000

EFT	10/16/2025	BEVERLY BARR	600.00	PROGRAMMING	10101150 439910
EFT	10/16/2025	TECTA AMERICA CORPORATION	724.76	REP & MAINT-STRUCTURE	10114180 436100
EFT	10/16/2025	BRODART COMPANY	4,067.68	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	BRODART COMPANY CONTINUATIONS	379.72	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	CENGAGE LEARNING INC	150.00	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/16/2025	CENTRAL SECURITY & COMMUNICATIONS	3,466.57	REP & MAINT-EQUIPMENT	10126180 436200
EFT	10/16/2025	CHILDREN'S PLUS INC.	5,320.96	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	CINTAS	1,471.48	OTHER CONTRACTUAL SERVICES	10129180 439905
EFT	10/16/2025	CULLIGAN ULTRAPURE INC	143.89	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/16/2025	DELTA DENTAL	15,011.22	DENTAL INSURANCE	80600000 227218
EFT	10/16/2025	DIVERSITY PRESS LLC	1,395.00	OUTSIDE PRINTING	10126160 433100
EFT	10/16/2025	FINELINE PRINTING GROUP	480.00	OUTSIDE PRINTING	10102001 433100
EFT	10/16/2025	INDIA CHILDREN'S PRESS	2,440.57	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	INDIANA WRITER'S CENTER	400.00	PROGRAMMING	10101150 439910
EFT	10/16/2025	INDIANAPOLIS ARMORED CAR, INC	6,610.89	OTHER CONTRACTUAL SERVICES	10126130 439905
EFT	10/16/2025	INDIANAPOLIS RECORDER NEWSPAPER	148.92	LEGAL SERVICES	10126180 431100
EFT	10/16/2025	INGRAM LIBRARY SERVICES	54,485.73	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	INGRAM LIBRARY SERVICES	46.20	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	INNOVATIVE INTERFACES INCORPORATED	8,750.00	COMPUTER SERVICES	10126110 439901
EFT	10/16/2025	JALEN ANDERSON	50.00	PROGRAMMING	10101150 439910
EFT	10/16/2025	JESSICA LYNNE GREEN	440.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/16/2025	LANGUAGE LINE SERVICES, INC.	407.82	OTHER CONTRACTUAL SERVICES	10101150 439905
EFT	10/16/2025	LOGICALIS, INC	5,000.00	CONSULTING SERVICES	10126110 431500
EFT	10/16/2025	MARY JO WYSS TREADWELL	395.86	PROGRAMMING-JUV.	10101150 439911
EFT	10/16/2025	MIDWEST TAPE - PROCESSED DVDS	6,107.48	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	3,355.60	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	20,521.28	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	MIDWEST TAPE, LLC	714.98	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	ORACLE ELEVATOR HOLDCO, INC.	700.00	ELEVATOR SERVICES	10101180 436104
EFT	10/16/2025	OVERDRIVE INC	41,403.22	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/16/2025	RICHARD LOPEZ ELECTRICAL, LLC	1,269.84	ELECTRICAL	10126180 436101
EFT	10/16/2025	STAPLES	15,509.07	DEPARTMENT OFFICE SUPPLIES	10101150 421700
EFT	10/16/2025	STUART'S ENTERPRISES LLC	292.25	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/16/2025	THE HARMON HOUSE LLC	175.00	CONSULTING SERVICES	10126160 431500
EFT	10/16/2025	THOMSON REUTERS-WEST PUBLISHING CORPORATION	7,461.70	BOOKS & MATERIALS	10126120 449000
EFT	10/16/2025	TIMOTHY P. BOWLING	90.00	PROGRAMMING	10101150 439910
EFT	10/16/2025	TRANSACTION NETWORK SERVICES INC.	500.00	BANK FEES/CREDIT CARD FEES	22600000 439904
EFT	10/16/2025	UNIQUE MANAGEMENT SERVICES, INC	3,764.81	OTHER CONTRACTUAL SERVICES	10102001 439905
EFT	10/17/2025	REGIONS BANK PURCHASING CARD	38,845.53	IN HOUSE CONFERENCE	10126170 432501
EFT	10/23/2025	ANTHEM INSURANCE COMPANIES, INC	27,289.09	MEDICAL & DENTAL INSURANCE	70126170 413500
EFT	10/23/2025	AUSTIN BOOK SALES	1,473.05	BOOKS & MATERIALS	10126120 449000
EFT	10/23/2025	TECTA AMERICA CORPORATION	750.84	REP & MAINT-STRUCTURE	10113180 436100
EFT	10/23/2025	BRODART COMPANY	6,510.65	BOOKS & MATERIALS	10126120 449000
EFT	10/23/2025	CAMACHO JANITORIAL SUPPLY & SERVICES, INC.	135,710.26	CLEANING SERVICES	10129180 436110
EFT	10/23/2025	CDW GOVERNMENT, INC.	226.35	IT OFFICE SUPPLIES	10126110 421500
EFT	10/23/2025	CINTAS	916.44	OTHER CONTRACTUAL SERVICES	10102180 439905
EFT	10/23/2025	CONSUELO HAMM	100.00	PROGRAMMING	10101150 439910
EFT	10/23/2025	TYLER HESTERHAGEN	724.90	OTHER CONTRACTUAL SERVICES	10108180 439905
EFT	10/23/2025	CULLIGAN ULTRAPURE INC	106.07	FACILITIES OFFICE SUPPLIES	10101180 421500
EFT	10/23/2025	CULLIGAN ULTRAPURE INC	68.94	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/23/2025	DACO GLASS & GLAZING INC	3,126.53	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/23/2025	DEMCO, INC.	12,642.16	OFFICE SUPPLIES - FAC/PURCH	48814180 421500
EFT	10/23/2025	DENISON PARKING	7,450.19	OTHER OFFICE SUPPLIES	22600000 421500
EFT	10/23/2025	DIVERSITY PRESS LLC	1,485.00	OUTSIDE PRINTING	10102001 433100
EFT	10/23/2025	ELLIS MECHANICAL & ELECTRICAL	3,448.24	REP & MAINT-HEATING & AIR	10101180 436201
EFT	10/23/2025	ESSENTIAL ARCHITECTURAL SIGNS, INC	3,530.00	REP & MAINT-STRUCTURE	10122180 436100
EFT	10/23/2025	FULLER ENGINEERING CO., LLC	1,187.00	REP & MAINT-HEATING & AIR	10105180 436201
EFT	10/23/2025	GORDON PLUMBING, INC.	5,960.23	PLUMBING	10101180 436102
EFT	10/23/2025	GRAINGER	155.32	UNIFORMS	10126120 422250
EFT	10/23/2025	GRM INFORMATION MANAGEMENT SERVICES OF INDIANA	1,899.97	OTHER CONTRACTUAL SERVICES	10126130 439905
EFT	10/23/2025	HEAPY ENGINEERING INC	2,100.00	CONSULTING SERVICES	48201180 431500
EFT	10/23/2025	INGRAM LIBRARY SERVICES	21,238.75	BOOKS & MATERIALS	10126120 449000
EFT	10/23/2025	IRVINGTON PRESBYTERIAN CHURCH	1,008.33	REAL ESTATE RENTAL	10102004 437300
EFT	10/23/2025	KATHERYN BROOKE SALAZAR	1,000.00	IN HOUSE CONFERENCE	10126170 432501
EFT	10/23/2025	LEVEL (3) COMMUNICATIONS, LLC	3,342.26	DATA COMMUNICATIONS	10126110 432400
EFT	10/23/2025	MARIAN CELIS MARSHALL	100.00	IN HOUSE CONFERENCE	10126170 432501
EFT	10/23/2025	MARSHALL SECURITY LLC	36,568.70	SECURITY SERVICES	10101180 439903
EFT	10/23/2025	MICHAEL A. REUTER CONSULTING SERVICES, INC.	750.00	CONSULTING SERVICES	10126130 431500
EFT	10/23/2025	MWR MIDCO INC	9,411.83	REP & MAINT-STRUCTURE	10112180 436100
EFT	10/23/2025	MOHAMMAD KHAN	375.00	PROGRAMMING	10101150 439910
EFT	10/23/2025	MOORE INFORMATION SERVICES, INC	1,445.22	CONSULTING SERVICES	10126170 431500
EFT	10/23/2025	ORACLE ELEVATOR HOLDCO, INC.	2,537.50	ELEVATOR SERVICES	10101180 436104
EFT	10/23/2025	OVERDRIVE INC	111,120.90	BOOKS & MATERIALS	48226120 449000

EFT	10/23/2025	PLAYFUL VENTURES LLC	1,650.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/23/2025	PRINTING PARTNERS	2,800.00	OUTSIDE PRINTING	10102001 433100
EFT	10/23/2025	RFS GROUP LLC	8,009.40	CLEANING & SANITATION	10126135 422310
EFT	10/23/2025	RICOH USA, INC. - 12882	19,416.41	EQUIPMENT RENTAL	10126110 437200
EFT	10/23/2025	SAGE PUBLISHING	2,709.00	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/23/2025	SONDHI SOLUTIONS, LLC	1,054.90	COMPUTER SERVICES	10126110 439901
EFT	10/23/2025	STENZ CONSTRUCTION CORPORATION	137,092.72	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
EFT	10/23/2025	STENZ MANAGEMENT COMPANY, INC	13,138.06	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/23/2025	STUART'S ENTERPRISES LLC	1,322.38	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/23/2025	THE HARMON HOUSE LLC	425.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/23/2025	TSAI FONG BOOKS INC	26.82	BOOKS & MATERIALS	10126120 449000
EFT	10/23/2025	ULINE	416.92	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/23/2025	YOUR AUTOMATIC DOOR COMPANY	2,508.10	REP & MAINT-STRUCTURE	10122180 436100
EFT	10/23/2025	ZEP MANUFACTURING COMPANY	1,101.70	CLEANING & SANITATION	10126135 422310
EFT	10/30/2025	AFSCME COUNCIL IKOC 962	4,043.66	UNION DUES	80600000 227223
EFT	10/30/2025	AMY GINDHART	70.00	PROGRAMMING	10101150 439910
EFT	10/30/2025	ANTHEM INSURANCE COMPANIES, INC	59,555.98	MEDICAL & DENTAL INSURANCE	70126170 413500
EFT	10/30/2025	CENTRAL SECURITY & COMMUNICATIONS	416.89	REP & MAINT-EQUIPMENT	10112180 436200
EFT	10/30/2025	CINTAS	1,406.56	OTHER CONTRACTUAL SERVICES	10102180 439905
EFT	10/30/2025	COMMUNITY HEALTH NETWORK	1,600.00	EMPLOYEE ASSISTANCE PROGRAM	10126170 413002
EFT	10/30/2025	DANCORP INC. DBA DANCO	2,670.00	REP & MAINT-HEATING & AIR	10101180 436201
EFT	10/30/2025	DELTA DENTAL	5.70	VOLUNTARY VISION	80600000 227214
EFT	10/30/2025	DELTA DENTAL	28.90	DENTAL INSURANCE	80600000 227218
EFT	10/30/2025	DELTA DENTAL	115.61	DENTAL INSURANCE	80600000 227218
EFT	10/30/2025	DIVERSITY PRESS LLC	2,367.00	OUTSIDE PRINTING	10126160 433100
EFT	10/30/2025	DYNAMARK GRAPHICS GROUP	7,575.39	OUTSIDE PRINTING	10126160 433100
EFT	10/30/2025	ESSENTIAL ARCHITECTURAL SIGNS, INC	63.00	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/30/2025	GARY COPE	500.00	PROGRAMMING	10101150 439910
EFT	10/30/2025	GORDON PLUMBING, INC.	1,963.62	PLUMBING	10101180 436102
EFT	10/30/2025	HEALTH & HOSPITALS CORP. OF MARION CNTY.	1,600.00	PROGRAMMING	10101150 439910
EFT	10/30/2025	INDIANA WRITER'S CENTER	400.00	PROGRAMMING	10101150 439910
EFT	10/30/2025	INGRAM LIBRARY SERVICES	20,877.71	BOOKS & MATERIALS	10126120 449000
EFT	10/30/2025	J&G CARPET PLUS	600.00	REP & MAINT -AUTO	10126180 436202
EFT	10/30/2025	JALEN ANDERSON	50.00	PROGRAMMING	10101150 439910
EFT	10/30/2025	JESSICA LYNNE GREEN	440.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/30/2025	MAIN EVENT SOUND & LIGHTING	5,537.00	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/30/2025	MARKET STREET GROUP, INC	2,500.00	CONSULTING SERVICES	10126100 431500
EFT	10/30/2025	MEJORANDO JUNTOS INDIANA	550.00	PROGRAMMING	10101150 439910
EFT	10/30/2025	MIDWEST TAPE - PROCESSED DVDS	3,138.63	BOOKS & MATERIALS	10126120 449000
EFT	10/30/2025	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	3,207.14	BOOKS & MATERIALS	10126120 449000
EFT	10/30/2025	MIDWEST TAPE NON PROCESSED	829.00	BOOKS & MATERIALS	10126120 449000
EFT	10/30/2025	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	5,737.77	BOOKS & MATERIALS	10126120 449000
EFT	10/30/2025	ORACLE ELEVATOR HOLDCO, INC.	525.00	ELEVATOR SERVICES	10101180 436104
EFT	10/30/2025	OVERDRIVE INC	2,914.51	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/30/2025	REYNALDO RIOJAS	100.00	PROGRAMMING	10101150 439910
EFT	10/30/2025	SECTION 127 LLC	350.00	OUTSIDE PRINTING	10126160 433100
EFT	10/30/2025	SEEDS OF CARING	300.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/30/2025	STENZ CONSTRUCTION CORPORATION	22,890.00	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/30/2025	STENZ MANAGEMENT COMPANY, INC	12,454.05	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/30/2025	THE ETICA GROUP, INC	6,967.00	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/30/2025	THE HARMON HOUSE LLC	455.00	CONSULTING SERVICES	10126160 431500
EFT	10/30/2025	TRACI NELSON-ALBERTSON	495.00	CONSULTING SERVICES	10126160 431500
EFT	10/31/2025	ANTHEM INSURANCE COMPANIES, INC	18,098.63	MEDICAL & DENTAL INSURANCE	70126170 413500
Total			3,116,884.35		

Summary by Transaction Type:

Computer Check	603,379.53
EFT Check	2,426,860.00
Total Payments	3,030,239.53
Total Voided Items	86,644.82
Total listed	3,116,884.35

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
GIFT ACCOUNTS

Type	Date	Reference	Amount	Description	Fund
CHECK	10/02/2025	AMAZON CAPITAL SERVICES, INC	92.24	PROGRAMMING	80001150 439910
CHECK	10/02/2025	MARY MURPHY	600.00	PROGRAMMING	80001150 439910
CHECK	10/09/2025	AMY C MULLEN	200.00	PROGRAMMING	80001150 439910
CHECK	10/09/2025	ANGELE AKOTEGNON	600.00	PROGRAMMING	80001150 439910
CHECK	10/09/2025	BRIGHTWOOD (PETTY CASH)	27.39	PROGRAMMING	80002005 439910
CHECK	10/09/2025	DEBORAH KANE	1,024.00	PROGRAMMING	80001150 439910
CHECK	10/09/2025	ENVIRO-TOTE INC.	7,845.06	DEPARTMENT OFFICE SUPPLIES	80002025 421700
CHECK	10/09/2025	FONSECA THEATRE COMPANY	400.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/09/2025	GO FISHIN WITH CLINT LLC	200.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/09/2025	HILARI VARGO	100.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/09/2025	JARED HART	200.00	PROGRAMMING	80001150 439910
CHECK	10/09/2025	KIDS INK CHILDREN'S BOOKSTORE	1,759.12	PROGRAMMING-JUV.	80001150 439911
CHECK	10/09/2025	LINDSAY HADDIX	24.99	PROGRAMMING-JUV.	80002029 439911
CHECK	10/16/2025	BETH PINTAL	13.25	PROGRAMMING	80002014 439910
CHECK	10/16/2025	BETHANY ALLISON	32.88	PROGRAMMING	80002027 439910
CHECK	10/16/2025	BRANDON S. GLENN	300.00	PROGRAMMING	80001401 439910
CHECK	10/16/2025	INDIANA STATE MUSEUM AND HISTORICAL SITES CORP	1,400.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/16/2025	NATALIE ROBBINS	100.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/23/2025	ANTHONY RADFORD	200.00	PROGRAMMING	80002005 439910
CHECK	10/23/2025	BENJAMIN MARK LOOKER	7,500.00	OTHER CONTRACTUAL SERVICES	80026120 439905
CHECK	10/23/2025	BETH MENG	75.00	PROGRAMMING	80001150 439910
CHECK	10/23/2025	CONSUELO ZAVALA	48.48	PROGRAMMING-JUV.	80002018 439911
CHECK	10/23/2025	DEBORAH KANE	256.00	PROGRAMMING	80001150 439910
CHECK	10/23/2025	GLORY JUNE GREIFF	250.00	PROGRAMMING	80026120 439910
CHECK	10/23/2025	JARED HART	200.00	PROGRAMMING	80001150 439910
CHECK	10/23/2025	JENA MATTIX	156.12	PROGRAMMING	80002003 439910
CHECK	10/23/2025	MARY MURPHY	300.00	PROGRAMMING	80001150 439910
CHECK	10/23/2025	PARTEC CONSULTING GROUP	780.00	PROGRAMMING	80001401 439910
VOID	10/30/2025	ANGELE AKOTEGNON	300.00	PROGRAMMING	80001150 439910
VOID	10/30/2025	ASHLEY LUNA	79.22	DEPARTMENT OFFICE SUPPLIES	80026100 421700
VOID	10/30/2025	BETH MENG	75.00	PROGRAMMING	80001150 439910
VOID	10/30/2025	FONSECA THEATRE COMPANY	600.00	PROGRAMMING-JUV.	80001150 439911
VOID	10/30/2025	GO FISHIN WITH CLINT LLC	300.00	PROGRAMMING-JUV.	80001150 439911
VOID	10/30/2025	IRVINGTON PICTURE FRAME CO	2,000.00	PROGRAMMING	80002004 439910
VOID	10/30/2025	JENA MATTIX	295.94	PROGRAMMING-JUV.	80002003 439911
VOID	10/30/2025	KOMAL CHOCHAN	200.00	PROGRAMMING	80001150 439910
VOID	10/30/2025	MARY MURPHY	300.00	PROGRAMMING	80001150 439910
VOID	10/30/2025	MELINDA MULLICAN	119.64	PROGRAMMING	80002019 439910
VOID	10/30/2025	RENNY CANADAY	33.79	EVENTS & PR	80002018 439907
VOID	10/30/2025	WAYNE (PETTY CASH)	35.82	DEPARTMENT OFFICE SUPPLIES	80002019 421700
CHECK	10/30/2025	ANGELE AKOTEGNON	300.00	PROGRAMMING	80001150 439910
CHECK	10/30/2025	ASHLEY LUNA	79.22	DEPARTMENT OFFICE SUPPLIES	80026100 421700
CHECK	10/30/2025	BETH MENG	75.00	PROGRAMMING	80001150 439910
CHECK	10/30/2025	FONSECA THEATRE COMPANY	600.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/30/2025	GO FISHIN WITH CLINT LLC	300.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/30/2025	IRVINGTON PICTURE FRAME CO	2,000.00	PROGRAMMING	80002004 439910
CHECK	10/30/2025	JENA MATTIX	295.94	PROGRAMMING-JUV.	80002003 439911
CHECK	10/30/2025	KOMAL CHOCHAN	200.00	PROGRAMMING	80001150 439910
CHECK	10/30/2025	MARY MURPHY	300.00	PROGRAMMING	80001150 439910
CHECK	10/30/2025	MELINDA MULLICAN	119.64	PROGRAMMING	80002019 439910
CHECK	10/30/2025	RENNY CANADAY	33.79	EVENTS & PR	80002018 439907
CHECK	10/30/2025	WAYNE (PETTY CASH)	35.82	DEPARTMENT OFFICE SUPPLIES	80002019 421700
EFT	10/02/2025	AMY GINDHART	140.00	PROGRAMMING	80001150 439910
EFT	10/02/2025	AS ABOVE SO BELOW MIND BODY HEALTH AND HEALING	250.00	PROGRAMMING	80001150 439910
EFT	10/02/2025	BAKER & TAYLOR	42.05	BOOKS FOR PROGRAMMING	80002025 424100
EFT	10/02/2025	CROSSROADS REHABILITATION CENTER	7,146.92	OTHER CONTRACTUAL SERVICES	80026120 439905
EFT	10/02/2025	DYNAMARK GRAPHICS GROUP	502.12	OUTSIDE PRINTING	80026160 433100
EFT	10/02/2025	INDPLS-MARION COUNTY PUBLIC LIBRARY	4,555.33	PROGRAMMING	80002018 439910
EFT	10/02/2025	INGRAM LIBRARY SERVICES	6,396.68	PROGRAMMING-JUV.	80001150 439911

EFT	10/02/2025	LORALYNN E EADES	758.00	PROGRAMMING	80001150 439910
EFT	10/02/2025	MARIAN CELIS MARSHALL	75.00	PROGRAMMING	80001150 439910
EFT	10/02/2025	NICOLE MARIE POLTIKA	250.00	PROGRAMMING	80026120 439910
EFT	10/02/2025	STORYTIME PODS PTY LTD	9,550.00	BOOKS & MATERIALS	80026120 449000
EFT	10/02/2025	THE HARMON HOUSE LLC	950.00	CONSULTING SERVICES	80026160 431500
EFT	10/09/2025	AKOR LANGUAGES & MOR	200.00	PROGRAMMING	80001150 439910
EFT	10/09/2025	BAKER & TAYLOR	102.40	BOOKS FOR PROGRAMMING	80002025 424100
EFT	10/09/2025	DANIELLE SMITH	100.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/09/2025	IMPACT SPECIALTIES AND PROMOTIONS LLC	145.36	EVENTS & PR	80026170 439907
EFT	10/09/2025	INGRAM LIBRARY SERVICES	1,006.69	BOOKS FOR PROGRAMMING	80002025 424100
EFT	10/09/2025	INHAIL INSTITUTE FOR NEUROPSYCHOLOGICAL HUMANITY	600.00	PROGRAMMING	80001150 439910
EFT	10/09/2025	JEREMY SOUTH	1,000.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/09/2025	JUAN PADILLA	225.00	PROGRAMMING	80001150 439910
EFT	10/09/2025	LATINOS INDY	600.00	PROGRAMMING	80001150 439910
EFT	10/09/2025	LAURA E LOZA MARTINEZ	1,100.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/09/2025	MARIA FRITZ	300.00	PROGRAMMING	80001150 439910
EFT	10/09/2025	PAULA SCOTT-FRANTZ	440.00	PROGRAMMING	80001150 439910
EFT	10/09/2025	AILANA WOODWARD	150.00	PROGRAMMING	80001150 439910
EFT	10/09/2025	SAKURA FUQUA	327.91	PROGRAMMING	80001150 439910
EFT	10/16/2025	CENGAGE LEARNING INC	63,000.00	MATERIALS CONTRACTUAL	80026120 439930
EFT	10/16/2025	CROSSROADS REHABILITATION CENTER	271.45	OTHER CONTRACTUAL SERVICES	80026120 439905
EFT	10/16/2025	DAMON CLEVINGER	300.00	PROGRAMMING	80001401 439910
EFT	10/16/2025	DEMCO, INC.	733.74	DEPARTMENT OFFICE SUPPLIES	80002003 421700
EFT	10/16/2025	NICOLE WHEELER	100.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/16/2025	STAPLES	13.92	DEPARTMENT OFFICE SUPPLIES	80002018 421700
EFT	10/16/2025	THE HARMON HOUSE LLC	730.00	PROGRAMMING	80002015 439910
EFT	10/23/2025	AMY GINDHART	70.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	AS ABOVE SO BELOW MIND BODY HEALTH AND HEALING	125.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	CAROL THARP-PERRIN	204.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	CROSSROADS REHABILITATION CENTER	1,666.88	OTHER CONTRACTUAL SERVICES	80026120 439905
EFT	10/23/2025	FALICIA BREWER	375.00	PROGRAMMING	80001401 439910
EFT	10/23/2025	INDIANA YOUTH GROUP INC	400.00	PROGRAMMING	80001401 439910
EFT	10/23/2025	INDPLS-MARION COUNTY PUBLIC LIBRARY	2,686.09	PROGRAMMING	80001150 439910
EFT	10/23/2025	INDY COMMUNITY YOGA	255.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	INHAIL INSTITUTE FOR NEUROPSYCHOLOGICAL HUMANITY	600.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	JUAN PADILLA	75.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	LATINOS INDY	300.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	LORALYNN E EADES	454.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	MARIAN CELIS MARSHALL	75.00	PROGRAMMING	80001150 439910
EFT	10/23/2025	OVERDRIVE INC	89.70	BOOKS & MATERIALS	80026120 449000
EFT	10/23/2025	AILANA WOODWARD	150.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	AKOR LANGUAGES & MOR	100.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	AMY GINDHART	70.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	AS ABOVE SO BELOW MIND BODY HEALTH AND HEALING	125.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	CYNTHIA REINHARD	225.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	DELL MARKETING L.P.	1,177.56	OTHER OFFICE SUPPLIES	80026120 421500
EFT	10/30/2025	DYNAMARK GRAPHICS GROUP	499.47	OUTSIDE PRINTING	80026160 433100
EFT	10/30/2025	INDPLS-MARION COUNTY PUBLIC LIBRARY	28,778.29	SALARIES HOURLY STAFF	80002008 412000
EFT	10/30/2025	JEREMY SOUTH	600.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/30/2025	JO ELLEN M SHARP	400.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	LORALYNN E EADES	304.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	MARIA FRITZ	300.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	MARIAN CELIS MARSHALL	75.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	NAN LAKOU INDIANA LLC	200.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	AILANA WOODWARD	150.00	PROGRAMMING	80001150 439910
EFT	10/30/2025	THE HARMON HOUSE LLC	105.00	CONSULTING SERVICES	80026160 431500

Total	176,060.91
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Summary by Transaction Type:

Computer Check	29,023.94
EFT Check	<u>142,697.56</u>
Total Payments	171,721.50
Total Voided Items	<u>4,339.41</u>
Total Listed	<u>\$ 176,060.91</u>

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

Type	Date	Reference	Amount	Description	Fund
CHECK	10/2/2025	AMY HENEISEN	6.99	LOST ITEMS	10402021 351205
CHECK	10/2/2025	MICHELLE FREDRICKSON	27.07	LOST ITEMS	10402021 351205
CHECK	10/9/2025	KIRSTEN TENILLE WEAVER	29.98	LOST ITEMS	10401401 351205
CHECK	10/9/2025	MARY ALICE HINES	14.99	LOST ITEMS	10402014 351205
CHECK	10/16/2025	SARAH BURKMAN	37.98	LOST ITEMS	10402003 351205
CHECK	10/23/2025	BERRY COLLEGE MEMORIAL LIBRARY	60.00	MISCELLANEOUS REVENUE	10401401 360000
		Total	<u>\$ 177.01</u>		

Summary by Transaction Type:

Computer Check	<u>\$ 177.01</u>
EFT Check	<u>\$ -</u>
Total Payments	<u>\$ 177.01</u>
Total Voided Items	<u>\$ -</u>
Total listed	<u>\$ 177.01</u>

**INDIANAPOLIS MARION COUNTY PUBLIC LIBRARY
NOVEMBER 24, 2025
PERSONNEL ACTIONS
RESOLUTION 56-2025**

NEW HIRES:

- Anna LaPrade, Page, Martindale Brightwood Branch, \$16.00 per hour, Effective: November 6, 2025
- Antonio Suchite-Hernandez, Page, College Avenue Branch, \$16.00 per hour, Effective: November 19, 2025
- Austin Goss, Marketing Writer, Communications Department, \$22.00 per hour, Effective: November 6, 2025
- Dallas Delaney, Page, Fort Benjamin Harrison Branch, \$16.00 per hour, Effective: November 6, 2025
- Ernie Yarbrough, Computer Assistant II, Martindale Brightwood Branch, \$18.30 per hour, Effective: November 6, 2025
- Terell Richardson, Page, Outreach Services & Volunteer Resources, \$16.00 per hour, Effective: October 22, 2025
- Tony Phillips, Driver/Team Member, Shipping & Receiving, CMSA Shipping & Receiving, \$18.90 per hour, Effective: November 19, 2025

INTERNAL CHANGES:

- Alton Parks from Computer Assistant II, East 38th Street Branch, \$18.30 per hour to Interim Digital Media Specialist, Communications Department, \$23.63 per hour, Effective: October 26, 2025
- Donna Sever from Public Services Librarian, Lawrence Branch to Interim Public Services Librarian, Fort Benjamin Harrison Branch, No Change in Pay, Effective: November 2, 2025
- Jackie Berry from Processing Assistant I, Processing Services Section, \$18.59 per hour to Interim Order Specialist, CMSA Acquisitions & Collection Development, \$18.70 per hour, Effective: October 26, 2025
- Kayla Oliver from Page, Glendale Branch, \$16.00 per hour to Library Assistant II, Irvington Branch, \$18.00 per hour, Effective: November 16, 2025
- Ryan Willis from Page, Southport Branch, \$16.10 per hour to Library Assistant II, Glendale Branch, \$18.00 per hour, Effective: November 30, 2025
- Sara Bolinger from Library Assistant II, Glendale Branch, \$19.49 per hour to Interim Circulation Supervisor II, Pike Branch, \$22.00 per hour, Effective: November 2, 2025

RE-HIRES:

- Brandy Roldan, Public Services Librarian, Central Adult Reference, \$22.00 per hour, Effective: November 19, 2025

SEPARATION:

- Adriana Gullion, Computer Assistant II, InfoZone, 1 month, Effective: November 20, 2025
- Stephanie Flood, Public Services Librarian, Central Adult Reference, 2 years and 8 months, Effective: November 19, 2025

INACTIVE: (None Reported)

RE-ACTIVATE: (None Reported)

PAY ADJUSTMENT:

- Olanike Olaniyi, Collection Development Librarian (Diversity), CMSA Acquisition & Collection Development, from \$29.23 per hour to \$30.67 per hour, Effective: July 27, 2025

RECLASSIFICATION:

- Jennifer Cooper from Part-Time Public Services Associate II, Decatur Branch to Full-Time Public Services Associate II, Decatur Branch, No Change in Pay, Effective: November 2, 2025

CORRECTION: (None Reported)

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
TRAVEL AND TRAINING ACTION
 RESOLUTION 56-2025 NOVEMBER 2025

WHEREAS it is the opinion of the Board that it is necessary for the following individuals:

BE IT RESOLVED that they be allowed the necessary credited time and registration fees to be paid out of the Operating Fund:

Name	Dept	C/C	City/State	Conference Name	Fund	Registration	Travel/Mileage	Lodging	Per Diem	Total
Jayme Murphy	CEN	1401	Indianapolis, IN	Maternal & Child Health Convening	101	\$ -	\$ -	\$ -	\$ -	\$ -
Maggie Ward	OSVR	1506	Virtual	Helping Neurodivergent Library Workers Succeed	101	\$ 89.00	\$ -	\$ -	\$ -	\$ 89.00
					101	\$ -	\$ -	\$ -	\$ -	\$ -
					101	\$ -	\$ -	\$ -	\$ -	\$ -
					101	\$ -	\$ -	\$ -	\$ -	\$ -
					101	\$ -	\$ -	\$ -	\$ -	\$ -
					101					\$ -
					101					\$ -
										\$ 89.00



CEO REPORT

November 24, 2025

*Gregory A. Hill, Sr., CEO
Indianapolis Public Library*

IndyPL Monthly Impact Highlights

Driving Community Impact

By welcoming 123 new cardholders on a typical day, we opened doors to knowledge, connection, and opportunity for more neighbors.

Across our 25 locations, 7,208 visitors engaged with resources and programs that empower learning and strengthen community ties—underscoring our vital role as a catalyst for growth and engagement.

Resource Usage & Access

Every day, our shelves and screens tell a story of curiosity and discovery. This month, 13,700 physical items were borrowed, each inspiring new worlds and ideas. Digital resources continued to thrive, with 9,520 e-materials reaching readers' hands and hearts.

And in our branches, public computers were used 1,259 times, becoming gateways to opportunity as patrons applied for jobs, learned new skills, and stayed connected. From quiet study corners to lively online spaces, our resources are more than tools; they serve as bridges linking people to knowledge, imagination, and potential.

Our Commitment

IndyPL remains a vital part of the community, providing a wide array of services, from books and music to technology support and reference help. We take pride in meeting our patrons' diverse needs and in delivering exceptional experiences every day.



Typical Day at IndyPL

On a typical day at the Indianapolis Public Library, we welcomed 123 new cardholders into our community. Patrons checked out 13,700 items from our 25 locations, demonstrating strong use of our resources. We greeted 7,208 visitors, underscoring our role as a vital community hub. The library hosted 32 programs attended by 576 people, showing our commitment to providing valuable resources. Our study rooms were in high demand, with 172 bookings reflecting the need for quiet, focused spaces. Additionally, 1,259 patrons used our public computers, highlighting the importance of digital access. IndyPL remains a key resource for our community, offering a wide range of services, including books, music, technology assistance, and reference support. Our patrons count on us for a variety of needs, and we're proud to serve them every day.



Staff Recognition

The Star Awards provide us with an excellent opportunity to express our deep appreciation and gratitude for the exceptional work our staff at IndyPL accomplishes. It is essential to acknowledge our team's hard work and commitment, as each member plays a vital role in the success of our library and the community. With seven categories, staff can nominate their colleagues for outstanding contributions in teamwork, community involvement, patron support, volunteer efforts, and building partnerships. We want to extend a heartfelt thank you to everyone who was nominated for their dedication and commitment to IndyPL. The efforts of staff truly make a difference.

★ October Star Award Winners ★

The next Star Award Reception is scheduled in January 2026 from 2-3 pm in the ISCR at Central Library. This reception is for those who won in the months of October, November, and December. Prize pins will be distributed at the reception.

★ Community Involvement – Bruce Benton and Kathleen Stewart (OSVR)

"If you need some reassurance of the good in the world, go on a ride-along with the wonderful team of Mr. Bruce Benton and Ms. Kathleen Stewart. I had the

honor of sitting in on a ride-along with their daycare route recently. So many of the youngsters knew Mr. Bruce and Ms. Kathleen by their names and proudly showed them their books. I learned from Ms. Kathleen about the lower shelf with the picture books to be eye level and the higher shelves with the chapter books. When a little one asked about soccer or dinosaurs, she knew the perfect book. And Mr. Bruce knew exactly what to do to when a very little one was getting pouty--bring out the bubbles! Yes, that did the trick. We've always known the bookmobile team does an outstanding job bringing the library to the community. But witnessing firsthand the genuine excitement and joy that team Bruce and Kathleen share—personally, empathetically, and authentically—with our youngest patrons reaffirms something bigger: thanks to them, Bruce and Kathleen are not just inspiring readers and future fans of the library; they are modeling kindness and caring.”

Also nominated: Theresa Coleman

★ **Other Duties as Assigned – Rachel Nevada Wood (CEN)**

“Rachel pushes her own excellence because she can't help herself. Her work on the Bibliocommons project and list making has resulted in more statistics and exciting targeted list opportunities created and supported by staff. These lists, in turn, help feed some of the Library's social media efforts. Additionally, over the past year, Rachel has led the Readers Services Committee, and through her leadership, they have launched—quietly—an online form for the public to request concierge-level services.

She is a great resource at Central, a willing collaborator, and not just in terms of Bibliocommons. However, I'm going to stay on topic—both in Bibliocommons and in the Readers Services work. She willingly and happily trains new staff on Bibliocommons and lists, has presented at Children's Services/Adult Services meetings, as well as at Staff Day, on a variety of topics related to both Bibliocommons and readers' services. This year, she also presented about the official new online "Hoosier Next Read" form.”

Also nominated: Mary Brocklehurst

★ **Page Excellence – Lydia Cheeseborough (CEN)**

“Lydia has been an incredible asset during the ongoing changes in Kid/Teen Central.

One of the most significant changes we've faced is the large-scale shifting project, and Lydia played a major role. She helped move nearly the entire nonfiction section when I asked for assistance. Additionally, she helped box up the holiday collection for transfer to CMSA storage. Lydia also helped move the jDVDs to the 2nd floor and shifted them so they would all fit on the shelf.

Lydia is consistently one of the first to step up whenever a new project arises—and with the remodel, there have been many. She volunteered to assist in the ISCR with shifting and shelving tasks and spends a few hours in there each week. She is dependable, proactive, and always kind. I'm incredibly grateful to have Lydia on our team."

Also nominated: Rhonda Tweedy, Toyosi Begbaaji

★ **Patron Services – Divya Pathak, Charlie Cain, Jordan Hunt, and JR Edwards (CEN)**

"Divya Pathak leads the Nonprofit Team at Central Library, which includes Charlie Cain, Jordan Hunt, and JR Edwards. Since taking on this leadership role last summer, Divya has shown exceptional dedication, creativity, and organization. The Central Nonprofit Team's commitment to service has greatly advanced the Library's mission to support local nonprofits.

This fall, the team expanded its programming to include a new class featuring a nonprofit attorney—an innovative addition that provides patrons with much-needed legal guidance. Working closely with Charlie Cain, Divya also planned and successfully launched a new networking event that connected local organizations and strengthened community partnerships. Together, they co-moderated a panel of nonprofit leaders, giving attendees the chance to learn directly from experienced professionals and ask meaningful questions.

A patron who attended all the fall workshops and the networking event shared this feedback with Divya and Charlie:

I wanted to take a moment to sincerely thank you both for organizing such a wonderful and enriching program. It was obvious from the very beginning that a lot of thought, care, and effort went into making the experience both meaningful and manageable... It's not just that the content was strong — it was the entire experience. It was welcoming, well-paced, and thoughtfully executed from start to finish. I left feeling inspired and informed, and that's not something I can say about every professional development opportunity... Thank you again, Charlie and Divya, for your time, your dedication, and for creating a learning experience that truly stood out.

In addition to group programming, the team meets regularly with nonprofit patrons one-on-one, offering personalized support on research and funding strategies. They also teach classes on the Foundation Directory, equipping patrons with tools to pursue grant opportunities, expand their organizations, and increase their community impact. Jordan Hunt leads a class on Evidence-Based Research for Grant Proposals, while Divya, Charlie, and JR host the full workshop series—which nearly 200 patrons have already attended. They also produce a quarterly nonprofit newsletter to promote IndyPL's nonprofit resources and spotlight nonprofit organizations that have participated in the workshop series.

The Nonprofit Team's professionalism, initiative, and unwavering commitment to serving our nonprofit patrons make them truly deserving of this month's STAR Award."

Also nominated: Suzanne Bartholomew

★ **Peer Support – Blaine Crabtree (GLD)**

"Blaine is one of our LA II staff members at Glendale. A couple of weeks ago, one of the librarians asked if he would be willing to help out with one of their story times. (Blaine plays guitar.) Blaine kindly brought his guitar and played it during story time. It has been a huge success. The babies and families absolutely love it. It went so well that he has now done 3-4 additional story times here at Glendale, and we hope to keep it going! Thank you, Blaine, for making story time even more enjoyable for our patrons!

Blaine is a person of many talents, including a special gift for music. On several occasions, we've been short on volunteers, and he's willingly joined our baby story time with his guitar. Parents and babies gather around his feet, mesmerized by his playing, and he genuinely seems to enjoy the experience. Today, a baby sat at his feet, captivated by Blaine's strumming, while a few others swayed and danced all around him. It was magic. I'm so grateful that Blaine willingly shares his gift with babies and helps engage them in the story time experience."

Also nominated: Jill Edwards, Faith Zettler, Nate Weber

★ **Volunteers/Partnerships – Jake Rogers (HVL)**

"We received cards for the trading card game 'Magic the Gathering' to use for programs. Jake (our volunteer) organized the cards we were given, which numbered in the hundreds. When he returned the box of sorted cards, his organizational system included dividers that he printed on his own 3D printer."

★ Committee's Choice – Todd Gilbert and Jill Laker

“Jill and Todd are *the* Dynamic Duo of running a safe branch and a happy team. There is never a question of whether we have their support - we have it! Whether it's picking their brains about programming or taking a few minutes to vent over a difficult situation, staff know that these two can be trusted to help (or listen) whenever. Their approaches are different and that is part of their strength. One can spit out rapid-fire solutions; the other prefers to gather more information and let things unfold organically. Both are patient and offer staff the space to come to their own conclusions. When it comes to decision-making, we can trust that they have considered all relevant factors and will arrive at a fair and just decision. None of us would ever hesitate to approach them with a concern. On top of all this, they both regularly hop on the desk or run out to the computers to help patrons. No one ever feels like an island at Beech Grove. Sometimes it's easy to take an environment like this for granted - but we don't! Jill and Todd have created something really special here, and their efforts should be celebrated!”



Branch and Central Library Highlights

Central Library – Central Adult Services - In September and October, we hosted our fall Nonprofit Series, which is a series of 15 programs that give patrons the resources they need to start a nonprofit organization. This is a long running series that is held twice a year, in the spring and fall. This fall, over 200 people benefited from this successful series of programs.

Books & Rooks is our Chess Club, held in the Atrium every Monday night. In October, we also held rated and unrated blitz tournaments on Sunday, October 19. The unrated tournament is great for beginners, and the rated tournament is perfect for more advanced players who are members of the United States Chess Federation.

Our Tuesday night Makerspace lineup is doing great. We have four Tuesday night programs that each meet once a month. They include the writing program Ink & Quill, fiber arts program Floss n' Goss, paper-based art program Cut Paste Draw, and a drop-in book club called BYO Book. Our sci-fi book club, Ad Astra, read *The Fifth Season* by N. K. Jemisin.

Several times a year, we offer a Plant-Based Cooking class in partnership with Indiana Lifestyle Medicine Network. In October, the class focused on foods that reduce the risk of breast cancer. The class includes a cooking

demonstration and samples. Recipes included an easy bean salad, black bean dip with baked tortilla chips, and veggies in a blanket.

In our monthly Maker Crafts program, patrons celebrated the season by painting a cute pumpkin mug.

Our Cinema Series screened the film *Nosferatu: A Symphony of Horror*.

From Kristen Foland, Central Adult Services Assistant Manager – Walker Team

College Avenue - This October marked the 22nd time hosting the “Flava Fresh!” art exhibit. October 24 was the Artist’s Reception and Awards Ceremony. 36 people were in attendance. The artwork will remain on display until the end of January.

When I wrote the CEO report in May, our youth librarian was working to engage teens and start a monthly D&D program. To date, we have established a core group of teenagers who attend monthly. This is inspiring us to try a teen writing program.

Gaming is an essential part of Indy culture, and I am excited that we are getting steady attendance in our gaming programs. Between our family game night and our chess club, 52 people visited the College Avenue Branch to play games in October. Next month, we will be celebrating International Games Month with 5 free games received from the American Library Association.

We continued with our regular weekly storytimes, with 103 attending Family Storytime and 189 attending Baby Storytime.

College Avenue is one of the libraries that is a test pilot for the Library of Things (LOT). This month, more people are discovering this collection, and staff are getting comfortable with the checkout procedures. Other things worth noting: We celebrated Halloween with the Glendale Branch at the State Fairgrounds and passed out candy to 3,000 kids.

The community food box is still going strong. Donations are coming in from staff and local community members. Our Yarnslingers drop-in craft program is growing slowly. Only three people this month, but we also had a “learn to knit class” that will help bring people to the Yarnslingers. It is not just a program that we are growing, but a community of crafters.

Submitted by Stacy Hurt, College Avenue Branch Manager

Fort Ben - October was a busy and spooky month for Fort Ben! We had a full roster of juvenile and adult programs, including some new offerings. We

hosted Block Party three times this month, with 73 total attendees. We also started offering Free Notarization Services to the public on the second Saturday of each month from 11 a.m. to 1 p.m., in partnership with Gold Torch Notary Services. In October, our volunteer notary served 8 patrons. On October 18, we hosted five different programs, including the very first Adult Neurodiverse Meet Up: a program intended for patrons to build community with other neurodiverse people in a lightly structured hangout session.



Attendees were invited to bring their own special interests/hobbies. They found a judgement-free space to meet new people without the pressure of societal norms, as well as an opportunity for sensory-friendly parallel play. Twelve patrons attended, and we could not have done it without the creativity and enthusiasm of staff member Cori Miner. We plan to host these events quarterly in 2026.

October is also a big month for community events. Most notably, we attended the Fort Benjamin Harrison YMCA's and the City of Lawrence's annual Halloween

Fest, held at the Lawrence Civic Plaza, just a block away from the branch. 1,300 families registered for the event, and we handed out treats and slime "potions" to trick-or-treaters.

Above: PSA Floater Kevin Gomez prepares treats for Lawrence's Halloween Fest. Photo submitted by Shelby Peak.

Submitted by Shelby Peak, Fort Ben Branch Manager

Franklin Road - Franklin Road recently joined the list of branches offering a puzzle swap. The news was widely shared by patrons on Franklin Township's social media sites. As the word spread, more patrons began stopping by to drop off or swap puzzles. A young patron and his older sister often choose a puzzle to work on while in the library.

On one visit, he was excited to see a "Yoda" puzzle because Yoda is his favorite! A local puzzle swap group was also excited to discover that we now have puzzles available at the library and has found using the collection more convenient than hosting meetups on their own.



Above: The new puzzle swap collection at Franklin Road is available for public use. Photo submitted by Jill Wetnight, FRA Branch Manager.

In October, the branch assisted the Franklin Township Civic League with its shoe collection drive by serving as a drop-off point. The Civic League partners with Changing Footprints, South Indy, to collect shoes for those in need. The shoes are distributed locally, nationally, and internationally. Damaged shoes are converted into playgrounds through NikeGrind TM. Over 300 pairs of shoes were collected at the library during the month!

Franklin Road Children's Librarian April Petrie made her monthly visit to Wanamaker Early Learning Center, sharing stories and library information with 161 children and 29 adults.

In October, we also began hosting an English Conversation Circle series that continues into December. Six people have attended thus far and have expressed appreciation for the series.

Submitted by Jill Wetnight, Franklin Road Branch Manager

Pike – Pike Public Services Librarian Neety Sahu coordinated 2 events for seniors: chair yoga and senior tech help at Robin Run retirement village. The feedback on the first chair yoga event was great, and many seniors filled out surveys giving the program a perfect score. The seniors at Robin Run are always very appreciative that we come to them to help with their tech questions, and many of them show up half an hour early to make sure they

get enough time with their questions.



The Pike Podcast Studio has launched and is being booked. One patron described using the podcast studio as "An amazing experience." So far, it has received unanimously positive reviews. We are working on ways to streamline and simplify its use for those unfamiliar with the equipment.

Top: The new podcast studio at Pike Branch debuted in October and is receiving widespread community interest. Photo submitted by Michael Jenkins.

Submitted by Michael Jenkins, Pike Branch Manager, and Neety Sahu, Pike Branch Public Services Librarian

Southport - Over the Perry Township Schools' 2-week Fall Break, we saw lots of school-aged kids at Southport. Our unofficial Roblox Club, as we affectionately call them, logged 462 Roblox sessions, averaging 35.5 per day. For those who weren't playing Roblox, we made available staff-created puzzles and word search sheets, fall-themed coloring pages, and a cute bookmark craft.

Submitted by Fiona Duke, Southport Branch Manager



Program Development Area Highlights

Adult Programs

The library hosted 334 total adult programs in October, welcoming 3,000 visitors to our locations. As for the data reported by November 10, this total includes:

- 301 adult programs (ages 19-55) serving 2,460 total guests
- 33 senior programs (ages 56+) serving 540 total guests

October featured our annual celebration of local authors and aspiring writers: Meet an Author, Be an Author at Central Library! This full-day event showcased local, published authors at a community book fair and provided

a series of writing workshops to help writers grow their craft and connect. This 2025 Meet an Author event welcomed 40 featured authors who tabled at the book fair and 375 visitors from the public. Thank you to our partners at the Indiana Writers Center for providing many of the workshop presenters, and to the Midwest Writers Workshop, Kurt Vonnegut Museum & Library, the Venturous Guild of Visionary Wordsmiths, and the Butler University Master of Fine Arts (MFA) program for being present at the event.

A new program focused on multicultural storytelling launched in October. The event, Ogbaniko: Stories from Home, connected community members with African creators from the Center for African Writing, Art, Development, and Cultural Exchange to vocalize stories about their lived experiences, in many cases from traveling/migrating across the world. 44 guests attended the in-person event at Central Library on October 26, and 298 additional participants joined for online activities.

As the seasons change, visiting the library is a great way for adult community members to spend quality time indoors with neighbors. Throughout October, visitors engaged in a variety of art programs for adults. Popular offerings included Art Becomes Music, a special workshop in which a composer composed music from visual art created by participants, and Needle Felt Painting. In total, the Library Programming team hosted 13 adult programs in October, impacting 114 patrons.



Youth Programs

The library hosted 655 total youth programs in October, welcoming 15,008 visitors to our locations across the city. As for the data reported by November 10, this total includes:

- 65 all-ages programs for families, serving 2,922 total patrons
- 106 programs for infants and toddlers (ages 0-3) serving 2,932 total guests
- 273 programs for children in preschool (ages 3-5) serving 5,429 total visitors
- 143 programs for school-age children (ages 6-11) serving 3,253 total guests
- 68 programs for teens (ages 12-18) serving 472 total guests

Bilingual Storytime continues to welcome many families to programs intended to help them connect with one of the library's beloved offerings,

storytime, in the languages they speak at home. Over 280 attendees joined Bilingual Storytime in Spanish and American Sign Language (ASL) at 15 different events in October. More than 110 school-age kids and their families attended our new Science in Action program with JumpBunch in October. This event teaches children about the science of sports through an obstacle course and a hands-on STEAM project that explores agility, flexibility, and teamwork.

Below: Señora Laura leads Bilingual Storytime in Spanish at Fort Ben. Photo submitted by Fort Ben Branch staff.



Teens had the chance to flex their creative skills in our Teen Improv program in October. This event is hosted in partnership with performers from the west side's Fonseca Theater. 18 teens experimented with theater exercises across 7 events in October.



Digital Inclusion Programs

Northstar Digital Literacy saw 59 unique users in October 2025 who completed 48 hours of independent learning and took 98 assessments. This is an uptick in the number of users and learning hours compared to September, but a slight drop in the number of assessments taken, which is still well within the normal range.

This month, Lawrence had the highest number of unique users other than Central for the third month running. Basic Computer Skills was the most popular topic this month, followed by Phone Keyboard Basics & Logging In. Tech Learning Team members continued to offer sessions in the popular

Senior Tech Academy in October. This initiative connects local senior residents at Centerwell facilities with valuable resources and direct support from instructors to learn digital skills. In October alone, 52 seniors benefited from Senior Tech Academy support at 7 total class sessions.

The Tech Learning Team also provided Computer Basics classes throughout October, helping members of the public learn how to set up a computer, navigate its features, and keep personal data secure. 14 learners benefited from the class in October.



Retirements – Melinda Mullican

Melinda has been a pillar of the community for over 27 years and has built many meaningful relationships throughout the IndyPL system. Her hard work and dedication have brought about real change and left a lasting impact on her staff and the community.



Right: Representative Renne Pack and Trustee Jeb Bardon

Melinda is retiring, and her last day was November 14. During her retirement party on November 10, she received many prestigious awards. She was presented with proclamations from City Councilor Jared Evans, District 17; Representative Renee Pack, District 92; and a special appearance by Wayne Township Trustee Jeb Bardon. Also, at Staff Day on November 3, she received the Helen Norris Distinguished Service Award.



October Web Visits

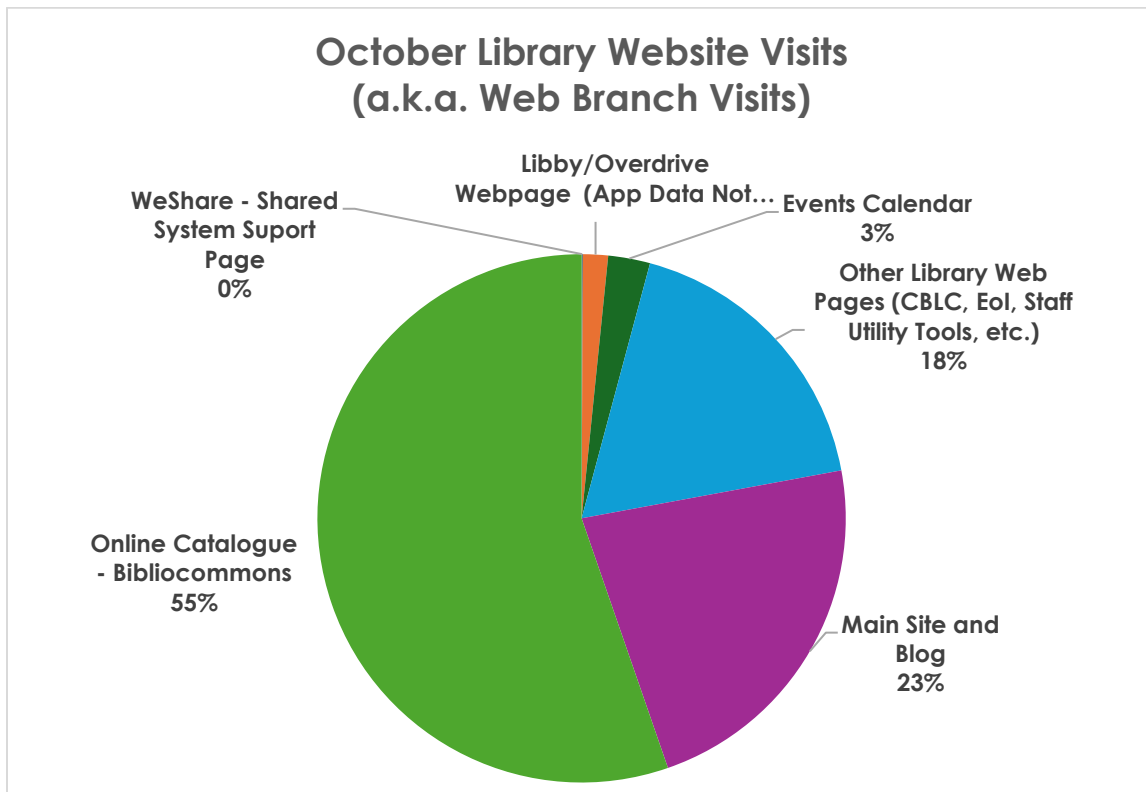
Our website consists of multiple sites, including our main site with policies and information, a blog, an online catalog, an event calendar, a branded Libby/Overdrive page, Digital Indy, and Encyclopedia of Indianapolis, as well as various staff-focused pages used by the Shared System or for staff utility tools. It is an extensive, complex system maintained by our Data and Web Services team, led by Jeff Edminster. Our Communication and Marketing Team manages content with input from staff across all library departments.

- Main Site and Blog: 228,281 Visits

- Events Calendar: 25,879 Visits
- Online Catalogue - Bibliocommons: 558,484 (14,902 were for the Kid version) Visits
- Libby/Overdrive Webpage (App Data Not Included): 15,540 Visits
- WeShare - Shared System Support Page: 731 Visits
- Other Library Web Pages (CBLC, Eol, Staff Utility Tools, etc.): 984 Visits
- October Online Library Card Registrations: 334
- The "Web" branch also processed 1,504 Cards for School Card Campaign Students through the work of our Manager, Circulation

Banned Book Week Website Highlights (October + November) -

- 672 We Love Our Library Website Visits
- 513 Banned Books Week Blog and Book List Views



We Love Our Library and Intellectual Freedom Update:

For the annual National Banned Books Week, we successfully leveraged our already popular “We Love Our Library” Campaign. During October 5-11, 2025, the Communications

and Marketing team prepared an externally facing campaign that continued the momentum of We Love our Library while also advancing our Strategic Value of Intellectual Freedom through the “We Love the Freedom to Read” Campaign.

According to our Strategic Plan Goals and Objectives (A.1.1), we aim to reach at least 100,000 community members by 2027 through in-branch displays, programs, positive media coverage, and digital engagement with the message of Intellectual Freedom.

As our campaign analytics show, we greatly surpassed our three-year goal in just one week! In addition, the call to action for emails to current patrons was to visit your branch for a free yard sign, while supplies lasted—further building awareness for IndyPL. Branches went through more than 700 yard signs in a week.

Three key takeaways include:

- Exceptional reach and open rates for our opt-in newsletter
- Strong performance from earned media
- Surpassed our three-year reach goal

Full digital analytics below:

Freedom to Read Analytics - 10/5-11/2025 (Na'l Banned Books Week)	
	Impressions
We Love our Library Website Views	672
Banned Books Week Blog Views	65
BiblioCommons Book List Views	448
Freedom to Read 10/6 Email Readers**	70,175
Freedom to Read 10/10 Email Readers**	95,324
Op-ed by Kim Ewers - number of <i>Indy Recorder</i> print edition 10/10/2025*	11,000
Op-ed by Kim Ewers - number of <i>Indy Recorder</i> online views*	86,710
Views of CEO video on Freedom to Read - FB, IG, YT, TT	4,590
Facebook Views during Banned Books Week	34,705
Instagram Views during Banned Books Week	26,751
LinkedIn Impressions during Banned Books Week	3,742
Total Impressions	334,182

* Source: *Indianapolis Recorder* - Media Kit 2024 Edition

** “Readers” refer to recipients who opened the email message. The two emails reached 419,187 opt-in subscribers total, whether or not they opened it.



IndyPL in the Media

Welcome to our uplifting journey through the latest and most significant highlights of our library! In this media summary, we are thrilled to share a collection of upbeat stories that showcase the vibrant and dynamic spirit of our community hub. From heartwarming events to remarkable achievements, each link within this report is a testament to our library's positive impact in the last month.

Join us in celebrating the inspiring moments, connecting with the community, and embracing the joy that resonates within our library's walls. Let us dive into a world of optimism and discover the countless reasons why our library stands as a beacon of positivity and enthusiasm!

Press Releases:

[The Indianapolis Public Library's Monthly Media Newsletter, November 2025](#)

[Indianapolis-public-libraries-fall-fest-2025-inspires-youth-with-the-three-doctors-story-of-perseverance](#)

Selection of IndyPL recent news coverage:

[The Indianapolis Public Library will host their Fall Festival 2025 and Slammin' Rhymes Challenge XIX on Saturday, Nov. 15, from noon to 4 p.m. - The Weekly View](#)

[Get Ready for an Unmissable Event at Fall Fest 2025 in Indianapolis, USA That Will Ignite Your Spirit - Travel And Tour World](#)

[Teens can decorate cookies and show off their singing talent 2-3:30 p.m. Saturday, Nov. 8, at the Michigan Road library branch - Mirror Indy Newsletter](#)

[Experience poetry off the page and watch eight poets read their work in a film by Kassim Norris 6-7 p.m. Monday, Nov. 10, at Central Library, 40 E. St. Clair St. Free. - Mirror Indy Newsletter](#)

[Community Arts Calendar: Thanksgiving and other November happenings - Indianapolis Recorder](#)

[101 Things to do in Indianapolis with Kids - Indy's Child](#)

[Haitian Creole resume workshops help job seekers in Indianapolis - Mirror Indy](#)

[Here's where to get free food in Indianapolis - WFYI](#)

[Award-Winning Indigenous Novelist to Discuss Story of Family, Loss and Identity in Virtual Library Event – Pasadena Weekendr](#)

[Soulful Journey's of Women to debut new characters, season in 2026 - Fox 59](#)

[Haunted Hoser History: Ghosts, urban legends, and the true crime craze - Indianapolis Recorder Newspaper](#)

[Indy Now Book Club with Indy Public Library: Fall Fest - 10/29/25 - Fox 59](#)

[Irvington Library Hosts Community Book Study - The Weekly View](#)

[Listen to African music at this free library concert - Mirror Indy](#)

[48 things to do in November in Indianapolis - Mirror Indy](#)

[Read with a Witch Storytime - Indy Today Newsletter](#)

[Fall Fair at IPL Wayne - Indy Today Newsletter](#)

[Jazz Bounty exhibit brings musical tribute to Indianapolis library this November - Wish TV 8](#)

[Meet an Author, Be an Author Returns to Central Library October 18 - Broad Ripple Gazette](#)

[If you're sad Proof: A Literary Fest came and went, you can catch more free literary fun at Central Library's Meet an Author, Be an Author event. - Mirror Indy Newsletter](#)

[Indy Library Store Book Sale on Friday, Oct. 17–Tuesday, Oct. 21 - Indy Today](#)

[Heritage History Day at the Beech Grove Branch Library - PATCH Indy](#)



Staff Day

Staff day was held on November 3 at the Central Library. The day was filled with multiple sessions. Staff day is a time for staff to come together, mingle, collaborate, and recognize their colleagues. This year, 375 staff members participated in the event, marking a 9% increase from last year's staff day.

Over the past few years, my vision for staff day has been to make it more of a celebration and a time to recognize staff. I want the sessions to be more fun, relaxing, and not so focused on heavy training. Reading through the surveys, I feel like that vision has come through. Here are a few samples:

- "It was wonderful to see all of the awards that were given out, especially the new ones created by our CEO. I think our staff felt particularly seen and appreciated this year. I know I did."
- "This year it was about appreciating the staff. The atmosphere of the room was very positive and light. Everyone was smiling and having a good time."
- "I love the more relaxed atmosphere. The sessions were enjoyable and interesting, and the new recognitions for branches are nice to hear! This is a day that is supposed to celebrate the staff, and I believe that was done beautifully."

Two new individual awards were introduced this year: the Outstanding Leadership Award and the Exceptional Experience Award. The award includes a citation, a CEO coin, and a \$1,000 prize.

The Exceptional Experience Award honors individuals who consistently go above and beyond to provide exceptional experiences for everyone. This award recognizes team members who exemplify our values through hospitable service, honest and clear communication, and a commitment to creating welcoming environments. The recipient of this year's award winner was Elizabeth Tarr, Youth Multimedia Technology Specialist at the InfoZone Branch library.

The Outstanding Leadership Award honors a library staff member who demonstrates exceptional leadership by inspiring and guiding others while fostering a positive, innovative, and service-oriented work environment. This year's Outstanding Leadership Award winner was Brandi Winston, manager of Circulation Services at the Central Library. Congratulations to both winners!

And finally, I'd like to introduce our third new award, the Exception Experience Branch Award! This recognition will be awarded quarterly to the location whose Tell Us Survey results from patrons show strong community feedback, as measured by both volume and intensity of positive responses.

These results demonstrate the location's commitment to IndyPL values: Delivering Exceptional Experiences and Listening and Sharing to promote respectful, inviting communication. The systemwide winning branch will receive a traveling trophy, and a special window cling will be added to the branch entrance, announcing to everyone who walks through the doors that you are an Exceptional Experience Branch! In addition to the systemwide award, we have regional awards.



For the third quarter of 2025, the systemwide award goes to **Southport Branch Library!** Regional winners include West Region – **West Indianapolis Branch Library**; Mid-Region – **InfoZone Branch Library**; East Region – **Martindale-Brightwood Branch Library**. Congratulations to everyone!





BUSINESS PRIORITIES

- Implementation of Strategic Plan
- West Indianapolis Branch



ADDED PRIORITIES

- All-Staff Virtual meeting, November 19, 2025
- Liaison visits



Staff Opportunities

- Intersectionality: QTBIPOC LGBTQ+ Competency Training (virtual, IYG) -20 staff
- Neurodiversity and Disability Inclusion Training (in-house, virtual)-77 staff

Report Prepared By

Gregory A. Hill, Sr. CEO

Indianapolis Public Library



GOALS FOR Q4

Continuing Library Policies Update

We are undertaking a comprehensive system-wide policy update to ensure our policies remain current and impactful. We have implemented a project timeline and a periodic review calendar to keep our library operations efficient. Tisha Galarce and Mary Barr will oversee the project.

Library of Things

This pilot program will allow patrons to check out items for everyday use, such as a blood pressure cuff. The Library of Things will be in five select branches for one year.

Partnership Survey

The survey will be conducted annually or at the end of a partnership for all mutually beneficial strategic and community partnerships, with a 50% response rate target and 90% of responding partners indicating that the collaboration resulted in a positive benefit to the community.



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Plan Structure: Reporting



Key Performance Indicators (KPIs) Change Symbol

The Strategic Priorities are assessed quarterly using the following scale*.



Positive/Desired Change: 5% or More Relative to Previous Period.



Negative/Not Desired Change: 5% or More Relative to Previous Period.



No Significant Change Less than 5% relative change.

Report Layout and Calculation Notes

The data for the report is generated with the highest possible accuracy, using unrounded decimal values to ensure precise calculations and percentage consistency. However, report values are displayed with rounded decimal places for easy readability. As a result, there may be slight variations between reported totals and calculated percentages.

Example

KPI	Measured KPI Data	
Circulation per Active Cardholder	Q2 2025	4.4301
	Q1 2025	4.3650

% Relative Change =

$$\frac{\text{New Measure} - \text{Old Measure}}{\text{Old Measure}} \times 100 = \frac{4.4301 - 4.3650}{4.3650} \times 100 = \sim 1.4914 = \sim 1.5\%$$

Report Layout

KPI	Since Previous Quarter		
Circulation per Active Cardholder	Relative Change	Q1 2025	4.43
	Q4 2024	4.37	







Latest Measurement (rounded for report)

Older Measurement (rounded for report)








KPI % Relative Change and Change Symbol

Key Performance Indicators (KPIs): Strategic Priorities


Learning

KPI	Since Previous Quarter			Compared to 2024		
Circulation per Active Cardholder (Monthly Average)	Relative Change 0.3% 	Q3 2025 4.18	Q2 2025 4.17	Relative Change -5.3% 	YTD 2025 4.18 2024 Avg. Full-Year 4.41	
E-Resource Use per Active Cardholder (Monthly Average)	Relative Change +10% 	Q3 2025 1.45	Q2 2025 1.32	Relative Change +1% 	YTD 2025 1.61 2024 Avg. Full-Year 1.59	
Learning Program Key Questions – % Agree/Strongly Agree Key Questions: - The program was educational. - I can make use of the knowledge gained from the program.	Relative Change +0.9% 	Q3 2025 97%	Q2 2025 97%	Relative Change +2% 	YTD 2025 96% 2024 Full-Year 94%	


Belonging

KPI	Since Previous Quarter			Compared to 2024		
People Count (Visits) Per Capita (Monthly Average)	Relative Change + 4.7% 	Q3 2025 0.23 Q2 2025 0.22		Relative Change + 5.3% 	YTD 2025 0.22 2024 Avg. Full-Year 0.21	
Web Traffic Per Capita (Monthly Average)	Relative Change +9.3% 	Q3 2025 0.75 Q2 2025 0.69		Relative Change + 4.4% 	YTD 2025 0.71 2024 Avg. Full Year 0.68	
Percent Active Cardholders (Monthly Average)	Relative Change 10.7% 	Q3 2025 68% Q2 2025 61%		Relative Change 5.7% 	YTD 2025 63% 2024 Avg. Full-Year 59%	
Belonging Programs Key Questions – Average % Agree/Strongly Agree Key Questions - This program helped me feel more connected to others or the community. - I enjoyed the program.	Relative Change -1.7% 	Q3 2025 92% Q2 2025 94%			YTD 2025 93%	

Wellbeing

KPI	Since Previous Quarter			Compared to 2024		
Partner Survey - Key Questions	New Measurement Available in 2026					
Wellbeing Program Key Questions – Average % Agree/Strongly Agree Key Questions: - The program was Educational - I can make use of the knowledge gained from the program.	Relative Change +0.4% 	Q3 2025 95% Q2 2025 95%				



Workplace of Choice

KPI	Since Previous Quarter	Compared to 2024	
Staff Engagement Survey - % Agree or Strongly Agree <i>Psychological Safety - Members of this team are able to bring up problems and tough issues</i>	Only Measured in Q3	Relative Change +2.1% 	Q3 2025 81.9% Q3 2024 80.2%
Staff Engagement Survey - Job Satisfaction - % Satisfied or Very Satisfied	Measured Again in Q1		Q2 2025 82% 2024 Avg. Full Year 83%
Staff Retention	Measured Again in Q4	Not Measured in 2024	

Key Performance Indicators (KPIs): Strategic Goal Highlights

Our Values: ACCESS


Access

KPI	Since Previous Quarter			Compared to 2024	
Total Cardholders per Capita	Relative Change -7.8% 	Q3 2025 0.276 Q2 2025 0.299		Relative Change +1.2% 	YTD 2025 0.294 2024 Avg. Full-Year 0.291




Champion Diversity, Equity, Inclusion, and Accessibility

KPI	Since Previous Quarter		Compared to 2024	
Collection Diversity [Reporting Impacted by Vendor Disruption – See Page 12]	Reported for Q2 2025	25.2%	Reported for Q2 YTD 2025	25.2%
	Q1 2025	24.7%	2024 Avg. Full-Year	25.3%
	Collection Diversity is measured quarterly with data from collectionHQ, a collection management software. It looks at fiction and non-fiction reading materials across multiple categories that align well with the categories laid out in the intersectionality diagram in our Strategic Filter.			

Communication

KPI	Since Previous Quarter		Compared to 2024	
Tell Us Survey (Patron Engagement Survey): Communication	Relative Change -0.1%	Q3 2025	YTD 2025	96%
				
		Q2 2025		97.7%



Exceptional Experiences

KPI	Since Previous Quarter			Compared to 2024		
Tell Us (Patron Engagement Survey): Customer Service	Relative Change +2% 	Q3 2025	4.82	Relative Change +2% 	YTD 2025	4.71
		Q2 2025	4.72		2024 Avg. Full Year	4.64
Tell Us (Patron Engagement Survey): Positive Experience	Relative Change + 3% 	Q3 2025	97.9%	YTD 2025 92.9%		
		Q2 2025	94.8%			

Support Intellectual Freedom


KPI	Since Previous Quarter	Compared to 2024
Engagement Goals for Community	Reported Annually in Q4 after Banned Book Week	

Sustainable Choices



KPI	Since Previous Measurement			Compared to 2024		
Energy Use Intensity (EUI) in kBTU/square foot *Positive change for this metric is a reduction in EUI to match better energy performance.	Relative Change -0.3% 	Q3 2025	90.91	Relative Change +1.13% 	Q3 2025	90.91
		Last Measurement Q1 2025	91.22		2024 Avg. Full-Year	87.74

Wellbeing



W1: Social Service Connection

KPI	Since Previous Quarter			Compared to 2024	
Social Work Reference Interactions	Relative Change +15% 	Q3 2025	473	YTD 2025	1124
		Q2 2025	410		

W2: Mental Wellbeing and Physical Wellbeing

Goal	Since Previous Quarter			Compared to 2024	
W2 Program Offered	Relative Change + 9% 	Q3 2025	158	New Measurement YTD 2025	404
		Q2 2025	145		
W2 Program Attendance	Relative Change + 6% 	Q3 2025	2,217	New Measurement YTD 2025	5,953
		Q2 2025	2,263		

W3: Socioeconomic Wellbeing

Goal	Since Previous Quarter				Compared to 2024	
<i>Context for W3 Program Attendance Data in Q3</i> This goal covers popular tax education and assistance programs delivered at two branches through unique partnerships with AARP and the VITA Program coordinated by United Way if Central Indiana. These programs land during Q1 and Q2 and so we see high quarterly offerings and attendance in those quarters. So, our Q3 Attendance shows an expected dramatic relative change measurement.						
W3 Program Offered	Relative Change	Q3 2025	110	New Measurement	YTD 2025	367
	-9% 	Q2 2025	121			
W3 Program Attendance	Relative Change	Q3 2025	383	New Measurement	YTD 2025	2,940
	-51% 	Q2 2025	786			

Strategic Plan Objectives Update

This section contains brief updates on objectives. These updates are prepared in collaboration with the staff most directly involved with supporting the listed objective. Not every objective will have an update every quarter.



Objective Complete
At least 3 Quarters of Achieving On-going Outcome Targets



Significant Progress on Objective
2 Quarters or More of Positive Movement Towards On-Going Outcome Targets



Progress Made on Objective
1 Quarter of Neutral or Positive Movement Towards On-Going Outcome Targets



Not Started / Planning Phase



Limited Progress on Objective
1 Quarters or More of Negative or 2 Quarters or More of Neutral Movement Towards On-Going Outcome Targets




Not Projected to Achieve Outcome
Staff Recommend We Re-evaluate Objective



Wellbeing Objectives

W1: Social Service Connection

	<p>W1.1 In 2025, measure the number of individuals receiving social work support under the new social work department model. Beginning in 2026, increase the number of community members served by 5% annually through outreach strategies identified in 2025 and by leveraging internships and practicum student experiences.</p>	<p>The 2025 baseline measurement has begun using Desk Tracker to capture interactions. A total of 1,155 interactions have been recorded, 244 in Q1, 436 in Q2, and 475 in Quarter 3. The Social Work Team has a goal of exceeding 1500 interactions by end of year.</p>
	<p>W1.2 Strengthen and expand our social work partnerships to meet the community's information and resource needs by conducting an annual Partnership Survey, maintaining a 90% positive response rate. Increase partnerships with external social work organizations by 2% annually from the number identified by the 2025 survey list.</p>	<p>This project is tied to the Partnership Survey projected that will be used across the organization. That survey was targeted for delivery in Q4 2025. However, the Strategic Planning and Assessment Officer identified that the current tracking system for Partnership Contact (Community Contact in the Activities Database) was a limiting factor in both developing the initial partner list to survey and helping map the outcome of the survey for long-term impact monitoring. Therefore, the survey pilot timeline has been pushed back to Q1 2026 to allow time to migrate the tracking system to a new platform.</p>



	<p>W1.3 Improve the staff tools for connecting those we serve to social service information. In 2025, identify a solution that assists staff with quickly finding partners who provide accessible social services for their service area and develop printable patron-focused materials to meet the information needs in their community. Implement the solution by 2026, with a bi-annual evaluation of relevancy and impact of the information through Desk Tacker reporting.</p>	<p>Leveraging The Library's internal intranet page (hosted on SharePoint) the Social Work Team curates resources for staff to use with patrons. This quarter this resource was visited by over 125 unique staff members and accessed over 400 times. In addition, use of the Handbook of Help, a resource that staff can print on-demand are encouraged. Through a connection with CHIP staff were provided 1000 Handbooks of Help for the system that will be distributed directly to patrons. Research on additional printable options as well as bookmark sized Social Work promotional item. As previously identified in prior quarters, 211 is also an appropriate tool to meet this need for staff.</p>
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W2: Mental Wellbeing and Physical Wellbeing

	<p>W2.1 By 2027, offer opportunities to support wellbeing in the community while connecting with others by engaging 300 volunteers for group seed-packing events in support of the Seed Library.</p>	<p>We've engaged 368 volunteers so far this year. This includes 229 individuals registered in Better Impact, PLUS off-site partners who contributed group volunteers (Salesforce, Charles Schwab, Easterseals Crossroads, AIM New Hope of Indiana).</p>
<p>[Reporting Impacted by Vendor Disruption. See Page 12]</p>	<p>W2.2 By 2027, expand the neurodiversity collection to three additional branches and continue to develop the existing collections with materials for children, teens, and adults. Expansion will balance providing materials on a variety of neurodiverse topics that highlight neurodiverse voices, increase neurodiverse representation, and support those seeking reliable information.</p>	<p>Update from Q2 2025:</p> <p>Still in the planning phase but a process to select additional branches has been identified.</p>
	<p>W2.3 Provide mental and physical wellbeing programs to improve accessibility and increase attendance with 2 adult and 5 juvenile package program options annually.</p>	<p>Year-to-date we have offered 11 Package Programs (e.g. program series offered at multiple branches) for Adults with a wide range of topics. In Quarter 3, topics included health education programs for Alzheimer's, Diabetes, and Nutrition. In addition we have begun fall offerings of our popular physical activity programs including Meditation, Chair Yoga, and Chair Aerobics. We also offered a few additional sessions of Tai-Ku, a program that blends both wellbeing and literacy through combining Tai Chi with Haiku discussion and writing.</p> <p>For youth programs, there have been 10 Package Programs for Youth which have strong mental and physical wellbeing ties. , These youth programs often support multiple strategic goals by combining</p>

		their themes, so may not be listed under W2 programs. Fall offering include Teen Cooking, Play & Learn with Gymboree, Caregiver and Child Yoga, and more. Only two package programs offered this year were specifically designed to address goal W2: <i>JumpBunch</i> and <i>Ready, Set, Defend: Teen Self Defense</i> . In addition, the popular therapy dog program Paws to Breathe was offered for teens.
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W3: Socioeconomic Wellbeing

	W3.1 By 2027, identify 3 adult education opportunities to support high school equivalency achievement or workforce development and work to develop a mutually beneficial relationship to connect library users to their services and provide access to The Library's resources for their students.	Work on this objective will begin in a future quarter. Currently still in the planning phase. A specific community partner has been identified and responsible library staff are working to develop a relationship to explore future opportunities for collaboration.
	W3.2 Offer 3 career development package programs annually that help patrons grow, plan, or change careers.	<p>For adults, we have delivered 3 package programs, Charting Your Career (Design Your Professional Path) a three-part series was offered at Martindale-Brightwood and Meet a Professional (IT) was offered at Irvington and East Washington.</p> <p>For Teen Audiences, Cookies and Careers with Purdue University has been offered at 6 branches impacting 92 Teens. This programs offers teens a chance to ask questions and discover career paths.</p> <p>In addition the Northstar Digital Literacy training platform is a popular resource for career skill development offering both English and Spanish training materials. The platform is supported by the programming department and made available at all branches to be highlighted during our long-running Career Center program. The programming department's Tech Learning Team has also supported 57 live classes using the platform at 5 locations so far this year.</p>

Collection, Acquisition, Cataloguing and Metadata, and Physical Material Circulation Goals Impacted by Significant Vendor

Due to the unexpected shutdown of the Library's primary vendor for physical collection materials, The Library has experienced significant workflow disruptions and had to shift focus toward resolving these immediate operational challenges. Recognizing the significance of this work, the Strategic Planning and Assessment Office has temporarily exempted the affected teams from quarterly and annual Strategic Plan reporting obligations through at least Quarter 2 of 2026. This decision is intended to support staff in focusing fully on resolution and recovery, rather than measurement and documentation.

Key Performance Indicators (KPIs) impacted by this disruption will be clearly marked with a red note: **[Impacted by Vendor Disruption]**, and will include the most recent available data.

We remain confident in the team's ability to navigate this transition and look forward to sharing meaningful progress in a future Quarterly Report.

The impacted reporting may include:

Priority KPIs: None

Goals: ACCESS KPI for Champion Diversity, Equity, and Inclusion

Some Strategies in Objectives:

B1.6	L1.1	L6.1
B2.5	L1.1	L7.2
B5.1	L1.2	L7.2
B5.1	L1.6	L7.2
B5.1	L5.1	W2.2
B5.1	L5.2	
B5.2	L5.4	
L1.1	L5.5	

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
DIVERSITY, POLICY, AND HUMAN RESOURCES COMMITTEE MEETING
NOVEMBER 11, 2025**

The Indianapolis-Marion County Public Library Board Diversity, Policy and Human Resources Committee met in-person at LSC Room 226 and via Microsoft Teams on Tuesday November 11, 2025, at 11:30a.m. pursuant to notice given.

Committee Members Present: Dr. Luis Palacio, Dr. Eugene White, Dr. Patricia Payne

Other Attendees Present: Gregory Hill, Tisha Galarce, Jackie Hernandez, Dr. Lisa Riolo, Mary Barr, Russell Brown: Legal Counsel, Ms. Natissa Woodard, Deb Lambert, Mary Barr, Roberta Jaggars, Melissa Bruecks, Nathaniel Weber, Lolita Campbell, M. McKenzie

Virtual Attendees: n/a

Dr. Luis Palacio called the meeting to order at 11:30 am.

- **Policy 600 Review – Deb Lambert**

- Most popular comments during the Policy 600 review by staff are the use of AI and the legality of the clause of what is placed in the collection
- Added more language to make it known what the intention of the collection is and how it is distributed
- New policy is to extend and enhance the new materials
 - Deb says that the size of bringing materials is significant and if IndyPL started an Adult Collection it would difficult to manage
 - There are other resources in the city that people are pointed to
- Dr. Riolo commends the policy as well-written and asks some questions
 - Dr. Riolo asks about the status of the Chris Gonzalez collection
 - Deb states that the collection was a finite donation to IndyPL under an agreement to treat it like other materials (evaluate usage, weed as needed).
 - Not expanded because it was a closed donation.
 - IndyPL has significantly increased LGBTQ+ representation beyond the original Chris Gonzalez collection.
 - Original materials were dated and in poor condition upon receipt; collection is gradually diminishing due to age and wear.
 - Policy 605.5 – Dr. Riolo emphasized that Policy 605.5 faces significant challenges in an increasingly AI-driven environment, noting that the policy is already becoming outdated and may require immediate revision to remain relevant.
 - Deb says that the use of AI in other Library business is a policy that is currently being worked on. She says that the current AI that we have access to is not producing satisfactory results, and we will not rely on AI for cataloging or materials collection development. It can be a useful tool for some, but the Library will continue to be cautious about the use of AI.
 - Deb states that this concern is not addressed in the current policy, but it will be addressed in a separate policy that is being developed.

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- Ms. Natissa Woodard asked if there is any plan or strategy to stay ahead of AI usage or stay current with AI, so it does not get away from the Library and collection management
 - Deb states that ELT are all researching and learning from AI and how it relates to their individual departments/areas to ensure they are informed and aware of changes or how it can affect their departments
- Deb states that we cannot hide from AI as we are already seeing what is dubbed “AI slop” which is people asking ChatGPT and other AI generators to write books for them, for example. She also states that the policy updates come from what IndyPL has already experienced and with the goal of honoring human creativity.
- Melissa Bruecks fully expects that this conversations will continue over years as AI is ever-changing.
- This policy was recommended as do-pass and to be reviewed by the Board by Dr. White, Dr. Palacio, and Dr. Payne
- **Policy 101.9 Review - Naming of Facilities – Roberta Jagers**
 - Naming policies of other organizations were reviewed to assist with naming policy for IndyPL
 - This policy is for the naming of physical locations and organizational assets, not the naming of programs
 - Roberta discussed the process of updating this policy
 - This policy review must go through DPHR because it is a Library policy, but Operational Services will review the changes
 - Roberta says that the spaces that are named do not have a requirement that they need to be replaced/renamed if a name is taken down/removed
 - If a name is removed, then the Communications Dept. would need to take away all references to the name online as well
 - Dr. Palacio ask if the Board is included in the naming, why are they not included in the removal of a name?
 - Russell says there could be a representative of the Board that assists in the removal of a gift related naming
 - If it’s a staff member related (honorific name) then the DPHR Chair could assist the Foundation in the removal of name, but the Foundation Representative could assist with the gift related names to be removed. May be the DPHR chair or their designee.
 - Roberta states the use of signage that is easily removed/replaced as needed so the name is not difficult to remove
 - She also mentions commemorating previous names in a way the Library deems appropriate
 - Russell says that the donor should understand what causes a removal and the process. He does not see that there is a need for an appeal process. Litigation will be the next step, not an appeal.
- **Additional Employee Compensation – Tisha Galarce**
 - This resolution is to provide additional pay to staff with leftover budget from benefits and opened positions
 - Full-Time staff will receive \$1500
 - Part-Time staff will receive \$1100
 - Hourly staff will receive \$900
 - Tisha states that this will be for any staff member that is active as of November 30, 2025 and staff will receive it on December 19, 2025
 - The total amount that will be spent on the Additional Payment is \$977,687
 - This is an increase from the Additional Payment from 2024

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- Lolita Campbell clarified that this payment is not a guaranteed annual payment; it is contingent on available budget, which may vary from year to year.
 - Dr. Palacio, Dr. White, and Dr. Payne recommend as Do-Pass for the Board
- **Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees – Tisha Galarce**
 - This is an annual resolution that is presented at the end of the year
 - Tisha states that this resolution is to add a new holiday – Day After Christmas
 - This resolution is also for increasing the HSA amount which will be an additional \$200 increase for 2026
 - Dr. Palacio, Dr. White, and Dr. Payne recommend as Do-Pass for the Board
- **Appointment List – Tisha Galarce**
 - Tisha states that this resolution is to recommend a 3% salary increase for qualifying staff members
 - Dr. Palacio, Dr. White, and Dr. Payne recommend as Do-Pass for the Board
- **Adjournment**
 - Dr. Palacio adjourned the meeting at 12:52pm
- **Next Proposed Meeting Date**
 - November 11, 2025, at 11:30am

**THE INDIANAPOLIS-MARION COUNTY PUBLIC
LIBRARY NOTES OF THE
FINANCE COMMITTEE MEETING
November 11, 2025**

The Indianapolis-Marion County Public Library Board Finance Committee met at Library Services Center on Tuesday, November 11, 2025, at 10:00 am pursuant to notice given.

Committee Members Present: Dr. Eugene White and Dr. Khaula Murtadha

Other Attendees: Lolita Campbell, Gregory Hill, Mary Rankin, Dr. Lisa Riolo, Deb Lambert, Dr. Patrica Payne, Notissa Woodard, and Russell Brown

Resolution XX-2025 – Data Axle Reference Solution Premium+ subscription database renewal - Deb Lamber presented to the Finance committee that the Data Axle Reference Solutions Premium+ subscription database is used by the pubic for business research at any library location or remotely from home, school, or businesses. This essential tool is used as part of the library catalog and reference databases on the library's "Research and Learn" database page or from the URL (<http://ezproxy.ilibrary.org/login?url=http://www.referenceusa.com/>) with a library card. The annual cost for this core reference tool has stayed flat at \$58,534.44 since 2017. This subscription period for the renewal runs from January 31, 2026, through January 30, 2027. Motion for Board approval, Dr. White approved, and Dr. Murtadha approved second.

Resolution XX-2025 – E-magazine subscription renewal - Deb Lamber presented to the Finance committee the importance of the component of the library's "virtual branch" collection, e-magazines are a popular part of our online collection. As many magazines move from physical to online, it allows the library to continue to provide access to popular magazines like the New Yorker, Newsweek, Prevention, and Rolling Stone. The annual subscription fee is \$80,000, and the subscription period runs from December 31, 2025, through December 31, 2026. Dr. White motion for Board approval, Dr. Murtadha approved, and Dr. Payne second the approval.

Resolution XX-2025 – Transfer between Classifications and Accounts – Lolita Campbell presented to the Finance committee that the transfer of \$45,000 is in the Operating fund to move funds from IT Office Supplies to IT Computer Services to cover services related to the Baker & Taylor service, which is ending. The cost is for Syndetic Unbound from Innovative (Clarivate). This is a replacement service for Content Café by Baker & Taylor. They announced that they are shutting down operations. This is an emergent need to cover those services. The second transfer for \$740,000 is to purchase additional eBooks and eAudiobooks. This will improve our patron experience, wait times, and the ability to purchase patron requests that we have been unable to fill. This transfer will come from the medical and dental to capital outlays. This transfer has no impact on the total budget for 2025 as the funds are moving from one account to another. Motion

for Board approval, Dr. White approved and Dr. Murtadha approved second.

Updates: Mrs. Lolita Campbell provided an update regarding Moody's rating call. The Library received good news last week, that the rating remains the same as a rate of

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Next meeting.

Tuesday, December 2, 2025, at the location of Library Service Center (LSC) at 10am.

Adjournment.

Dr. White declared the meeting adjourned at 10:14 am.