



Regular Library Board Meeting Agenda

Nov 25th 2024 6:30pm - 8:30pm

InfoZone Branch Library, 3000 North Meridian Street, Indianapolis, Indiana 46208

The public is invited to view/listen to the Regular Meeting via a You Tube live stream link which will be available 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 Department Overview

- a. **InfoZone Branch Report - Ms. Staci Terrell, Manager, will report on their community and services. (enclosed)**

 [3a infoZone Branch Profile - November 2024.pdf](#)

- b. **IndyPL Social Work Overview - Ms. Danielle Cave, Social Work Manager, and Ms. Jayme Murphy, Social Worker, will discuss the Overview. (enclosed)**

 [3b IndyPL Social Work Overview - Nov. 2024.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 28, 2024 (enclosed)

 [5a Minutes-RegularMtgOctober,2024-NEWEST.1.pdf](#)

b. Executive Session, October 31, 2024 (enclosed)

 [5b MinutesExecSession of DPHR Committee - October 31, 2024.1.pdf](#)

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

a. Report of the Treasurer - October 2024 (enclosed)

 [October 2024 Treasurer's Report.pdf](#)

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

 [6b OverDrive Magazines.pdf](#)

- c. **Resolution 76 - 2024 (Approval of Transfer Between Classifications and Accounts) (enclosed)**

 [6c Transfer Btwn Accts Classifications.pdf](#)

- d. **Resolution 77 - 2024 (Investment Policy Renewal) (enclosed)**

 [6d Investment Policy.pdf](#)

- e. **Resolution 84 - 2024 (2025 Fee Schedule Resolution) (enclosed)**

 [6e Resolution Approving Fee Schedule Update.pdf](#)

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

- a. **Resolution 78 - 2024 (Approval of Appointment List) (enclosed)**

 [7a BAR and Resolution 78-2024.pdf](#)

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

 [7b BAR and Resolution 79-2024.pdf](#)


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

- a. **Resolution 70- 2024 (Approval to Award a Construction Services Contract for the Library Service Center Conference Room 221 Renovation Project) (enclosed)**

(NOTE: This item was previously tabled at the October Board Meeting)

 [8a Resolution 70-2024 LSC Conference Room 221.pdf](#)

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

 [8b Resolution 72-2024 FBH Safety Acoustics CMC Amendment.pdf](#)

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

 [8c Resolution 80-2024 CEN Curve 2 East Furniture.pdf](#)

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

 [8d Resolution 81-2024 InfoZone Agreement.pdf](#)

9. Library Foundation Update


 [9 Foundation Update - November.pdf](#)

10. Report of the CEO

- a. CEO Report - November 2024 (enclosed)**

 [10a CEO November Board Report.1.pdf](#)

- b. **Confirming Resolution - Resolution Regarding Finances, Personnel and Travel (82 - 2024) (enclosed)**

 [10b Finance Personnel and Travel 82-2024.pdf](#)

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 2024 are:**

14. **Notice of Special Meetings**

15. **Notice of Next Regular Meeting - Monday, December 16, 2024, at the East 38th Street Branch, 5420 East 38th Street, at 6:30 p.m.**

16. **Adjournment**

17. **Materials**


- a. **Notes of November 12, 2024 Finance Committee Meeting (enclosed)**

 [Finance Committee Minutes LC.pdf](#)


- b. **Notes of November 12, 2024 Facilities Committee Meeting (enclosed)**

 [17b Notes - Facilities Committee Meeting - 2024.11.12.pdf](#)


c. Notes of November 12, 2024 Diversity, Policy and Human Resources Committee Meeting (enclosed)

 [Notes - Diversity Policy and Human Resources Committee Meeting - November 12 2024.pdf](#)

d. Notes of August 13, 2024 Strategic Planning Committee Meeting (enclosed)

 [17d Strategic Planning Committee Meeting Notes - August 13, 2024.pdf](#)

e. Notes of September 10, 2024 Strategic Planning Committee Meeting (enclosed)

 [17e Notes of Strategic Planning Committee Meeting - September 10, 2024.pdf](#)

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

- a. **Library Programs/Free Upcoming Events may be found at attend.indypl.org.**
- b. **Board Meeting Schedule for 2025 will be updated as needed.**

END
8:30pm

infoZone Library

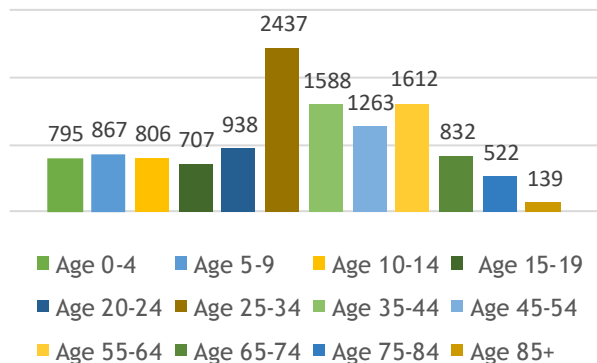
Who we are:

- 1 FT Manager
- 1 FT Circulation Supervisor
- 1 FT Youth Multimedia Learning Specialist
- 2 FT Public Services Associates
- 2 PT Computer Assistants
- 1 Hourly Library Assistant

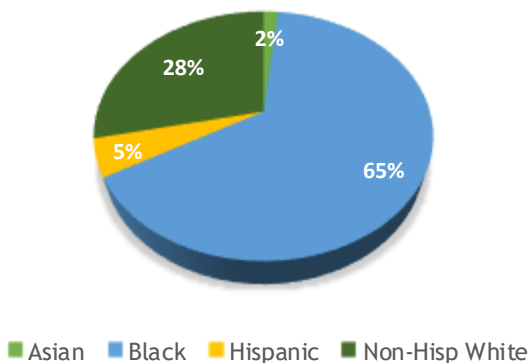


Who we serve:

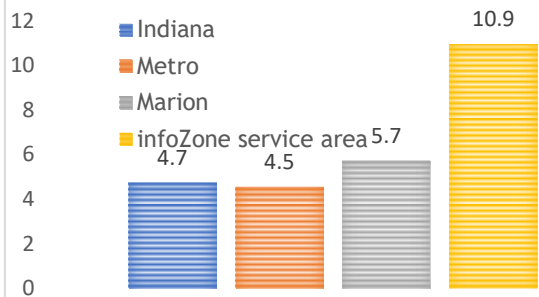
Population by Age (SAVI 2020 Data)



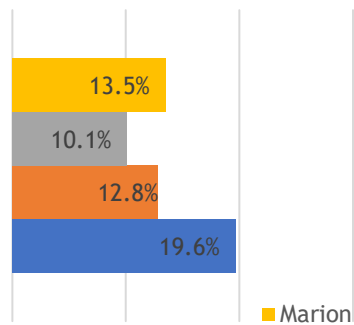
Population by Race (SAVI 2020 Data)



UNEMPLOYMENT RATE (SAVI 2020 DATA)



No Computer or Internet (SAVI 2020 Data)



Our neighborhoods:

- Neighborhood Associations include Crown Hill, Highland Vicinity, Historic Meridian Park, Mapleton-Fall Creek, Meridian Highland, & Historic Watson Park.
- The total base population is 12,506 (SAVI 2020 profile)
- Land area in square miles is 1.51
- Housing: Of occupied units 46% are owned and 54% are rented, 30 % of housing units are vacant
- Education: No High School diploma, 13.8%; High School diploma, 32%; Associate degree, 7.9%; Bachelor's degree, 25%

Community Partners:

- Daycares and preschools: Headstart, IPS 60 Butler Lab, Kid City USA-Meridian Park, and PLA@48
- Schools: Herron Preparatory Academy, Phalen Leadership Academy (PLA@48), IPS 60 Butler Lab, Shortridge IB High School, Believe Circle City High School, Riverside High School, and St. Richards.
- Higher Education: Ivy Tech Community College is in infoZone's service area.
- Fathers & Families, Horizons, Center Township Trustee's Office, The Children's Museum of Indianapolis

How we serve:

- 246 programs offered with attendance of 7215 in 2023
 - 415 new registered borrowers in 2023
 - 62,440 door count in 2023
 - 32,473 items circulated in 2023
 - 17 public computers
 - 11 Chromebooks and hotspots available for checkout
-

2023 infoZone Highlights:

- Outreach to Headstart, Kid City USA-Meridian Park, and PLA@48.
 - Monthly visits from IPS 60 Butler Lab students and After School Explorers.
 - Started monthly visits with students from all 14 classes at Herron Preparatory Academy, they are new neighbors and excited to partner with the infoZone!
 - Weekly visits from Butler Lab Preschool.
 - Weekly visits from Starpoint and Horizons Enrichment camps during Summer Reading.
 - Hosted an escape room for the IndyPL Foundation at Circulate.
 - Provided outreach to two events with the Center Township Trustee's Office and National Night Out with Crown Hill Neighborhood Association.
 - Partnered with The Children's Museum of Indianapolis and IU Health to host family vaccine clinics.
 - Provided monthly presentations to Fathers & Families participants to promote early literacy, library resources, and library card registrations.
 - Door count increased by 8% over 2022.
 - Increased new registered borrowers by 63% over 2022.
-

Our Story:

The infoZone Library is the result of a partnership between The Indianapolis Public Library and The Children’s Museum of Indianapolis. Open since December of 2000, this full-service branch serves as a neighborhood library for the residents of the Crown Hill, Highland Vicinity, Historic Meridian Park, Mapleton-Fall Creek, Meridian Highland, and Historic Watson Park areas, as well as a resource for those visiting The Children’s Museum. We also serve as a library for Museum staff, homeschool families and families living out of Marion County who have a Public Library Access Card.

Our 3,000 plus square foot facility features an entrance from the Museum as users cross the skywalk. The infoZone is a wholly unique library space. The colorful and bright décor draws visitors in, while our technology-rich environment and specialized collection creates an engaging atmosphere for learning. Our technology includes a full functioning computer lab; early learner computers for preschoolers; long with a multitude of tools to educate patrons during programs including but not limited to robotics, coding, and virtual reality.

Our collection is mainly for children with a browsing collection of adult fiction and adult non-fiction. In the infoZone, you will find unique displays that showcase diverse and engaging materials as well as those relating to current Museum exhibits.

The infoZone staff

- Make scheduled visits to our service area day cares, Headstart, and preschools.
- Visit Fathers & Families for presentations on early literacy, educational resources, and library card registration.
- Present digital and traditional activities supporting museum exhibits, during special events, or holidays.
- Create digital programming for preschools, area day cares, schools, and summer camps.
- Highlight innovative technology, making the public aware of new possibilities.

The infoZone brings together the best in libraries and the best in museums in one facility—a one-of-a-kind library-within-a-museum—to better serve the residents of Indianapolis, Indiana, and the world!

Prepared by:

Staci Terrell, Branch Manager

infoZone Library

3000 N. Meridian Street

Indianapolis, IN 46208-4716

(317) 275-4435

<http://www.indypl.org/locations/infozone/>



IndyPL Social Work Department

Who We Are:

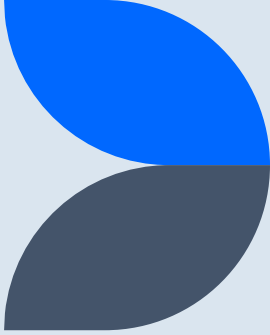
Danielle Cave, SWK Manager



Jayne Murphy, Social Worker



Initial Observations:



Structures in place show the benefit from the amount of work and effort put in to create the department.



Strong community partnerships



There is a strong desire for services from patrons



There is a strong desire for services from library staff



Need for safety and on-going structure

Department Goals:

Maintain consistent office hours and referral follow-up

Tracking of interactions via current systems (Desk Tracker, etc.) with restructures to include social work functions.

Measuring growth and inputs for long-term goals


Measuring growth for long-term strategic planning:

- 1) increase community partner interactions by 2% each year
- 2) increase patron-facing services by 5% each year using outreach and intern/practicum students



Referrals:

- Email: socialwork@indypl.org
- Phone: 317-275-4476 (Danielle) or 317-275-4206 (Jayme)
- Referral forms are available and utilized by each branch – these forms are emailed to SW Department for follow-up.
- Current Office Hours (Atrium):
 - Monday and Wednesdays
 - 10am – 12pm and 1pm – 3:30pm
 - Appointments available



Q&A:

How can we help?

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
OCTOBER 28, 2024**

The Indianapolis-Marion County Public Library Board met in person at the Wayne Branch Library, 198 South Girls School Road, Indianapolis, Indiana, on Monday, October 28, 2024, at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Tribble called the meeting to order. In the absence of Dr. Payne, Dr. Murtadha acted as Secretary.

2. Roll Call

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

Members absent: Dr. Payne and Dr. White.

The Chair recognized a quorum.

Ms. Tribble thanked the Wayne Branch staff for hosting tonight’s meeting. She mentioned that 20 different languages are spoken in this community. Also, a food pantry is located in the lobby of the branch and it has been stocked by the Wayne staff and patrons since 2021. The branch maintains several partnerships. Some of those were the Marion County Health Department, Easter Seals and the Marion County Sheriff’s Department. These partners provide essential support to the branch.

3. Branch Manager’s Report and Department Overview

a. Wayne Branch Report

Ms. Melinda Mullican, Branch Manager, shared the following information about the branch:

- The Wayne Branch first opened in December 1969 in a shopping center. Current location opened in March 1983.
- The branch serves a population of 73,256 including 29 schools.
- The community room is booked often for Library programs. Tables in both the adult and juvenile areas are often filled with visitors using their own laptops, school groups working on projects and tutors working with students.

- Popular programs include Wayne’s First Monday Book Club for adults and the Teen Mystery Program.

4. **Public Comment**

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

Ms. Terri Gunn, Wayne Township Adult Education representative, addressed the Board. She noted that this community needs both education and access to community resources and the Library is important to these individuals. Ms. Gunn mentioned that she often sends individuals to the branch for conversation circles to improve language skills and also teaches them that they can borrow DVDs and other resources from the Library.

Mr. Michael Torres, IndyPL employee and President of AFSCME Local 3395, acknowledged former employee, Yanna McGraw, who was a Social Worker at the Library, for building the foundation of the IndyPL social work program and for serving the nontraditional needs of our community members. He thanked Ms. McGraw for her years of hard work at the Library.

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

a. **Regular Meeting, September 23, 2024**

The minutes from the Regular Meeting held September 23, 2024 were approved on the motion of Dr. Riolo, seconded by Dr. Palacio, and the following roll call vote:

Mr. Biederman – Aye
 Dr. Murtadha – Aye
 Dr. Palacio – Aye

Dr. Riolo – Aye
 Ms. Tribble – Aye

COMMITTEE REPORTS

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

a. **Report of the Treasurer**

Ms. Lolita Campbell and Ms. Mary Rankin, Treasurer, presented the Report of the Treasurer which noted that the year-to-date revenue was \$32,329,646 and the year-to-date expenditures were \$39,424,395.

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

Mr. Biederman – Aye
 Dr. Murtadha – Aye
 Dr. Palacio – Aye

Dr. Riolo – Aye
 Ms. Tribble – Aye

b. **Resolution 66 – 2024** (Transfer Between Classifications and Accounts)

Ms. Campbell explained that the transfer of \$18,000 was to cover the outsourced delivery services of materials to Central Library until someone can be hired for that position. The other transfer for \$85,000 was to cover the increase in computer and E-rate expenses in the IT Department.

After full discussion and careful consideration of Resolution 66 – 2024, 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:

Mr. Biederman – Aye
 Dr. Murtadha – Aye
 Dr. Palacio – Aye

Dr. Riolo – Aye
 Ms. Tribble – Aye

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

c. **Resolution 67 – 2024** (Data Axel Reference Solution Subscription Database Renewal)

Ms. Deb Lambert, Chief Collection Management Officer, explained that this subscription database, which is used by the public for business research, has been one of the top databases used by patrons and the annual cost has continued to stay stayed flat at \$58,534 since 2017.

After full discussion and careful consideration of Resolution 67 – 2024, 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:

Mr. Biederman – Aye
 Dr. Murtadha – Aye
 Dr. Palacio – Aye

Dr. Riolo – Aye
 Ms. Tribble – Aye

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

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

a. **Resolution 68 – 2024** (Approval of Additional Payments to Employees for Year End)

Ms. Tisha Galarce, Chief Talent and Development Officer, advised that the Library has funds available from vacant positions and related benefits not expended during the year and based on this information, Library management recommended that the

Library make a one-time payment of additional compensation for 2024 to employees on the active payroll as of November 17, 2024. Eligible staff will receive the one-time payment on December 6, 2024 in the following amounts: Full Time - \$1,100; Part Time - \$600; and Pages and Hourly - \$400.

After full discussion and careful consideration of Resolution 68 – 2024, it was noted that the resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

b. **Resolution 69 – 2024** (Good Wages Initiative Increase – Pay Grades 1-6)

Ms. Galarce noted that this resolution increases the minimums for staff members in Pay Grades 1-6. Some of the positions this benefits include our Pages, Library Assistants I and II, Computer Assistants, Event Assistants, Processing Assistants I and II, Library Security Assistants, Control Room, and Public Service Associates.

<u>Pay Grade</u>	<u>New Hourly Minimum</u>
1	\$16.00
2 and 3	\$18.00
4	\$18.30
5	\$18.50
6	\$18.70

She mentioned that this is the first phase of salary adjustments. One of the next phases includes looking at Pay Grades 7-15, which are below market. Compression will also be adjusted.

After full discussion and careful consideration of Resolution 69 – 2024, it was noted that the resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

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

a. **Resolution 70 – 2024** (Approval to Award a Construction Services Contract for the Library Service Center Conference Room 221 Renovation Project)

Mr. Adam Parsons, Chief Operational Services Officer, reviewed the information contained in Resolution 70 – 2024 with the Board.

Following discussion, Mr. Biederman made the motion to table Resolution 70 – 2024 until a future Board Meeting. The motion was seconded by Dr. Murtadha and approved on the following roll call vote:

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

- b. **Resolution 71 – 2024** (Approval to Execute the First Amendment to Agreement and Declaration of Easements Between Fort Harrison Reuse Authority (FHRA) and Indianapolis-Marion County Public Library)

Mr. Parsons noted that the Facilities Committee recommended that the Library approve the execution of the First Amendment to Agreement and Declaration of Easements Between Fort Harrison Reuse Authority and Indianapolis-Marion County Public Library which, among other things, set out that FHRA is to reimburse IndyPL 50% of all costs to maintain the easement.

After full discussion and careful consideration of Resolution 71 – 2024, it was noted this resolution received a favorable recommendation from the Facilities Committee. Mr. Biederman seconded the recommendation. The resolution was approved on the following roll call vote:

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

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

- c. **Resolution 72 – 2024** (Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch Library)

Mr. Parsons reviewed the information contained in Resolution 72 – 2024 with the Board.

Following discussion, Dr. Murtadha made the motion to table Resolution 72 – 2024 until a future Board Meeting. The motion was seconded by Mr. Biederman and approved on the following roll call vote:

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

- d. **Resolution 73 – 2024** (Approval to Award a Purchase Order for the Central Library 2 East Circulation Desk Furniture Project)

Mr. Parsons noted that the Facilities Committee recommended that the Library Award a Purchase Order for the Central Library 2 East Circulation Desk Furniture Project to Office Works in the amount of \$68,288.43.

After full discussion and careful consideration of Resolution 73 – 2024, it was noted this resolution received a favorable recommendation from the Facilities Committee. Dr. Palacio seconded the recommendation. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye
Dr. Murtadha – Aye
Dr. Palacio – Aye

Dr. Riolo – Aye
Ms. Tribble – Aye

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

9. **Library Foundation Update**

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

News

The Library Foundation is proud to support Library programs that help Indianapolis children develop a love of reading and lifelong learning from an early age. Some examples include:

- Alphabet Art – Preschoolers play with paper, paint and clay to boost imaginations and letter knowledge.
- Fish Friends – Children hear fish stories, learn fascinating facts about fish and even get the chance to catch a fish.
- Baby Arts Play – Children aged six to 36 months engage in sensory play and body movement through stories and songs.
- Bilingual Storytime – Young children enjoy books, songs, and games in this bilingual storytime in English and Spanish.

Donors and Program Support

Major Donors last month: American Honda Motor Co., Inc.; Central Indiana Community Foundation; Comcast; Indiana Farm Bureau Insurance; Indiana Humanities; and Live Nation Worldwide, Inc.

Program Support in the amount of \$100,000 was provided to the Library this month for: Fall Fest Slammin Rhymes Challenge XVIII – Courage; Lillian Childress Hall Scholarships and branch initiatives.

10. Report of the CEO

a. Confirming Resolutions

1) Resolution Regarding Finances, Personnel and Travel 74 – 2024)

After full discussion and careful consideration of Resolution 74 – 2024, the resolution was approved on the motion of Mr. Biederman, which was seconded Dr. Riolo, and the following roll call vote:

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

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

b. Report of the CEO – October 2024

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

- Central Library expanded its Small Business Series from six to ten sessions.
- Haughville Branch hosted a job fair that connected 120 job seekers with 15 employers.
- Warren Branch hosted its first Community Resource Fair in partnership with the Library’s Social Service Action Committee and community partners.
- Juvenile programs attracted more than 9,281 young participants and adult programs welcomed 3,740 attendees.
- Scholars from Herron Prep Academy visited the InfoZone and learned the Library’s rules by solving a mystery.
- All of the Indianapolis Public Schools are now part of the Library’s Shared System.

c. Quarterly Statistical Update - October 2024

Ms. Marianne McKenzie, Strategic Planning and Assessment Officer, shared various information about the 2024 Quarter 3 statistics as follows:

- 65% of Library cardholders were active at the end of September, which is up 10% since Quarter 2.
- 9,471 new cardholders were registered.
- Digital collection checkout continues to show an upward trend with a 14.1% over Quarter 3 2023.
- 9% more programs are offered than during the same period in 2023 and attendance tends upwards.
- Use of Accessible Workstations has grown from quarter to quarter this year.

d. 2021 – 2024 Strategic Plan Update

Ms. McKenzie distributed the Update to the Board members and reviewed the completion status of the various components of the Library’s 2021 – 2024 Strategic

Plan which included:

- Racial Equity
- Partnerships
- Digital/Technology
- Education
- Reading and Writing
- Health and Wellness
- Financial Literacy

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 requested an update on the social services being provided by the Library.

Mr. Hill advised that the Library’s Social Work Department will give a report at the November Board Meeting.

Also, he mentioned that Alexis Hunt, the Manager of the Center for Black Literature and Culture at Central Library, will give a report at the December Board Meeting.

14. **Notice of Special Meetings**

None.

15. **Notice of Next Regular Meeting**

Monday, November 25, 2024, at the InfoZone Branch Library, 3000 North Meridian Street, at 6:30 p.m.

16. **Adjournment**

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

The Chairman then declared the meeting adjourned at 9:05 p.m.

INFORMATION

17. Materials

- a. **Notes of October 15, 2024 Facilities Committee Meeting.**
- b. **Notes of October 15, 2024 Finance Committee Meeting.**

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

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

The October 28, 2024 Indianapolis Public Library Board Meeting is available to view at:

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

Dr. Khaula Murtadha, Acting Secretary to the Board

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE
DIVERSITY, POLICY AND HUMAN RESOURCES COMMITTEE
EXECUTIVE SESSION
OCTOBER 31, 2024

The Diversity, Policy and Human Resources Committee of the Indianapolis-Marion County Public Library Board met in Executive Session at the Library Services Center, 2450 North Meridian Street, Indianapolis, IN on Thursday, October 31, 2024 at 10:00 a.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

Mr. Biederman, Committee Chair, called the meeting to order.

2. Roll Call

Members present: Mr. Biederman, Dr. Palacio, Dr. Payne and Dr. Riolo (virtual).

Mr. Biederman announced that a quorum of the Committee was present and that the meeting was duly constituted.

3. Discussion

Pursuant to IC 5-14-1.5-6.1(6)(B), to discuss, before a determination, the individual’s status as an employee.

4. Adjournment

Mr. Biederman announced that there was no further business to come before the Committee and declared the Executive Session adjourned at 11:55 a.m.

Raymond Biederman, Committee Chair

CERTIFICATION

I, Raymond Biederman, Chair of the Diversity, Policy and Human Resources Committee of the Indianapolis-Marion County Public Library, hereby certify that the foregoing minutes are true and correct.

Raymond Biederman, Committee Chair



Indianapolis-Marion County Public Library
Report of the Treasurer for October 2024
Prepared by Accounting for the November 25, 2024 Board Meeting

6a

Table of Contents

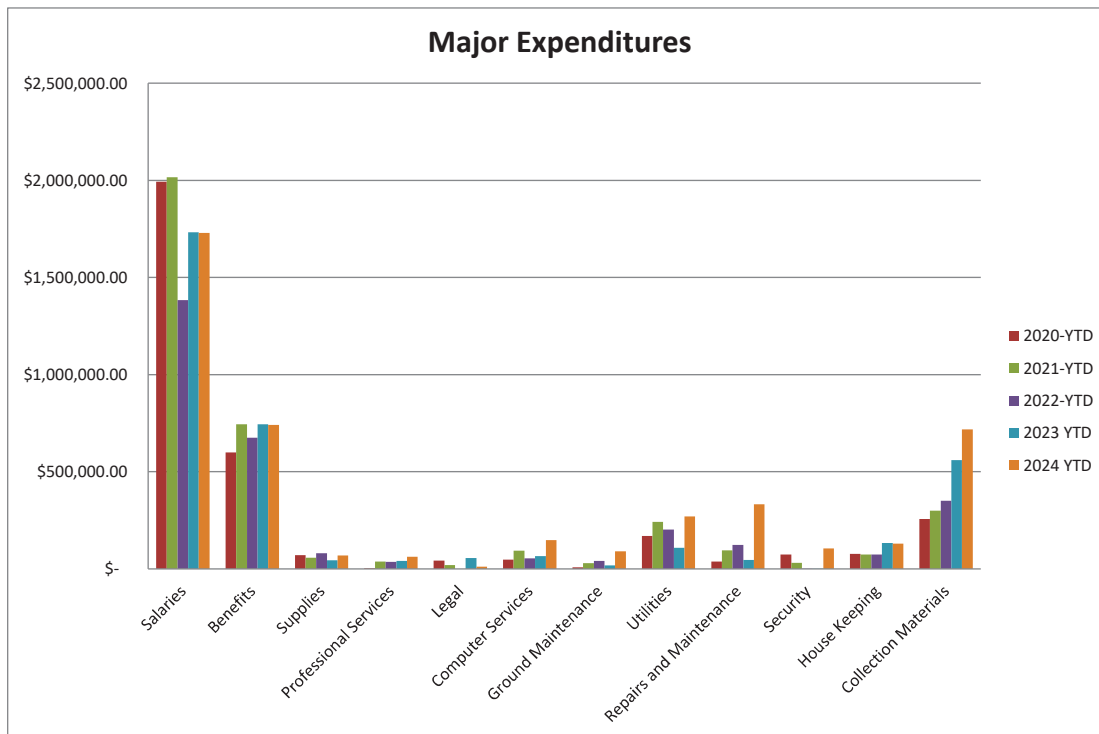
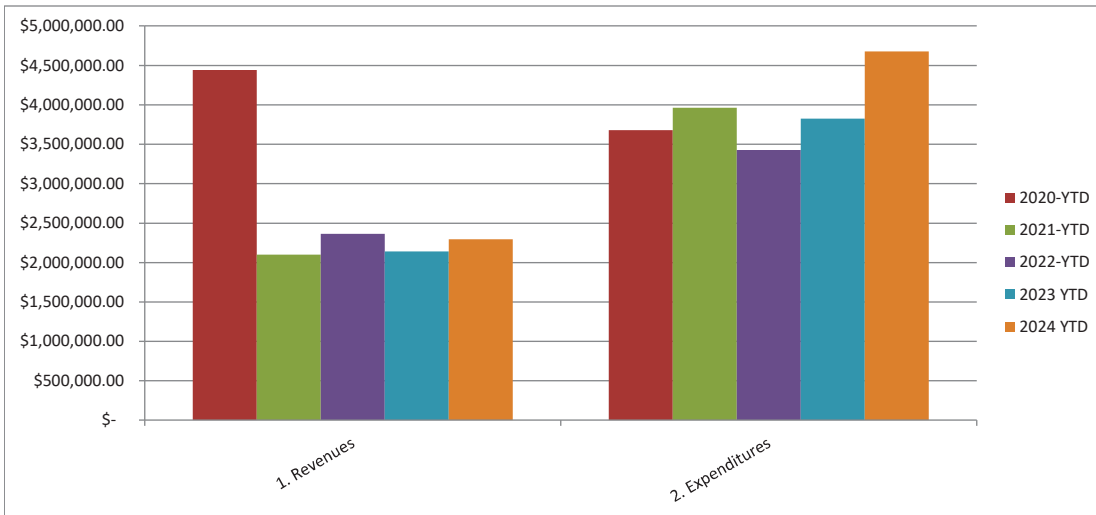
Operating Fund Revenues and Expenditures	1
Operating Fund – Charts	2
Operating Fund – Detailed Income Statement	3
Operating Fund – Cashflow Projections	6
Status of the Treasury – Cash Balances	7
Status of the Treasury – Investment Report	8
Bond and Interest Funds – Detailed Income Statement	9
Rainy Day Fund – Detailed Income Statement	10
Library Improvement Reserve Fund – Detailed Income Statement	11
Parking Garage – Detailed Income Statement	12
Shared System - Detailed Income Statement	13
Gift & Grant Fund - Detailed Income Statement	14
Summary of Construction Fund Cash Balances	15

**Indianapolis-Marion County Public Library
Operating Fund Revenues and Expenditures
Month Ended October 31, 2024**

Revenue		Annual			% Budget Received
		2024 Revised Budget	Actual MTD 10/31/2024	Actual YTD 10/31/2024	
Property Taxes	31	42,916,747	1,655,000	25,732,933	60%
Intergovernmental	33	7,925,880	372,442	5,747,426	73%
Fines & Fees	35	110,500	8,980	95,467	86%
Charges for Services	34	557,500	58,740	552,593	99%
Miscellaneous	36	1,655,000	200,948	2,497,337	151%
Total		53,165,627	2,296,110	34,625,756	65%

Expenditures		Annual			% Budget Spent
		2024 Revised Budget	Actual MTD 10/31/2024	Actual YTD 10/31/2024	
Personal Services & Benefits	41	38,654,916	2,471,048	27,782,799	72%
Supplies	42	1,613,919	68,916	990,533	61%
Other Services and Charges	43	16,370,012	1,619,441	12,828,612	78%
Capital Outlay	44	3,167,060	517,778	2,499,634	79%
Total		59,805,907	4,677,182	44,101,577	74%

**Indianapolis-Marion County Public Library
Chart Overview
Month Ended October 31, 2024**



Indianapolis-Marion County Public Library
Fund 101- Operating Fund - Detailed Income Statement
Month Ended October 31, 2024

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE							
TAXES							
311000	PROPERTY TAX	51,734,982	51,734,982	1,655,000	25,732,933	-	26,002,049
311300	PROPERTY TAX CAPS	(8,818,235)	(8,818,235)	-	-	-	(8,818,235)
TAXES Total		42,916,747	42,916,747	1,655,000	25,732,933	-	17,183,814
INTERGOVERNMENTA							
332200	E-RATE REVENUE	240,000	240,000	-	220,118	-	19,882
335100	FINANCIAL INSTITUTION TAX REV	399,531	399,531	-	210,265	-	189,266
335200	LICENSE EXCISE TAX REVENUE	2,556,584	2,556,584	-	1,356,009	-	1,200,575
335400	LOCAL OPTION INCOME TAX	3,854,584	3,854,584	321,215	3,212,153	-	642,431
335500	COUNTY OPTION INCOME TAX	557,152	557,152	51,227	589,020	-	(31,868)
335700	COMMERCIAL VEHICLE TAX REVENUE	300,779	300,779	-	148,252	-	152,527
339000	IN LIEU OF PROP. TAX	17,250	17,250	-	11,609	-	5,641
INTERGOVERNMENTA		7,925,880	7,925,880	372,442	5,747,426	-	2,178,454
CHARGES FOR							
347601	PUBLIC PRINTING REVENUE	325,000	325,000	34,559	319,275	-	5,725
347602	FAX TRANSMISSION REVENUE	85,000	85,000	3,761	39,503	-	45,497
347603	PROCTORING EXAMS	1,500	1,500	247	1,867	-	(367)
347604	PLAC CARD DISTRIBUTION REVENUE	55,000	-	-	55,406	-	(55,406)
347605	USAGE FEE REVENUE	25,000	25,000	20	17,064	-	7,936
347606	SET-UP & SERVICE - TAXABLE	21,295	17,000	2,250	17,400	-	(400)
347607	SET-UP & SERVICE - NON-TAXABLE	17,167	22,000	745	5,316	-	16,684
347608	SECURITY SERVICES REVENUE	33,183	22,000	2,120	17,190	-	4,810
347609	EVENT SECURITY	-	-	15,037	79,572	-	(79,572)
347620	CAFE REVENUE	16,325	-	-	-	-	-
347621	CATERING REVENUE	78,840	60,000	-	-	-	60,000
CHARGES FOR		658,310	557,500	58,740	552,593	-	4,907
FINES							
351200	FINES	117,934	100,000	8,195	87,570	-	12,430
351201	OTHER CARD REVENUE	1,385	2,200	65	845	-	1,355
351202	HEADSET REVENUE	6,795	3,500	418	3,813	-	(313)
351203	USB REVENUE	5,332	3,500	238	2,523	-	977
351204	LIBRARY TOTES	1,867	1,300	64	715	-	585
FINES Total		133,313	110,500	8,980	95,467	-	15,034
MISCELLANEOUS							
360000	MISCELLANEOUS REVENUE	5,434	10,000	4,942	63,758	-	(53,758)
360001	REVENUE ADJUSTMENT	-	-	10	(1,076)	-	1,076
361000	INTEREST INCOME	69,610	1,100,000	149,927	1,479,177	-	(379,177)
362000	FACILITY RTL REV - TAXABLE	152,884	150,000	21,790	177,342	-	(27,342)
362001	FACILITY RENTAL REV - NONTAX	43,499	25,000	4,960	31,715	-	(6,715)
362002	EQUIPMENT RENTAL REV - TAXABLE	21,505	16,000	1,800	12,800	-	3,200
362003	EQUIPMENT RENTAL REV - NONTAX	2,801	1,500	400	2,600	-	(1,100)
367004	OTHER GRANTS	225,000	225,000	-	225,000	-	-
MISCELLANEOUS		520,733	1,527,500	183,829	1,991,316	-	(463,816)
OTHER FINANCING							
392100	SALE OF SURPLUS PROPERTY	3,787	25,000	-	-	-	25,000
396000	REFUNDS	5,000	2,500	-	167	-	2,333
399000	REIMBURSEMENT FOR SERVICES	175,000	100,000	17,120	505,854	-	(405,854)
399001	INSURANCE REIMBURSEMENTS	-	-	-	-	-	-
OTHER FINANCING		183,787	127,500	17,120	506,021	-	(378,521)
REVENUE Total		52,338,770	53,165,627	2,296,110	34,625,756	-	18,539,871
EXPENSE							
PERSONAL SERVICES							
411000	SALARIES APPOINTED STAFF	24,332,674	24,321,329	1,631,167	18,815,863	-	5,505,466
412000	SALARIES HOURLY STAFF	2,072,905	2,071,250	98,193	1,090,937	-	980,313
413000	WELLNESS	60,000	60,000	1,197	27,252	1,875	30,872
413001	LONG TERM DISABILITY INSURANCE	56,610	56,610	4,046	42,456	-	14,154
413002	EMPLOYEE ASSISTANCE PROGRAM	19,890	19,890	3,200	17,600	3,200	(910)

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
413003	TUITION ASSISTANCE	60,000	60,000	1,242	37,607	-	22,393
413004	SALARY ADJUSTMENT	519,800	519,800	-	-	-	519,800
413100	FICA AND MEDICARE	2,061,842	2,061,842	133,484	1,463,962	-	597,880
413300	PERF/INPRS	3,527,961	3,527,961	238,176	2,635,741	-	892,220
413400	UNEMPLOYMENT COMPENSATION	20,500	20,500	14,181	14,181	-	6,319
413500	MEDICAL & DENTAL INSURANCE	5,893,993	5,893,993	343,536	3,613,501	12,500	2,267,992
413600	GROUP LIFE INSURANCE	41,741	41,741	2,628	23,700	-	18,041
PERSONAL SERVICES		38,667,916	38,654,916	2,471,048	27,782,799	17,575	10,854,542
SUPPLIES							
421500	OFFICE SUPPLIES - FAC/PURCH	758,626	891,606	17,076	516,212	121,067	254,328
421600	LIBRARY SUPPLIES	102,000	129,531	16,560	96,378	2,597	30,556
421700	DEPARTMENT OFFICE SUPPLIES	330,380	340,005	9,011	222,139	12,534	105,332
422210	GASOLINE	30,600	32,070	3,891	19,621	3,213	9,236
422250	UNIFORMS	10,000	16,841	1,230	6,361	4,686	5,794
422310	CLEANING & SANITATION	173,349	189,366	21,147	123,954	19,083	46,329
429001	NON CAPITAL FURNITURE & EQUIP	85,000	14,500	-	5,868	2,391	6,241
SUPPLIES Total		1,489,955	1,613,919	68,916	990,533	165,572	457,815
OTHER SERVICES AND							
431100	LEGAL SERVICES	300,000	300,000	11,025	189,472	-	110,528
431500	CONSULTING SERVICES	431,553	416,859	62,052	342,835	47,888	26,136
432100	FREIGHT & EXPRESS	9,750	11,460	560	6,051	-	5,409
432200	POSTAGE	60,388	50,188	-	30,110	-	20,078
432300	TRAVEL	29,475	28,775	1,282	7,120	-	21,655
432400	DATA COMMUNICATIONS	306,172	319,783	39,504	196,961	-	122,823
432401	CELLULAR PHONE	16,893	16,893	1,378	10,660	-	6,233
432500	CONFERENCES	119,000	120,300	10,995	112,061	200	8,039
432501	IN HOUSE CONFERENCE	270,000	267,400	30,636	69,391	3,240	194,768
433100	OUTSIDE PRINTING	171,000	161,000	16,427	88,822	10,396	61,782
433200	PUBLICATION OF LEGAL NOTICES	2,810	2,810	1,152	4,003	-	(1,193)
434100	WORKER'S COMPENSATION	101,459	119,701	46,474	119,701	-	-
434200	PACKAGE	195,753	223,753	58,413	223,674	-	79
434201	EXCESS LIABILITY	24,578	24,624	6,346	24,624	-	-
434202	AUTOMOBILE	28,840	27,293	7,023	27,293	-	-
434500	OFFICIAL BONDS	2,400	2,400	-	3,600	-	(1,200)
434501	PUBLIC OFFICIALS & EE LIAB	15,529	14,680	-	14,680	-	-
434502	BROKERAGE FEE	23,000	24,060	6,105	24,060	-	-
435100	ELECTRICITY	1,080,000	996,738	148,955	784,074	200,207	12,457
435200	NATURAL GAS	150,000	156,039	4,127	83,274	25,393	47,372
435300	HEAT/STEAM	300,000	294,464	30,080	180,932	88,532	25,000
435400	WATER	69,080	77,679	10,603	60,995	7,346	9,338
435401	COOLING/CHILLED WATER	500,000	480,967	53,452	431,675	40,292	9,000
435500	STORMWATER	30,100	30,156	14,100	28,481	225	1,451
435900	SEWAGE	105,000	111,709	8,485	46,088	47,967	17,654
436100	REP & MAINT-STRUCTURE	1,000,000	825,737	88,014	620,731	192,639	12,367
436101	ELECTRICAL	250,000	281,382	19,296	210,486	72,528	(1,633)
436102	PLUMBING	75,000	131,400	18,960	125,467	4,847	1,086
436103	PEST SERVICES	40,000	42,579	3,213	20,168	6,162	16,249
436104	ELEVATOR SERVICES	125,000	182,516	34,002	148,310	30,356	3,850
436110	CLEANING SERVICES	1,520,000	1,648,441	128,746	1,349,797	23,098	275,546
436200	REP & MAINT-EQUIPMENT	150,000	217,450	14,205	154,814	19,794	42,843
436201	REP & MAINT-HEATING & AIR	425,000	514,972	24,759	365,125	97,663	52,185
436202	REP & MAINT-AUTO	50,000	51,827	1,149	36,205	-	15,622
436203	REP & MAINT-COMPUTERS	531,651	728,132	49,579	531,575	189,992	6,565
437200	EQUIPMENT RENTAL	75,500	77,000	6,405	49,205	18,961	8,834
437300	REAL ESTATE RENTAL	32,825	176,365	1,008	173,771	-	2,594
439100	CLAIMS, AWARDS, INDEMNITIES	25,000	17,758	-	-	-	17,758
439600	TRASH REMOVAL	85,000	103,000	16,467	87,277	(4,495)	20,217
439601	SNOW REMOVAL	275,000	287,055	-	223,072	879	63,105
439602	LAWN & LANDSCAPING	275,000	292,931	73,150	252,169	10,324	30,438
439800	DUES & MEMBERSHIPS	64,275	66,575	1,025	56,381	875	9,319
439901	COMPUTER SERVICES	544,554	634,860	98,040	520,757	33,967	80,136
439902	PAYROLL SERVICES	145,000	134,000	10,034	113,713	-	20,287
439903	SECURITY SERVICES	521,800	748,202	105,102	703,805	(2,185)	46,582
439904	BANK FEES/CREDIT CARD FEES	40,000	39,715	6,920	32,591	-	7,124
439905	OTHER CONTRACTUAL SERVICES	868,325	1,013,499	130,554	764,966	126,829	121,704
439906	RECRUITMENT EXPENSES	30,000	22,150	55	11,035	-	11,115
439907	EVENTS & PR	74,150	75,518	6,091	49,904	7,823	17,792
439910	PROGRAMMING	137,735	155,016	3,024	58,327	15,263	81,426
439911	PROGRAMMING-JUV.	155,800	179,432	10,779	104,608	16,318	58,506

		Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
439913	PROGRAMMING EXHIBITS - CENTRAL	2,500	2,500	363	1,138	-	1,363
439930	MATERIALS CONTRACTUAL	3,425,267	3,425,267	199,327	2,952,581	-	472,686
451100	AUDIT FEES	15,000	15,000	-	-	-	15,000
452000	TRANSFERS IN/OUT	-	-	-	-	-	-
452002	TRANSFERS IN/OUT	-	-	-	-	-	-
OTHER SERVICES AND		15,302,162	16,370,012	1,619,441	12,828,612	1,333,326	2,208,075
CAPITAL							
445100	CAPITAL - FURNITURE		15000	-	13,909	-	1,091
445301	COMPUTER EQUIPMENT	15,000		-	-	-	-
449000	BOOKS & MATERIALS	3,152,060	3,152,060	517,778	2,485,724	-	666,336
449200	ART & EXHIBITS	-		-	-	-	-
CAPITAL Total		3,167,060	3,167,060	517,778	2,499,634	-	667,426
EXPENSE Total		58,627,093	59,805,907	4,677,182	44,101,577	1,516,472	14,187,858

Indianapolis-Marion County Public Library
Cashflow Projections - Operating Fund
January 1 - December 31, 2024

	Actual January	Actual February	Actual March	Actual April	Actual May	Actual June	Actual July	Actual August	Actual September	Actual October	Projected November	Projected December	Projected Y-T-D	Revised Budget	Variance
Beginning Balance	\$ 41,090,615	\$ 38,409,407	\$ 34,726,674	\$ 29,743,430	\$ 27,891,103	\$ 25,870,449	\$ 45,081,982	\$ 41,691,185	\$ 37,179,307	\$ 34,012,249	\$ 31,779,905	\$ 29,344,733	\$ 41,090,615	\$ 41,090,615	
Receipts:															
PROPERTY TAX	-	-	-	1,160,000	1,977,000	20,940,933	-	-	-	1,655,000	1,843,552	19,246,112	46,822,597	42,916,747	3,905,850
PROPERTY TAX CFS	311300	-	-	-	-	-	-	-	-	-	-	20,000	260,118	240,000	20,118
E-RATE REVENUE	332200	66,289	-	-	-	510,265	76,746	25,316	-	-	20,000	221,647	431,912	399,531	32,381
FINANCIAL INSTITUTION TAX REV	335100	-	-	-	-	1,356,009	-	-	-	-	1,440,249	321,215	2,796,258	2,556,584	239,674
LICENSE EXCISE TAX REVENUE	335000	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	-
LOCAL OPTION INCOME TAX	335200	51,227	51,227	51,227	51,227	127,981	51,227	51,227	51,227	51,227	43,628	43,628	676,277	557,152	119,125
COUNTY OPTION INCOME TAX	335700	-	-	-	-	148,252	-	-	-	-	299,963	300,779	816	300,779	(816)
COMMERCIAL VEHICLE TAX REVENUE	335000	-	-	-	-	11,609	-	-	-	-	-	8,625	20,234	17,250	2,984
INLEU OF PROP. TAX	339000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COPY MACHINE REVENUE	347000	31,200	35,101	31,916	31,973	28,544	32,849	34,369	32,387	34,559	27,000	27,000	373,275	325,000	48,275
PUBLIC PRINTING REVENUE	347601	4,086	4,161	4,493	3,906	3,567	4,088	3,712	3,712	3,741	6,206	6,206	51,914	85,000	(33,086)
FAX TRANSMISSION REVENUE	347603	125	100	50	185	300	385	275	125	247	125	125	2,117	1,500	617
PROCTORING EXAMS	347604	2,202	2,202	2,202	2,202	40	20	20	55,406	-	2,000	2,000	55,406	25,000	53,406
PLAC CARD DISTRIBUTION REVENUE	347605	1,500	2,200	1,500	1,500	40	2850	1,500	12,500	2,250	1,417	1,417	21,064	25,000	(3,936)
SE-UP & SERVICE - TAXABLE	347606	600	690	600	600	1,154	677	1,500	1,700	2,250	1,833	1,833	8,982	17,000	3,234
SE-UP & SERVICE - NON-TAXABLE	347607	1,500	1,500	1,620	2,240	1,480	1,620	1,240	1,620	2,120	1,833	1,833	8,982	22,000	(13,018)
SECURITY SERVICES REVENUE	347608	-	-	-	-	-	-	-	-	-	-	-	20,856	22,000	(1,144)
EVENT SECURITY	347609	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PARKING REVENUE	347610	17,486	-	6,323	8,512	4,568	8,454	7,347	7,780	15,037	-	-	79,572	-	79,572
CAFÉ REVENUE	347620	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CATERING REVENUE	347621	8,922	8,815	8,570	8,570	10,122	9,946	7,652	8,436	8,195	5,000	5,000	10,000	60,000	(50,000)
FINES	351200	390	65	65	65	65	65	65	65	65	8,333	8,333	104,236	100,000	4,236
OTHER CARD REVENUE	351201	343	336	337	340	371	458	485	418	292	183	183	1,211	2,200	(989)
HEADSET REVENUE	351202	243	238	252	252	196	252	421	238	292	292	292	4,397	3,500	897
USB REVENUE	351203	73	64	64	64	90	86	75	60	64	108	108	3,107	3,500	(393)
LIBRARY TOIES	351204	49	1,044	5,000	7,858	19,011	1,199	12,826	10,763	4,942	833	833	931	1,300	(369)
MISCELLANEOUS REVENUE	360001	112,397	106,182	174,408	127,446	124,969	175,440	188,570	161,943	149,927	91,667	91,667	65,424	10,000	55,424
REVENUE ADJUSTMENT	360001	-	(1,086)	-	-	-	-	-	10	-	-	-	(1,076)	-	(1,076)
INTEREST INCOME	361000	21,961	29,011	11,710	8,427	17,798	18,437	7,634	13,350	12,500	12,500	12,500	1,662,511	1,100,000	562,511
FACILITY RENTAL REV - TAXABLE	362001	6,950	8,320	2,225	1,010	4,080	220	1,580	300	4,960	2,083	2,083	202,342	150,000	52,342
FACILITY RENTAL REV - NONTAX	362002	1,200	600	1,700	900	900	2,100	1,200	1,500	1,800	1,333	1,333	35,881	25,000	10,881
EQUIPMENT RENTAL REV - TAXABLE	362003	300	300	300	300	700	300	300	400	400	125	125	15,466	16,000	(534)
EQUIPMENT RENTAL REV - NONTAX	362004	-	-	-	-	-	-	-	-	-	-	-	2,850	1,500	1,350
FOUNDATION CONTRIBUTION	367000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER GRANTS	367004	-	-	-	-	-	225,000	-	-	-	-	-	225,000	225,000	-
TRANSFER IN	391000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SALE OF SURPLUS PROPERTY	392100	-	-	-	-	-	-	-	-	-	2,083	2,083	4,167	25,000	(20,833)
REFUNDS	396000	83	83	-	-	-	84	-	-	-	208	208	584	2,500	(1,916)
REIMBURSEMENT FOR SERVICES	399000	226	15,279	5,518	296,943	-	168,114	-	2,654	17,120	8,333	8,333	522,521	100,000	422,521
INSURANCE REIMBURSEMENTS	399001	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Receipts	643,838	582,246	633,069	2,031,214	2,573,813	23,410,024	932,696	835,819	686,927	2,296,110	2,402,183	21,626,975	58,656,914	53,165,627	5,487,288
Expenditures:															
PERSONAL SERVICES & BENEFITS	41	2,494,627	2,538,203	2,956,837	2,524,894	2,560,277	2,557,983	3,307,635	2,613,744	2,471,048	3,237,743	3,237,743	34,256,285	38,654,916	4,396,631
SUPPLIES	42	214,576	68,440	146,479	59,703	194,270	34,313	72,457	73,282	73,282	147,406	147,406	1,278,349	1,613,919	335,570
OTHER SERVICES AND CHARGES	43	587,984	1,487,008	1,811,298	708,531	1,448,281	1,461,572	2,014,814	252,697	1,619,441	1,386,988	1,386,988	15,424,088	16,370,012	945,924
CAPITAL OUTLAY	44	27,858	151,328	100,985	193,394	186,580	267,549	324,163	198,155	517,778	265,219	265,219	3,030,071	3,167,060	136,989
(Including Books & Collection Materials)															
Total Expenditures	3,325,046	4,264,979	5,596,313	3,918,465	4,594,119	4,201,612	4,321,417	5,919,049	3,097,879	4,677,182	5,037,356	5,037,356	53,990,793	59,805,907	5,815,114
Change in Payables/Fees/Cash/Correction* Transfer Out (Rainy Day Fund/IRF)	-	-	-	14,923	(328)	3,102	(2,075)	571,372	(756,106)	348,729			179,617	-	-
Ending Balance	\$ 38,409,407	\$ 34,726,674	\$ 29,743,430	\$ 27,891,103	\$ 25,870,469	\$ 45,081,982	\$ 41,691,185	\$ 37,179,307	\$ 34,012,249	\$ 31,779,905	\$ 29,344,733	\$ 45,934,352	\$ 45,934,352	\$ 34,450,334	\$ 5,487,288

**Indianapolis-Marion County Public Library
Receipts & Disbursements
Month Ended October 31, 2024**

FUND	CASH AND INVESTMENTS 09/30/2024	RECEIPTS	DISBURSEMENTS	CASH AND INVESTMENTS 10/31/2024
101 Total Operating	34,012,250	2,296,110	4,328,457	31,979,903
104 Total Fines	11,281	51,626	51,626	11,281
226 Total Parking Garage	701,022	14,425	14,894	700,553
230 Total Grant	218,316	(5,242)	-	213,074
245 Total Rainy Day	8,086,343	30,023	-	8,116,366
270 Total Shared System	451,583	356	11,556	440,383
276 Total Cares Grant Fund	-	-	-	-
277 Total ARP Grant	(999)	-	-	(999)
301 Total BIRF 1	760,313	-	-	760,313
321 Total BIRF 2	2,767,954	823	-	2,768,777
471 Total Library Improvement Reserve Fund	2,846,456	10,843	-	2,857,298
472 Total Construction	-	-	-	-
479 Total 2018A Bond - AHS/ILS/Fac Improvmts	234,830	-	7,464	227,366
480 Total 2018 BBond - West Perry Branch	-	-	-	-
481 Total 2019 Bond - LAW WAY Renovation	-	-	-	-
482 Total 2020 Bond - Fac Renov Equip Acq	1,349,384	-	103,141	1,246,243
483 Total 2021A Bond Glendale BR	910,580	3,238	59,374	854,444
484 Total 2021B Bond FT Harrison BR	1,098,264	3,928	11,000	1,091,192
485 Total 2021C Bond Energy Cons	3,983,248	13,959	70,577	3,926,630
486 Total 202c Bond Energy Cons LT MT	3,819,428	11,912	552,182	3,279,158
487 Total 2023A Bond Curve Renovation	5,872,862	20,813	27,914	5,865,761
488 Total 2023B Bond Nora & FAC Proj	3,211,951	8,245	619,835	2,600,361
489 Total 2023C Bond Pike Renov	4,803,035	16,970	45,178	4,774,827
490 Total 2024 Bond	60,705	6,297,976	23,180	6,335,501
701 Total Self-Insurance Fund	1,261,986	375,500	375,500	1,261,986
800 Total Gift	2,344,285	185,110	193,259	2,336,135
806 Total Payroll Liabilities	58,876	109,390.17	117,790.57	50,476
812 Total Foundation Agency Fund	2,484	463.1	2,520.90	427
813 Total Staff Association Agency Fund	31	0	0	31
814 Total Sales Tax Agency Fund	1,339	1962.78	1,344.16	1,957
815 Total PLAC Card Revenue Agency Fund	20,292	3446	12,935.00	10,803
99 Total CAFR GOVERNMENT - WIDE	-	-	-	-
Grand Total	78,888,096	9,451,878	6,629,727	81,710,247

**Status of the Treasury
Investment Report
Month Ended October 31, 2024**

Chase Savings Account

	Balance October 31, 2024	Interest Earned October 31, 2024
Operating Fund	\$ 7,537,944	\$ 27,166
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 440,663	\$ 1,585
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 435,837	\$ 1,567
Gift Fund	\$ 14,930	\$ 749
2021A Bond (Glendale)	\$ 522,422	\$ 1,879
2021B Bond (Fort Harrison)	\$ 686,590	\$ 2,469
Total Chase Savings Account	\$ 9,845,165	\$ 35,415

The average savings account rate for October was 4.25%

Fifth Third Bank Investment Account

	Balance October 31, 2024	Interest Earned October 31, 2024
Library Improvement Reserve Fd	\$ 2,392,315	\$ 9,199
Rainy Day Fund	\$ 3,712,438	\$ 14,275
Total Fifth Third Bank	\$ 6,104,753	\$ 23,474

The average 5/3 investment account rate for October was 4.62%

Hoosier Fund Account Income

	Balance October 31, 2024	Interest Earned October 31, 2024
Operating Fund	\$ 9,829,343	\$ 42,446
Rainy Day Fund	\$ 200,815	\$ 863
Bond & Interest Redemption Fd	\$ 44,813	\$ -
Total Hoosier Fund Account	\$ 10,074,972	\$ 43,309

The average Hoosier Fund account rate for October was 5.08%

TrustIndiana

	Balance October 31, 2024	Interest Earned October 31, 2024
Operating Fund	\$ 7,648,402	\$ 34,124
Bond & Interest Redemption Fd 2	\$ 90,897	\$ -
Bond & Interest Redemption Fd	\$ 450,251	\$ -
Total TrustIndiana Account	\$ 8,189,550	\$ 34,124

The average Trust Indiana account rate for October was 4.93%

U. S. Bank

	Balance October 31, 2024	Interest Earned October 31, 2024
Operating Fund	\$ 5,305,745	\$ 9,798
Total U. S. Bank	\$ 5,305,745	\$ 9,798

The average U. S. Bank account rate for October was 2.10%

Chase Sweep Account Interest

	Balance October 31, 2024	Interest Earned October 31, 2024
Operating Fund	\$ 374,710	\$ 36,393
Parking Garage	\$ 8,482	\$ 941
Rainy Day Fund	\$ 121,541	\$ 13,317
LIRF Fund	\$ 15,003	\$ 1,644
Bond & Interest Redemption Fd	\$ 6,778	\$ -
Bond & Interest Redemption Fd 2	\$ 4,179	\$ 823
2021A Bond (Glendale)	\$ 6,976	\$ 1,360
2021B Bond (Fort Harrison)	\$ 10,180	\$ 1,459
2021C Bond (Multiple Projects)	\$ 131,502	\$ 13,959
2022 Bond (Multiple Projects)	\$ 128,456	\$ 11,912
2023A Bond (Curve & Others)	\$ 196,041	\$ 20,813
2023B Bond (Nora & Others)	\$ 155,198	\$ 8,390
2023C Bond (Pike & Others)	\$ 179,212	\$ 16,970
2024 Bond (Multiple Projects)	\$ 16,149	\$ 15,993
Total TrustIndiana Account	\$ 1,354,407	\$ 143,976

Previous Month's Chase Savings Account Activity

	Balance September 30, 2024	Interest Earned September 30, 2024
Operating Fund	\$ 7,514,016	\$ 28,080
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 439,078	\$ 1,638
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 434,270	\$ 1,620
Gift Fund	\$ 14,180	\$ 774
2021A Bond (Glendale)	\$ 520,543	\$ 2,439
2021B Bond (Fort Harrison)	\$ 684,121	\$ 3,049
Total Chase Savings Account	\$ 9,812,988	\$ 37,602

The average savings account rate for September was 4.55%

Previous Month's Fifth Third Bank Investment Account

	Balance September 30, 2024	Interest Earned September 30, 2024
Library Improvement Reserve Fd	\$ 2,383,116	\$ 8,896
Rainy Day Fund	\$ 3,698,163	\$ 13,805
Total Fifth Third Bank	\$ 6,081,279	\$ 22,701

The average 5/3 investment account rate for September was 4.45%

Previous Month's Hoosier Fund Account Income

	Balance September 30, 2024	Interest Earned September 30, 2024
Operating Fund	\$ 9,786,897	\$ 42,726
Rainy Day Fund	\$ 199,952	\$ 869
Bond & Interest Redemption Fd	\$ 44,813	\$ -
Total Hoosier Fund Account	\$ 10,031,663	\$ 43,595

The average Hoosier Fund account rate for September was 5.31%

Previous Month's TrustIndiana

	Balance September 30, 2024	Interest Earned September 30, 2024
Operating Fund	\$ 7,614,278	\$ 34,622
Bond & Interest Redemption Fd 2	\$ 90,897	\$ -
Bond & Interest Redemption Fd	\$ 450,251	\$ -
Total TrustIndiana Account	\$ 8,155,426	\$ 34,622

The average Trust Indiana account rate for September was 5.19%

Previous Month's U.S. Bank

	Balance September 30, 2024	Interest Earned September 30, 2024
Operating Fund	\$ 5,295,948	\$ 10,468
Total U. S. Bank	\$ 5,295,948	\$ 10,468

The average U. S. Bank account rate for September was 2.30%

Previous Month's Chase Sweep Account Interest

	Balance September 30, 2024	Interest Earned September 30, 2024
Operating Fund	\$ 338,316	\$ 46,047
Parking Garage	\$ 7,542	\$ 959
Rainy Day Fund	\$ 108,224	\$ 13,772
LIRF Fund	\$ 13,359	\$ 1,700
Bond & Interest Redemption Fd	\$ 6,778	\$ -
Bond & Interest Redemption Fd 2	\$ 3,356	\$ 865
2021A Bond (Glendale)	\$ 5,616	\$ 945
2021B Bond (Fort Harrison)	\$ 8,721	\$ 1,050
2021C Bond (Multiple Projects)	\$ 117,542	\$ 14,627
2022 Bond (Multiple Projects)	\$ 116,543	\$ 14,093
2023A Bond (Curve & Others)	\$ 175,228	\$ 21,663
2023B Bond (Nora & Others)	\$ 146,808	\$ 11,972
2023C Bond (Pike & Others)	\$ 162,242	\$ 18,788
2024 Bond (Multiple Projects)	\$ 156	\$ 156
Total TrustIndiana Account	\$ 1,210,432	\$ 146,635

Indianapolis-Marion County Public Library
Fund 301 and 321 - Bond and Interest Funds - Detailed Income Statement
Month Ended October 31, 2024

	ORIGINAL BUDGET	REVISED BUDG.	MTD	YTD	P.O.	AVAILABLE BUDG.
REVENUES						
Property Taxes						
311000 PROPERTY TAX		18,161,672	-	9,810,685	-	8,350,987
Property Taxes Total		18,161,672	-	9,810,685	-	8,350,987
Intergovernmental						
335100 FINANCIAL INSTITUTION T		130,531	-	68,715	-	61,816
335200 LICENSE EXCISE TAX REVE		835,262	-	443,149	-	392,113
335700 COMMERCIAL VEHICLE TAX		98,267	-	48,449	-	49,818
339000 IN LIEU OF PROP. TAX		4,000	-	4,546	-	(546)
Intergovernmental Total		1,068,060	-	564,860	-	503,200
Miscellaneous						
361000 INTEREST INCOME	-	-	823	9,508	-	(9,508)
Miscellaneous Total	-	-	823	9,508	-	(9,508)
REVENUES Total	-	19,229,732	823	10,385,053	-	8,844,679
EXPENSES						
Other Services and Charges						
439904 BANK FEES/CREDIT CARD F		10,000	-	-	-	10,000
438100 PRINCIPAL		16,495,000	-	8,120,000	-	8,375,000
438200 INTEREST		2,149,074	-	1,203,472	-	945,602
Other Services and Charges Total		18,654,074	-	9,323,472	-	9,330,602
EXPENSES Total	-	18,654,074	-	9,323,472	-	9,330,602

Indianapolis-Marion County Public Library
Fund 245 - Rainy Day Fund - Detailed Income Statement
Month Ended October 31, 2024

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	30,023	269,283	-	(269,283)
MISCELLANEOUS Total	-	-	30,023	269,283	-	(269,283)
OTHER FINANCING SRCS						
399000 REIMBURSEMENT FOR SERVICES	-	-	-	-	-	-
OTHER FINANCING SRCS Total	-	-	-	-	-	-
REVENUE Total	-	-	30,023	269,283	-	(269,283)
EXPENSE						
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	-	-	-	-	-	-
431200 ENGINEERING & ARCHITECTURAL	-	1,000,000	-	-	-	1,000,000
431500 CONSULTING SERVICES	-	-	-	-	-	-
438400 ISSUANCE COSTS	-	-	-	-	-	-
452002 TRANSFERS IN/OUT	-	-	-	-	-	-
OTHER SERVICES AND CHARGES TOTAL	-	1,000,000	-	-	-	1,000,000
CAPITAL						
441000 LAND	-	-	-	-	-	-
443500 BUILDING	-	-	-	-	-	-
CAPITAL Total	-	-	-	-	-	-
EXPENSE Total	-	1,000,000	-	-	-	1,000,000

Indianapolis-Marion County Public Library
Fund 471 - Library Improvement Reserve Fund - Detailed Income Statement
Month Ended October 31, 2024

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	10,843	101,710	-	(101,710)
MISCELLANEOUS Total	-	-	10,843	101,710	-	(101,710)
REVENUE Total	-	-	10,843	101,710	-	(101,710)
EXPENSE						
CAPITAL						
444501 COMPUTER SOFTWARE	-	250,000	-	-	-	250,000
CAPITAL Total	-	250,000	-	-	-	250,000
EXPENSE Total	-	250,000	-	-	-	250,000

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended October 31, 2024

	MTD	YTD
REVENUE		
MISCELLANEOUS		
332205 EMERGENCY CONNECTIVITY FUND	-	13,337
334700 GRANTS - LSTA	-	-
334720 GRANTS - STATE	-	13,101
334752 GRANTS - IMLS FEDERAL FUNDED	-	-
360000 MISCELLANEOUS REVENUE	-	420
360001 REVENUE ADJUSTMENT	-	-
361000 INTEREST INCOME	749	6,630
367000 FOUNDATION CONTRIBUTION	185,110	1,867,046
367002 FOUNDATIONS - DESIGNATED GIFTS	-	-
367004 OTHER GRANTS	(5,991)	(5,991)
396000 REFUNDS	-	-
399000 REIMBURSEMENT FOR SERVICES	-	-
MISCELLANEOUS Total	179,868	1,894,544

REVENUE Total	179,868	1,894,544
----------------------	----------------	------------------

EXPENSE		
00005000 - OPEN FOR ADJUSTMENTS	-	1,200
00005012 - AQUARIUM MAINTENANCE MULTI-BRANCH	-	651
00015001 - CENTRAL UNRESTRICTED GIFT	-	-
00015007 - CBLC CENTER FOR BLACK LIT & CULTURE	-	-
00025001 - COLLEGE UNRESTRICTED GIFT	524	2,971
00035001 - GLENDALE UNRESTRICTED GIFT	66	2,060
00045001 - IRVINGTON UNRESTRICTED GIFT	1,575	1,873
00055001 - BRIGHTWOOD UNRESTRICTED GIFT	210	879
00065001 - DECATUR UNRESTRICTED GIFT	-	191
00075001 - EAGLE UNRESTRICTED GIFT	146	200
00085001 - E. 38TH STREET UNRESTRICTED GIFT	-	822
00095001 - E. WASHINGTON UNRESTRICTED GIFT	-	75
00125001 - HAUGHVILLE UNRESTRICTED GIFT	1,292	1,359
00135001 - LAWRENCE UNRESTRICTED GIFTS	991	2,975
00145001 - NORA UNRESTRICTED GIFTS	169	169
00165001 - GARFIELD PARK UNRESTRICTED GIFTS	78	532
00175001 - SOUTHPORT UNRESTRICTED GIFTS	-	1,143
00185001 - SPADES PRK UNRESTRICTED GIFTS	512	2,769
00195001 - WAYNE UNRESTRICTED GIFTS	152	517

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended October 31, 2024

	MTD	YTD
00205001 - W. INDIANAPOLIS UNRESTRICTED GIFTS	544	680
00215001 - FRANKLIN RD UNRESTRICTED GIFTS	204	968
00235001 - FORT BEN HARRISON UNRESTRICTED GIFTS	147	437
00245001 -INFOZONE UNRESTRICTED GIFTS	170	417
00255001 - OUTREACH UNRESTRICTED GIFT FUND	-	31
00275001 - MICHIGAN RD UNRESTRICTED GIFTS	-	123
00285001 - BEECH GROVE UNRESTRICTED GIFTS	-	2,606
00295001 - W. PERRY UNRESTRICTED GIFTS	43	3,617
00405001 - CEO UNRESTRICTED GIFTS	2,442	11,041
00405010 - DIGITAL ENCYCLOPEDIA OF INDPLS DEOI	-	157,295
00425002 - LIBRARY MATERIALS MEMORIAL FUND	-	(399)
00425004 - LIBRARY MATERIALS COLLECTIONS	12,656	95,982
00425010 - LILLY CITY DIGITIZATION	-	-
20455022 - SALUTE TO BLACK MEN IN WHITE COATS	725	725
19015014 - MCFADDEN LECTURE	-	2,034
19035010 - SEED LIBRARY GLENDALE	-	399
19425023 - AXIS 360 - EBOOKS	-	1,275
20005025 - LIBRARY STAFFING LIFELONG HUMANITIE	-	40,000
20005029 - SEED LIBRARY MULTI-BRANCH	-	2,738
20275010 - MICHIGAN ROAD BRANCH ART	-	3,410
20425012 - CATALOGING & PROCESSING EITELJORG	-	-
20455022 - SALUTE TO BLACK MEN IN WHITE COATS	-	8,362
21005025 - STAFFING CULTURAL & LIFELONG LEARNI	-	81,000
21005029 - INDYPL SEED LIBRARY	-	1,111
21015038 - POP UP COMPUTER LAB CEN/E38	2,147	2,147
21045041 - CENTRAL AUTHOR ENGRAVINGS	-	3,353
21305010 - IPS AND CHARTER SCHOOL LIBRARY CARD	-	-
21445011 - EMERGENCY CONNECTIVITY FUNDING -ECF	-	676
21455041 - A PLACE TO CALL HOME PODCAST	-	-
22005011 - LITTLE LIBRARIES	14	28
22005013 - SUMMER READING PROGRAM	65	65
22005015 - FALL FEST SLAMMIN RHYMES CHALLENGE	610	610
22005025 - STAFFING CULTURAL & LIFELONG LEARNI	-	83,000
22005029 - INDYPL SEED LIBRARY 2022	4,697	449
22005036 - PRESCHOOL PACKAGED PROGRAMS R2R	-	-
22005037 - CONCERT SERIES	-	463
22005039 - ON THE ROAD TO READING R2R	67	67

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended October 31, 2024

	MTD	YTD
22045010 - TEEN ZONE IRVINGTON	342	741
22155010 - TEEN ZONE AT PIKE	-	805
22165013 - DISCOVERY ARTS SERIES GPK	-	-
22225018 - TEEN AFTERNOONS AT WRN	-	-
22235010 - HOMESCHOOL COMMITTEE 2022	77	1,177
22245011 - GROWING GLOBAL CITIZENS	3,618	3,618
22245013 - POCKET PARK STORYWALK TCM	-	101
22295010 - TEEN TUESDAYS AT WEST PERRY	-	185
22415014 - MCFADDEN LECTURE 2022	-	10,545
22445011 - EMERGENCY CONNECTIVITY FUNDING ECF	-	-
22455014 - CAREER CENTER	-	-
22455028 - TEEN COMMUNITY BOOK CLUBS	-	38
22455036 - WORLD LANGUAGE BOOK GIVEAWAYS	-	-
22455037 - EARLY LITERACY SPECIALIST	-	37,156
22455042 - CONVERSATION CIRCLES 2022	-	-
22455045 - PATHWAYS TO LITERACY	-	-
22455046 - SPANISH BOOK CLUB	683	683
22455053 - EARLY CHILDHOOD EDUCATORS WORKSHOP	134	134
22455058 - ADDRESSING THE DIGITAL DIVIDE CHROM	2,354	6,621
22455060 - INDYPL AUTHOR FAIR	95	95
22475015 - STAFF DEI TRAINING	-	-
23005013 - SUMMER READING PROGRAM	-	8,669
23005015 - FALL FEST DLAMMIN RHYMES CHALLENGE	-	470
23005025 - STAFFING CULTURAL & LIFELONG LEARNI	-	85,000
23005029 - INDYPL SEED LIBRARY	-	3,884
23005040 - JOHN HELLING URBAN LIBRARIES	-	1,500
23015018 - MAKER CRAFTS AT CENTRAL	-	1,285
23015020 - TREASURES OF THE ISCR	-	100
23015021 - CBLC BOOK FEST & JUNETEETH CELEBRATION	-	4,103
23015023 - CBLC POET LAUREATE	-	7,000
23015024 - CBLC 6TH Anniversary	-	562
23015026 - COMMUNITY RESOURCE FAIR	-	735
23035012 - EXPLORE THE WORLD CULTURAL PROGRAMS	-	28
23045010 - TEEN ZONE AT IRVINGTON	-	598
23085012 - E38 STREET ZINE COLLECTION	-	250
23085013 - E38 STREET CAREER CENTER	-	1,955
23085014 - GARDENING WITHOUT A GARDEN	-	1,065
23085022 - GRAB AND GO CRAFTS E38	-	1,000

Indianapolis-Marion County Public Library
Fund 230 & 800 - Grant and Gift - Detailed Income Statement
Month Ended October 31, 2024

	MTD	YTD
23085023 - E38 STREET COMMUNITY PANTRY	-	2,149
` 23135010- ADULR BOOK DISCUSSION LAW	-	355
23135011 - CULTURE HISTORY & SOCIETY	-	1,500
` 23155010- TEEN ZONE AT PIKE	-	434
23205011 - HOMESCHOOL CAP 2023	-	93
` 23235010 - FORT BEN HARRISON GRAND OPENING EVE	-	385
` 23245011 - GROWING GLOBAL CITIZENS	-	4,501
` 23245013 -POCKET PARK STORYWALK TOM	-	966
` 23255015 -BUNNY BAG PROGRAMS BOOKS AND SUPPLIES	-	4,528
23255043 - SRP SUMMER GROUP BOOK COLLECTION	-	14,183
23295013 - TEEN ADVISORY GROUP AT WEST PERRY	-	541
23425010 - VICARS ESTATE GIFT	6,249	11,560

Indianapolis-Marion County Public Library
Fund 226 - Parking Garage - Detailed Income Statement
Month Ended October 31, 2024

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347610 PARKING REVENUE		127,000	10,499	109,651	-	17,349
347611 EVENTS PARKING		11,000	1,400	9,850	-	1,150
CHARGES FOR SERVICES Total	-	138,000	11,899	119,501	-	18,499
MISCELLANEOUS						
360000 MISCELLANEOUS REVENUE			-	-	-	-
360001 REVENUE ADJUSTMENT	-	-	-	461	-	(461)
361000 INTEREST INCOME	-	14,000	2,526	21,682	-	(7,682)
MISCELLANEOUS Total	-	14,000	2,526	22,143	-	(8,143)
REVENUE Total	-	152,000	14,425	141,644	-	10,356
EXPENSE						
SUPPLIES						
421200 PRINTER SUPPLIES		2,000	-	1,722	-	278
421500 OFFICE SUPPLIES - FAC/PURCH		2,200	163	2,025	-	175
422600 UNIFORMS		200	-	-	-	200
422310 CLEANING & SANITATION		500	-	129	-	371
SUPPLIES Total	-	4,900	163	3,876	-	1,024
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES		2,500	-	-	-	2,500
431200 ENGINEERING & ARCHITECTURAL		18,000	-	18,000	-	-
431500 CONSULTING SERVICES		7,915	-	-	2,915	5,000
431501 PARKING GARAGE CONTRACTUAL		12,000	1,000	11,000	-	1,000
432200 POSTAGE		100	-	-	-	100
432400 DATA COMMUNICATIONS		2,100	244	2,594	-	(494)
434201 EXCESS LIABILITY		5,400	426	4,650	-	750
436100 REP & MAINT-STRUCTURE		8,680	-	5,929	-	2,751
436110 CLEANING SERVICES		15,900	6,184	10,937	-	4,963
436200 REP & MAINT-EQUIPMENT		4,000	-	2,548	-	1,452
436201 REP & MAINT-HEATING & AIR		42,600	-	-	1,500	41,100
439904 BANK FEES/CREDIT CARD FEES		6,400	597	6,764	-	(364)
439905 OTHER CONTRACTUAL SERVICES		66,700	6,281	57,262	2,160	7,278
OTHER SERVICES AND CHARGES TOTAL	-	192,295	14,732	119,684	6,575	66,036
CAPITAL						
445300 CAPITAL - EQUIPMENT		10,000	-	-	-	10,000
CAPITAL Total		10,000	-	-	-	10,000
EXPENSE Total	-	207,195	14,894	123,560	6,575	77,060

Indianapolis-Marion County Public Library
Fund 270 - Shared System - Detailed Income Statement
Month Ended October 31, 2024

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347640 SHARED SYSTEM REVENUE	-	-	356	508,265	-	(508,265)
CHARGES FOR SERVICES Total	-	-	356	508,265	-	(508,265)
REVENUE Total	-	-	356	508,265	-	(508,265)
EXPENSE						
PERSONAL SERVICES						
411000 SALARIES APPOINTED STAFF		128,602	8,062	107,004		21,598
413100 FICA AND MEDICARE		9,838	703	7,733		2,105
413300 PERF/INPRS		18,261	885	9,734		8,528
PERSONAL SERVICES Total	-	156,702	9,650	124,471	-	32,231
SUPPLIES						
421600 LIBRARY SUPPLIES		5,000	-	3,077	-	1,923
SUPPLIES Total	-	5,000	-	3,077	-	1,923
OTHER SERVICES AND CHARGES						
431500 CONSULTING SERVICES		500	-	-	-	500
432300 TRAVEL		-	-	-	-	-
432501 IN HOUSE CONFERENCE		-	-	-	-	-
439901 COMPUTER SERVICES		28,150	-	15,120	4,395	8,635
439907 EVENTS & PR		3,806	1,906	3,650	-	156
439909 REIMBURSEMENT FOR SERVI		30,000	-	46,883	-	(16,883)
439930 MATERIALS CONTRACTUAL		1,194	-	-	-	1,194
OTHER SERVICES AND CHARGES TOTAL	-	63,650	1,906	65,653	4,395	(6,398)
EXPENSE Total	-	225,352	11,556	193,201	4,395	27,756

**Indianapolis-Marion County Public Library
Summary of Construction Fund Cash Balances
Month Ended October 31, 2024**

Construction Fund Cash Balances - Does Not Include Retainage Withheld

Fund 479 - Restricted - Multiple Projects	227,366.25
Fund 482 - Restricted - Multiple Projects 2	1,246,242.83
Fund 483 - Restricted - Glendale Project	754,421.21
Fund 484 - Restricted - Fort Harrison Project	1,091,192.04
Fund 485 - Restricted - Multiple Projects 3	3,926,630.40
Fund 486 - Restricted - Multiple Projects 4	3,254,299.46
Fund 487 - Restricted - Curve & Other Projects	5,865,761.01
Fund 488 - Restricted - Nora Reno & Other Projects	2,282,367.24
Fund 489 - Restricted - Pike Reno & Other Projects	4,667,166.42
Fund 490 - Restricted - Multiple Projects 5	6,335,500.89
Total Construction Fund Cash Balances	<u>29,650,947.75</u>

Summary of Classifications

Total Restricted	29,650,947.75
Total Assigned	0.00
Total of All Classifications	<u>29,650,947.75</u>

Summary of Project Activity

PROJECT	* ADJUSTED ORIGINAL BUDGET	CURRENT MONTH	CURRENT YEAR	PROJECT TO DATE	OPEN POs	UNEXPENDED
* Fund 479 - Restricted - Multiple Projects	5,000,000.00	7,464.00	452,904.32	4,772,633.75	86,775.00	140,591.25
* Fund 482 - Restricted - Multiple Projects 2	5,349,512.62	103,141.28	885,529.12	4,103,269.79	283,299.82	962,943.01
Fund 483 - Restricted - Glendale Project	15,776,939.59	59,373.73	769,898.75	15,022,518.38	114,901.34	639,519.87
Fund 484 - Restricted - Fort Harrison Project	14,493,232.31	11,000.00	239,077.89	13,402,040.27	64,793.78	1,026,398.26
Fund 485 - Restricted - Multiple Projects 3	5,692,717.10	70,577.04	232,504.54	1,766,086.70	1,306,584.07	2,620,046.33
Fund 486 - Restricted - Multiple Projects 4	5,688,901.28	575,931.99	1,376,908.62	2,434,601.82	641,780.66	2,612,518.80
Fund 487 - Restricted - Curve & Other Projects	6,279,994.53	27,913.72	358,914.71	414,233.52	5,096,752.57	769,008.44
Fund 488 - Restricted - Nora Reno & Other Projects	6,240,402.17	680,915.72	3,665,999.05	3,958,034.93	441,297.70	1,841,069.54
Fund 489 - Restricted - Pike Reno & Other Projects	6,264,146.56	45,177.50	1,318,570.04	1,596,980.14	2,549,017.48	2,118,148.94
Fund 490 - Restricted - Multiple Projects 5	6,361,632.39	23,180.00	26,131.50	26,131.50	0.00	6,335,500.89
Total Expenditures	<u>77,147,478.55</u>	<u>1,604,674.98</u>	<u>9,326,438.54</u>	<u>47,496,530.80</u>	<u>10,585,202.42</u>	<u>19,065,745.33</u>

Summary of Interest Earnings

	ADJUSTED ORIGINAL BUDGET	CURRENT MONTH	CURRENT YEAR	PROJECT TO DATE	BUDGET BALANCE
** Appropriated Interest Earnings - Fund 483	279,397.56	3,238.45	35,500.71	279,397.56	0.00
*** Appropriated Interest Earnings - Fund 484	195,725.61	3,928.30	37,644.89	195,725.61	0.00
Appropriated Interest Earnings - Fund 485	118,600.65	13,959.30	118,600.65	118,600.65	0.00
Appropriated Interest Earnings - Fund 486	115,444.68	11,912.46	115,444.68	115,444.68	0.00
Appropriated Interest Earnings - Fund 487	176,702.67	20,812.99	176,702.67	176,702.67	0.00
Appropriated Interest Earnings - Fund 488	137,110.31	8,390.30	137,110.31	137,110.31	0.00
Appropriated Interest Earnings - Fund 489	160,854.70	16,970.17	160,854.70	160,854.70	0.00
Appropriated Interest Earnings - Fund 490	16,149.41	15,993.31	16,149.41	16,149.41	0.00

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

** Total interest went \$219,397.56 above estimated \$60,000.00 so added it to budget.

*** Total interest went \$135,725.61 above estimated \$60,000.00 so added it to budget.



Board Action Request

6b

To: IMCPL Board

Meeting Date: November 25, 2024

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 25, 2024

Subject: E-magazine subscription renewal – Resolution75-2024

Recommendation: Authorize the approval of Resolution 75-2024

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 unlimited simultaneous users, permanent checkouts, and new issue alerts, the magazines are available for free on a phone or personal device. Usage for 2024 is on track to reach compared to 222,000 issue checkouts, a 40% increase over 2023.

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 from December 14, 2024 – December 13, 2025.

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

6b

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 75-2024
APPROVAL OF OVERDRIVE E-MAGAZINE RENEWAL
November 25, 2024**

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 14, 2024, to December 13, 2025.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA
RESOLUTION 75-2024
APPROVAL OF OVERDRIVE E-MAGAZINE RENEWAL
November 25, 2024**

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Action Request

6c

To: IMCPL Board

Meeting Date: November 25, 2024

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 25, 2024

Subject: Resolution 76-2024 – Transfer between Classifications and Accounts

Recommendation: Authorize the adoption of Resolution 76-2024

Background: The transfers are in the Operating Fund to move funds from Appointed Salaries for \$8,750 to the Other Contractual Services budget line in 2024 for Shared System. The funds from Appointed Salaries are to cover the IPS replacement with an outsourced contractual person without benefits. The agreement with IPS for the services contract end 12/31/24. This person will perform the duties until the end of the calendar year.

Strategic/Fiscal Impact: This transfer has no impact on the total budget for 2024 as the funds are moving from one account to another.



Board Resolution

6c

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 76-2024
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS
November 25, 2024**

WHEREAS, certain conditions have developed since the Adoption of the 2024 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	27026120-411000	APPOINTED SALARIES	(\$8,750.00)
			-8,750.00
Increase			
TO:			
3. OTHER SERVICES & CHARGES	27026120-439905	OTHER CONTRACTUAL SERVICES	8,750.00
			\$8,750.00

LIBRARY BOARD OF THE INDIANAPOLIS-MARION
COUNTY PUBLIC LIBRARY, INDIANA
RESOLUTION 76-2024
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS
November 25, 2024

AYE

NAY

ATTEST:

Secretary of the Board



Board Action Request

6d

To: IMCPL Board

Meeting Date: November 25, 2024

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 25, 2024

Subject: Investment Policy Amendment and Reauthorization (Policies 121.2 - 121.15)
Resolution 77-2024

Recommendation: Authorize the approval of Investment Policy Amendment and Reauthorization (Policies 121.2- 121.15) of Resolution 77-2024

Background: The Library is required to have an approved investment policy that outlines the investment practices of the Library and follows the requirements of Indiana Code 5-13-9. The Library updated and reauthorized its Investment Policies in 2022 (Resolution 57-2022), and the policies were made effective for the period of four (4) years from the date of approval. The Investment Policies are now due for review and reauthorization. The attached Investment Policies reflect limited modifications to clarify certain provisions and to reflect recent changes in the Indiana Code. The Library staff recommends the proposed amendments to, and reauthorization of the Investment Policies as reflected in the attached.

Strategic/Fiscal Impact: No impact.



Board Resolution

6d

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 77-2024
INVESTMENT POLICY AMENDMENT AND REAUTHORIZATION
(POLICIES 121.2 -121.15)
November 25, 2024**

WHEREAS, the Indianapolis-Marion County Public Library current Investment Policies were originally adopted by the Board of Trustees in 2007 (Resolution 57-2007), and subsequently amended by the Board of Trustees in 2008 (Resolution 36-2008), 2012 (Resolution 48-2012), 2014 (Resolution 46-2014) and 2018 (Resolution 56-2018) and by their terms made effective for a period of four (4) years from the date of approval, and the policies are due for review and reauthorization; and

WHEREAS, the Board of Trustees has been presented and reviewed proposed updates and modifications to the Investment Policies; and

WHEREAS, it is the desire of the Library to implement investment policies consistent with and as authorized by Indiana Code 5-13-9;

THEREFORE, BE IT RESOLVED that the Board of Trustees does hereby approve and adopt the amended Investment Policies appended hereto and directs that the amended Investment Policies be added to and made a part of the Finance Policy 121.2 through 121.15.

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY
PUBLIC LIBRARY, INDIANA
RESOLUTION 77-2024
INVESTMENT POLICY AMENDMENT AND REAUTHORIZATION
(POLICIES 121.2-121.15)
November 25, 2024

NAY

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

ATTEST: _____
Secretary of the Board

121.2 Investments

The Board authorizes the Treasurer to invest funds according to the guidelines set forth in Section 121.2 through 121.15 which were originally established by the Board in Resolution 57-2007 approved April 19, 2007, and subsequently amended by Resolution 36-2008 on April 17, 2008, Resolution 48-2012 on December 17, 2012, Resolution 46-2014 on August 25, 2014, ~~and~~ Resolution 56-2018 on December 17, 2018, Resolution 57-2022 on October 24, 2022, and Resolution XX-2024 on November 25, 2024. The investment policies adopted by the Board shall comply with IC 5-13-9 *et-seq*. Unless renewed and adopted sooner, this policy shall expire ~~October 24~~November 25, 2028.

Formatted: Font: Italic

121.3 Investment Policy Statement and Scope

This document will govern the investment activities of the Indianapolis-Marion County Public Library. It is the policy of the Library to invest public funds in a manner that will provide the highest return with the maximum security while meeting cash-flow demands. All investments will conform to applicable laws and regulations governing the investment of public funds in accordance with Indiana Code 5-13-9.

121.4 Investment Objectives

The primary objectives of the Library's financial investments, in priority order, are:

- Legality – All investments shall conform to applicable federal, state, and other legal requirements.
- Safety of Principal – All investments shall be undertaken in a manner that seeks to preserve capital. The objective will be to mitigate credit risk and interest-rate risk.
- Liquidity – The Library's investment portfolio will remain sufficiently liquid to enable the Library to meet all operating requirements that might be reasonably anticipated.
- Return on Investments (Yield) – The Library's investments will generate the highest available return without sacrificing the first three objectives outlined above.
- Credit Risk – The Library will minimize credit risk, which is the risk of loss due to the failure of the security issuer or backer by:
 - Limiting investments to the types of securities listed in Section 121.10 of this Investment Policy;

- Pre-qualifying the financial institutions, broker/dealers, intermediaries, and advisors with which the Library will do business in accordance with Section 121.9; and
- Diversifying the investment portfolio in accordance with Section 121.6.
- Interest Risk – The Library will minimize interest rate risk, which is the risk that the market value of securities in the portfolio will fall due to changes in market interest rates by:
 - Structuring the investment portfolio so that securities mature to meet cash requirements for ongoing operations, thereby avoiding the need to sell securities on the open market prior to maturity; and
 - Investing operating funds primarily in shorter-term securities, or money market mutual funds and limiting the average maturity of the portfolio in accordance with this policy (see section 121.10).

121.5 Delegation of Authority

Management responsibility for the Library's investment program is hereby delegated to the Treasurer, ~~who is the Library's Chief Financial Officer~~. The Treasurer shall be responsible for the implementation of the investment program and the establishment of investment procedures consistent with this Policy. No person may engage in an investment transaction except as provided under the terms of this Policy and the procedures established by the Treasurer.

121.6 Diversification of Investments

The Library shall diversify its investments to the best of its ability based on the type of funds invested and the cash-flow needs of those funds. Diversification can be achieved by the type of investment, number of institutions, and length of maturity.

121.7 Internal Control Structure

The ~~Chief Financial Officer and the~~ Treasurer, ~~with the assistance of the Chief Financial Officer at the direction of the Treasurer, is-is are~~ responsible for establishing and maintaining an internal control structure to ~~insure-ensure~~ that the assets of the Library are protected from loss, theft, or misuse. The internal control structure shall be designed to provide reasonable assurance that these objectives are met.

121.8 Reporting

The Treasurer, ~~and or the Chief Financial Officer with the assistance of the Chief Financial Officer at the direction of the Treasurer,~~ shall provide monthly investment reports to the Library Board that clearly provides the following information regarding the investment portfolio: the invested fund, depository institutions, principal balances,

and rates of return. The Treasurer, with the assistance of the Chief Financial Officer at the direction of the Treasurer, The Treasurer and or the Chief Financial Officer shall provide to the Board for its review and consideration an annual investment report that meets the requirements of the Marion County Board of Finance.

121.9 Designation of Depositories

All public funds of the Library Board shall be deposited in the designated depositories located in the territorial limits of the Library District. (IC 5-13-8-9)

121.10 Permitted investments

The Treasurer is authorized to invest Library funds in the following in accordance with IC 5-13-9:

1. Securities backed by the full faith and credit of the United States Treasury or fully guaranteed by the United States and issued by any of the following:
 1. The United States Treasury;
 2. A federal agency;
 3. A federal instrumentality; or
 4. A federal government-sponsored enterprise.
2. Securities fully guaranteed and issued by any of the following:
 1. A federal agency;
 2. A federal instrumentality; or
 3. A federal government-sponsored enterprise.
3. Repurchase Agreements (including standing repurchase agreements, commonly known as sweep accounts) as authorized by IC 5-13-9-3(b):
 1. With Depositories designated by the State Board of Finance as depositories for state investments under IC 5-13-9.5; and Involving the Library's purchase and guaranteed resale of any interest-bearing obligations issued; or fully insured or guaranteed by the United States, a United States government agency, an instrumentality of the United States, or a federal government-sponsored enterprise.

The depository shall determine daily the amount of money in this type of agreement that must be fully collateralized by interest-bearing obligations as determined by their current market value. The collateral is not subject to the two-year maturity limitation included in Subsection b thereof. -

Repurchase agreements may be entered into for a fixed term or arranged on an open or continuing basis as a continuing contract that:

Formatted: Not Highlight

1. Operates like a series of overnight repurchase agreements (may be referred to as overnight sweep products);
 2. Is renewed each day with the repurchase rate and the amount of funds invested determined daily; and
 3. For this purpose is considered to have a final maturity of one day.
4. Municipal securities issued by an Indiana local governmental entity, a quasi-governmental entity related to the state, or a unit of government, municipal corporation, or special taxing district in Indiana, if the issuer has not defaulted on any of the issuer's obligations within the twenty (20) years preceding the date of purchase (IC 5-13-9-2(a)(3)).
5. Money market mutual funds that are in the form of securities of or interests in an open-end, no-load, management-type investment company or investment trust registered under the provisions of the federal Investment Company Act of 1940, as amended (15 U.S.C. 80a *et. seq.*). The investments shall be made through depositories designated by the State Board of Finance as depositories for state deposits under IC 5-13-9-5. The portfolio of an investment company or investment trust must be limited to the following (IC 5-13-9-2.5):
1. Direct obligations of the United States;
 2. Obligations issued by any of the following:
 - A federal agency;
 - A federal instrumentality; or
 - A federal government-sponsored enterprise; or
 3. Repurchase agreements fully collateralized by obligations described in both 1 and 2 above.

Formatted: Font: Italic

The money market mutual fund must be rated as one of the following (IC 5-13-9-2.5(d)):

1. AAAM, or its equivalent, by Standard and Poor's Corporation or its successor.
2. Aaa, or its equivalent by Moody's Investors Service Inc. or its successor.

The investment is considered to have a stated final maturity of one day.

6. Local Government Investment Pool – TrustINDiana. The purpose of TrustINDiana is to allow local units of government to invest in a common pool of investment assets that preserve the principal of the public's funds, remains highly liquid, and maximizes the return on the investment. TrustINDiana was authorized by the Indiana General Assembly passage of IC 5-13-9-11 during the 2007 Session and amended during the 2018 and 2019

Sessions. The Indiana State Treasurer has been designated by statute as the administrator of TrustINDiana. TrustINDiana only invests in securities and investments that are legally permitted pursuant to Indiana law And in the manner further defined by the TrustINDiana investment policy.

7. HoosierFund. The HoosierFund is an interlocal cooperation agreement as approved by the Library Board of Trustees per Resolution 74-2008. The HoosierFund is a statewide investment pool, managed and administered by CRF Financial Group, Inc.. designed to help Indiana governmental entities increase interest earning on their short term cash balances. Interlocal government cooperatives, such as the HoosierFund, are allowed by Indiana Statute IC 36-1-7 and all investments are made in accordance with IC 5-13.
8. Deposit, investment, or reinvestment of funds in transaction accounts, certificates of deposit, and deposit accounts. The Treasurer may deposit, invest, or reinvest any funds that are held by the Treasurer and available for investment in transaction accounts (deposit accounts other than certificates of deposit) issued or offered by a designated depository of a political subdivision for the rates and terms agreed upon periodically by the Treasurer and the designated depository.

Subject to the following requirements, the Treasurer may deposit, invest or reinvest funds held by the Treasurer and available for investment in certificates of deposit offered by a designated depository of the political subdivision. If making a deposit in a certificate of deposit offered by a designated depository of the political subdivision, the Treasurer shall obtain quotes of the specific rates of interest for the term of that certificate of deposit that each designated depository will pay on the certificate of deposit. Quotes may be solicited and taken by telephone. A memorandum of all quotes solicited and taken shall be retained by the investing officer as public record of the Library under IC 5-14-3. If the deposit is not placed in the designated depository quoting the highest rate of interest, the Treasurer shall place the deposit in the depository quoting the second or third highest rate of interest and note the reason for placing the deposit on the memorandum of quotes (IC 5-13-9-4).

9. Interest Bearing Deposit Accounts (IC 5-13-9-5.3). In addition to the authority to invest in transaction accounts and certificates of deposit offered by designated depositories of the political subdivision, the Library Board of Trustees, by resolution, may authorize the Treasurer to invest public funds in interest bearing deposit accounts in accordance with IC 5-13-9-5.3 subject to the following conditions:
 1. The funds are initially invested through a depository that is selected by the investing officer;

2. The selected depository arranges for the deposit of the funds in interest bearing deposit accounts in one or more federally insured banks or savings and loan associations, wherever located, for the account of the Library;
3. The full amount of the principal and any accrued interest of each deposit are covered by insurance of any federal deposit insurance agency;
4. The selected depository acts as a custodian for the Library with respect to the deposits; and
5. On the same date that the Library's funds are deposited, the selected depository receives an amount of deposits covered by insurance of any federal deposit insurance agency from customers of other institutions, wherever located, as least equal to the amount of the funds invested by the Library through the selected depository.

121.11 Final Maturity; Long-Term Investments

Except as otherwise provided in this section 121.11, permitted investments of Library funds must have a stated final maturity of not more than two (2) years after the date of purchase or entry into a repurchase agreement. Subject to the limitations herein provided, the Treasurer is authorized to invest Library funds in authorized investments for more than two (2) years and not more than five (5) years in accordance with IC 5-13-9-5.7 ("Long Term Investments"). The total of all Long Term Investments shall not be greater than twenty-five percent (25%) of the total portfolio of public funds invested by the Library, including balances in transaction accounts. However, a Long Term Investment that complies with IC 5-13-9-5.7 when the investment is made remains legal even if: (i) the investment policy has expired; or (ii) a subsequent decrease in the total portfolio of public funds invested by the Library, including balances in transaction accounts, causes the percentage of Long Term Investments outstanding to exceed twenty-five percent (25%) of the total portfolio of public funds invested by the Library.

The Treasurer may contract with a federally regulated investment advisor or other institutional money manager to make long term investments as authorized by this policy and IC 5-13-9-5.7.

121.12 Service Charge to Depository

If the Library is subject to payment of a service charge to a depository for deposits in any deposit or other account, and if the depository requires all customers to pay the charge for providing that service, the Treasurer is authorized to pay the charge; provided, however, the service charge imposed must be considered in the computation of the interest rate for determining which depositories are entitled to investments. If the total service charge cannot be computed before the investment, the Treasurer shall estimate the service charge and adjust the interest rate based on this estimate. The service charge may be paid: (i) by direct charge to the deposit or other account; or (ii) in a manner that subtracts the service charge from interest earned on

the funds in the deposit or other account (IC 5-13-9-8). If the manner described in (ii) is used to pay the service charge, the Library shall report the net interest deposited in the Library's financial records, and the Library is not required to report the amount of the service charged subtracted in the Library's financial records.

121.13 Interest Earnings

All interest derived from an investment by the Library's ~~Treasurer~~ ~~fiscal officer~~ shall be receipted in accordance with IC 5-13-9-6.

121.14 Prohibited Investments

The Library ~~Treasurer~~ ~~fiscal officer~~ may not purchase securities on margin or open a securities margin account for the investment of Library funds (IC 5-13-9-9).

The Library ~~Treasurer~~ ~~fiscal officer~~ may not purchase foreign investments.

121.15 Conclusion

This policy has been promulgated by the Indianapolis-Marion County Public Library to formalize prudent investment policies and procedures that will meet the investment objectives of the Library. Unless earlier amended or terminated, this policy is effective for four (4) years from the date of approval.

This policy is to be reviewed by the Treasurer, with the assistance of the Chief Financial Officer at the direction of the Treasurer, the Chief Financial Officer and or the Treasurer as new investment legislation becomes law, as staff expertise changes, and/or as necessitated by other external and internal factors.

DATE OF APPROVAL: ~~November 25, 2024~~ ~~October 24, 2022~~

Revised ~~October~~ ~~November~~ 2024.

121.2 Investments

The Board authorizes the Treasurer to invest funds according to the guidelines set forth in Section 121.2 through 121.15 which were originally established by the Board in Resolution 57-2007 approved April 19, 2007, and subsequently amended by Resolution 36-2008 on April 17, 2008, Resolution 48-2012 on December 17, 2012, Resolution 46-2014 on August 25, 2014, Resolution 56-2018 on December 17, 2018, Resolution 57-2022 on October 24, 2022, and Resolution XX-2024 on November 25, 2024. The investment policies adopted by the Board shall comply with IC 5-13-9 *et seq.* Unless renewed and adopted sooner, this policy shall expire November 25, 2028.

121.3 Investment Policy Statement and Scope

This document will govern the investment activities of the Indianapolis-Marion County Public Library. It is the policy of the Library to invest public funds in a manner that will provide the highest return with the maximum security while meeting cash-flow demands. All investments will conform to applicable laws and regulations governing the investment of public funds in accordance with Indiana Code 5-13-9.

121.4 Investment Objectives

The primary objectives of the Library's financial investments, in priority order, are:

- Legality – All investments shall conform to applicable federal, state, and other legal requirements.
- Safety of Principal – All investments shall be undertaken in a manner that seeks to preserve capital. The objective will be to mitigate credit risk and interest-rate risk.
- Liquidity – The Library's investment portfolio will remain sufficiently liquid to enable the Library to meet all operating requirements that might be reasonably anticipated.
- Return on Investments (Yield) – The Library's investments will generate the highest available return without sacrificing the first three objectives outlined above.
- Credit Risk – The Library will minimize credit risk, which is the risk of loss due to the failure of the security issuer or backer by:
 - Limiting investments to the types of securities listed in Section 121.10 of this Investment Policy;

- Pre-qualifying the financial institutions, broker/dealers, intermediaries, and advisors with which the Library will do business in accordance with Section 121.9; and
- Diversifying the investment portfolio in accordance with Section 121.6.
- Interest Risk – The Library will minimize interest rate risk, which is the risk that the market value of securities in the portfolio will fall due to changes in market interest rates by:
 - Structuring the investment portfolio so that securities mature to meet cash requirements for ongoing operations, thereby avoiding the need to sell securities on the open market prior to maturity; and
 - Investing operating funds primarily in shorter-term securities, or money market mutual funds and limiting the average maturity of the portfolio in accordance with this policy (see section 121.10).

121.5 Delegation of Authority

Management responsibility for the Library's investment program is hereby delegated to the Treasurer.. The Treasurer shall be responsible for the implementation of the investment program and the establishment of investment procedures consistent with this Policy. No person may engage in an investment transaction except as provided under the terms of this Policy and the procedures established by the Treasurer.

121.6 Diversification of Investments

The Library shall diversify its investments to the best of its ability based on the type of funds invested and the cash-flow needs of those funds. Diversification can be achieved by the type of investment, number of institutions, and length of maturity.

121.7 Internal Control Structure

The Treasurer, with the assistance of the Chief Financial Officer at the direction of the Treasurer, is responsible for establishing and maintaining an internal control structure to ensure that the assets of the Library are protected from loss, theft, or misuse. The internal control structure shall be designed to provide reasonable assurance that these objectives are met.

121.8 Reporting

The Treasurer, with the assistance of the Chief Financial Officer at the direction of the Treasurer, shall provide monthly investment reports to the Library Board that clearly provides the following information regarding the investment portfolio: the invested fund, depository institutions, principal balances, and rates of return. The Treasurer, with the assistance of the Chief Financial Officer at the direction of the Treasurer, shall provide to the Board for its review and consideration an annual

investment report that meets the requirements of the Marion County Board of Finance.

121.9 Designation of Depositories

All public funds of the Library Board shall be deposited in the designated depositories located in the territorial limits of the Library District. (IC 5-13-8-9)

121.10 Permitted investments

The Treasurer is authorized to invest Library funds in the following in accordance with IC 5-13-9:

1. Securities backed by the full faith and credit of the United States Treasury or fully guaranteed by the United States and issued by any of the following:
 1. The United States Treasury;
 2. A federal agency;
 3. A federal instrumentality; or
 4. A federal government-sponsored enterprise.
2. Securities fully guaranteed and issued by any of the following:
 1. A federal agency;
 2. A federal instrumentality; or
 3. A federal government-sponsored enterprise.
3. Repurchase Agreements (including standing repurchase agreements, commonly known as sweep accounts) as authorized by IC 5-13-9-3(b):
 1. With Depositories designated by the State Board of Finance as depositories for state investments under IC 5-13-9.5; and Involving the Library's purchase and guaranteed resale of any interest-bearing obligations issued; or fully insured or guaranteed by the United States, a United States government agency, an instrumentality of the United States, or a federal government-sponsored enterprise.

The depository shall determine daily the amount of money in this type of agreement that must be fully collateralized by interest-bearing obligations as determined by their current market value. The collateral is not subject to the two-year maturity limitation included in Subsection (b) thereof.

Repurchase agreements may be entered into for a fixed term or arranged on an open or continuing basis as a continuing contract that:

1. Operates like a series of overnight repurchase agreements (may be referred to as overnight sweep products);

2. Is renewed each day with the repurchase rate and the amount of funds invested determined daily; and
 3. For this purpose is considered to have a final maturity of one day.
4. Municipal securities issued by an Indiana local governmental entity, a quasi-governmental entity related to the state, or a unit of government, municipal corporation, or special taxing district in Indiana, if the issuer has not defaulted on any of the issuer's obligations within the twenty (20) years preceding the date of purchase (IC 5-13-9-2(a)(3)).
 5. Money market mutual funds that are in the form of securities of or interests in an open-end, no-load, management-type investment company or investment trust registered under the provisions of the federal Investment Company Act of 1940, as amended (15 U.S.C. 80a *et seq*). The investments shall be made through depositories designated by the State Board of Finance as depositories for state deposits under IC 5-13-9.5. The portfolio of an investment company or investment trust must be limited to the following (IC 5-13-9-2.5):
 1. Direct obligations of the United States;
 2. Obligations issued by any of the following:
 - A federal agency;
 - A federal instrumentality; or
 - A federal government-sponsored enterprise; or
 3. Repurchase agreements fully collateralized by obligations described in both 1 and 2 above.

The money market mutual fund must be rated as one of the following (IC 5-13-9-2.5(d)):

1. AAAm, or its equivalent, by Standard and Poor's Corporation or its successor.
2. Aaa, or its equivalent by Moody's Investors Service Inc. or its successor.

The investment is considered to have a stated final maturity of one day.

6. Local Government Investment Pool – TrustINDiana. The purpose of TrustINDiana is to allow local units of government to invest in a common pool of investment assets that preserve the principal of the public's funds, remains highly liquid, and maximizes the return on the investment. TrustINDiana was authorized by the Indiana General Assembly passage of IC 5-13-9-11 during the 2007 Session and amended during the 2018 and 2019 Sessions. The Indiana State Treasurer has been designated by statute as the administrator of TrustINDiana. TrustINDiana only invests in securities and

investments that are legally permitted pursuant to Indiana law And in the manner further defined by the TrustIndiana investment policy.

7. HoosierFund. The HoosierFund is an interlocal cooperation agreement as approved by the Library Board of Trustees per Resolution 74-2008. The HoosierFund is a statewide investment pool, managed and administered by CRF Financial Group, Inc.. designed to help Indiana governmental entities increase interest earning on their short term cash balances. Interlocal government cooperatives, such as the HooserFund, are allowed by Indiana Statute IC 36-1-7 and all investments are made in accordance with IC 5-13.
8. Deposit, investment, or reinvestment of funds in transaction accounts, certificates of deposit, and deposit accounts. The Treasurer may deposit, invest, or reinvest any funds that are held by the Treasurer and available for investment in transaction accounts (deposit accounts other than certificates of deposit) issued or offered by a designated depository of a political subdivision for the rates and terms agreed upon periodically by the Treasurer and the designated depository.

Subject to the following requirements, the Treasurer may deposit, invest or reinvest funds held by the Treasurer and available for investment in certificates of deposit offered by a designated depository of the political subdivision. If making a deposit in a certificate of deposit offered by a designated depository of the political subdivision, the Treasurer shall obtain quotes of the specific rates of interest for the term of that certificate of deposit that each designated depository will pay on the certificate of deposit. Quotes may be solicited and taken by telephone. A memorandum of all quotes solicited and taken shall be retained by the investing officer as public record of the Library under IC 5-14-3. If the deposit is not placed in the designated depository quoting the highest rate of interest, the Treasurer shall place the deposit in the depository quoting the second or third highest rate of interest and note the reason for placing the deposit on the memorandum of quotes (IC 5-13-9-4).

9. Interest Bearing Deposit Accounts (IC 5-13-9-5.3). In addition to the authority to invest in transaction accounts and certificates of deposit offered by designated depositories of the political subdivision, the Library Board of Trustees, by resolution, may authorize the Treasurer to invest public funds in interest bearing deposit accounts in accordance with IC 5-13-9-5.3 subject to the following conditions:
 1. The funds are initially invested through a depository that is selected by the investing officer;
 2. The selected depository arranges for the deposit of the funds in interest bearing deposit accounts in one or more federally insured

- banks or savings and loan associations, wherever located, for the account of the Library;
3. The full amount of the principal and any accrued interest of each deposit are covered by insurance of any federal deposit insurance agency;
 4. The selected depository acts as a custodian for the Library with respect to the deposits; and
 5. On the same date that the Library's funds are deposited, the selected depository receives an amount of deposits covered by insurance of any federal deposit insurance agency from customers of other institutions, wherever located, as least equal to the amount of the funds invested by the Library through the selected depository.

121.11 Final Maturity; Long-Term Investments

Except as otherwise provided in this section 121.11, permitted investments of Library funds must have a stated final maturity of not more than two (2) years after the date of purchase or entry into a repurchase agreement. Subject to the limitations herein provided, the Treasurer is authorized to invest Library funds in authorized investments for more than two (2) years and not more than five (5) years in accordance with IC 5-13-9-5.7 ("Long Term Investments"). The total of all Long Term Investments shall not be greater than twenty-five percent (25%) of the total portfolio of public funds invested by the Library, including balances in transaction accounts. However, a Long Term Investment that complies with IC 5-13-9-5.7 when the investment is made remains legal even if: (i) the investment policy has expired; or (ii) a subsequent decrease in the total portfolio of public funds invested by the Library, including balances in transaction accounts, causes the percentage of Long Term Investments outstanding to exceed twenty-five percent (25%) of the total portfolio of public funds invested by the Library.

The Treasurer may contract with a federally regulated investment advisor or other institutional money manager to make long term investments as authorized by this policy and IC 5-13-9-5.7.

121.12 Service Charge to Depository

If the Library is subject to payment of a service charge to a depository for deposits in any deposit or other account, and if the depository requires all customers to pay the charge for providing that service, the Treasurer is authorized to pay the charge; provided, however, the service charge imposed must be considered in the computation of the interest rate for determining which depositories are entitled to investments. If the total service charge cannot be computed before the investment, the Treasurer shall estimate the service charge and adjust the interest rate based on this estimate. The service charge may be paid: (i) by direct charge to the deposit or other account; or (ii) in a manner that subtracts the service charge from interest earned on the funds in the deposit or other account (IC 5-13-9-8). If the manner described in (ii) is used to pay the service charge, the Library shall report the net interest deposited in

the Library's financial records, and the Library is not required to report the amount of the service charged subtracted in the Library's financial records.

121.13 Interest Earnings

All interest derived from an investment by the Library's Treasurer shall be receipted in accordance with IC 5-13-9-6.

121.14 Prohibited Investments

The Library Treasurer may not purchase securities on margin or open a securities margin account for the investment of Library funds (IC 5-13-9-9).

The Library Treasurer may not purchase foreign investments.

121.15 Conclusion

This policy has been promulgated by the Indianapolis-Marion County Public Library to formalize prudent investment policies and procedures that will meet the investment objectives of the Library. Unless earlier amended or terminated, this policy is effective for four (4) years from the date of approval.

This policy is to be reviewed by the Treasurer, with the assistance of the Chief Financial Officer at the direction of the Treasurer, as new investment legislation becomes law, as staff expertise changes, and/or as necessitated by other external and internal factors.

DATE OF APPROVAL: November 25, 2024

Revised November 2024.



Board Action Request

6e

To: IMCPL Board

Meeting Date: November 25, 2024

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 25, 2024

Subject Fines, Fees, and Charges - Resolution 84-2024

Recommendation: Authorize the approval of Resolution 84-2024. To include as part of the Library's annual resolution approved in November the Fines, Fees, and Charges for the next fiscal year.

Background: For 2025 the Library Events Department would like to update its fee schedule to remain competitive with other events venues in the city while also covering their operating costs. Attached to this Briefing Report are a redline version and "clean" version of the new fee schedule for the Finance Committee's review.

Revisions made to the attached fee schedule include the following:

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

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 84-2004
AUTHORIZING CHANGES TO FINES, FEES AND SERVICES CHARGES EFFECTIVE
JANUARY 1, 2025**

WHEREAS, the Indianapolis Marion County Public Library (the “Library”) establishes certain fees, fines and service charges for damage or failure to return Library materials, debt collections, replacement library cards, and use of certain Library services, materials, resources and facilities.

WHEREAS, these fees were last changed effective January 1, 2023, and since such time there have been increases in costs associated with providing these services, fees and changes;

WHEREAS, the following fee schedule provides the current fee as well as the proposed change effective January 1, 2025;

BE IT RESOLVED, that the attached Schedule of Fines, Fees and Service Charges are hereby approved for the calendar year beginning January 1, 2025 and shall be incorporated into the Library’s Annual Resolution.

SCHEDULE OF FINES, FEES AND SERVICE CHARGES

The following fines, fees, and service charges are hereby authorized by the Board of Trustees for the calendar year beginning January 1, 2025.

SCHEDULE OF FINES, FEES AND SERVICE CHARGES

The following fines, fees, and service charges are hereby affirmed and authorized by the Board of Trustees for the calendar year beginning January 1, 2025.

Fines, Fees & Service Charges

Lost or Damaged Material	The cost of the specific item at the price listed in our catalog record or the price of a new copy of the item on a retail website such as Amazon
Barcode/RFID Tag Replacement	\$2.00
Debt Collection Fee	\$10.00
Insufficient Funds Check	\$25.00
Non-Resident Library Card	\$65.00 annually
Public Library Access Card (PLAC)	As set annually by Indiana State Library
Black & White Copies on Photocopiers	\$0.15 per page
Color Copies on Photocopiers	\$0.25 per page
Black and White Printouts from Public Computers	\$0.15 per page
Color Printouts from Public Computers	\$0.25 per page
Prints on Microform Equipment	\$0.15 per page
Copies Made by Library Staff	\$1.00 per page
Headphones	\$2.00 (includes tax)
Re-useable Totes	\$2.00
Facility Usage Fee	\$50.00 per hour plus other applicable fees

Tech Support	Per Hour (excludes Auditorium)-\$20.00
Flash Drives	At cost
DVDs for Special Events	At cost
Bunny Book Bag Tote	\$12.00 (includes tax)
Interlibrary Loan	All applicable fees
Proctoring Exam Fees	\$25.00 for the first two (2) hours and \$10.00 for each additional hour
Fax fee	\$0.50 per page
Library Branded Items	At cost
Book Club Bags – Lost or Damaged	\$25.00

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

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

Branch Fee Schedule

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

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

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

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

Branch Fee Schedules

	Non-Profit	For-Profit
a. Branch Library meeting room (up to 4 hours)	\$0.00	\$80.00
b. Smaller size room – up to 25 people	\$0.00	\$40.00
c. Branch Library meeting room (over 4 hours)	\$0.00	\$160.00
d. Smaller size room – up to 25 people	\$0.00	\$80.00

Central Library Fee Schedules for Meetings and Corporate/Non-Profit Events (not including weddings)

Non-Profit *Non-Profit discount only offered before or during Library public

hours, not for after-hours events.

For-Profit

a. Goodrich/Houk Meeting Room -Includes parking and set-up	<u>\$400.00</u> \$280.00	<u>\$500.00</u> \$360.00
b. Knall Meeting Room -Includes parking and set-up	<u>\$500.00</u> \$300.00	<u>\$600.00</u> \$400.00
c. Riley Meeting Room -Includes parking and set-up	<u>\$600.00</u> \$420.00	<u>\$700.00</u> \$540.00
d. Indianapolis Special Collections Room	<u>\$900.00</u> \$575.00	<u>\$1000.00</u> \$725.00

	Evening Rate (starting at 5:00 p.m.)	\$1,025.00	\$1,225.00
	-Includes parking, dance floor and set-up		
e.	Center for Black Literature and Culture		
	-Includes parking, dance floor and set-up		
	<u>*This space can only be rented after-hours, so no Non-Profit discount.</u>	\$2000.00 \$1200.00	\$2000.00 \$1400.00
f.	East Garden (all users)		
	-Includes parking and set-up <u>and security</u>		
	<u>*This space can only be rented after-hours, so no Non-Profit discount.</u>	\$4000.00 \$1,500.00	\$4000.00 \$2,000.00
g.	Simon Reading Room (all users)		
	-Includes parking, dance floor and set-up <u>and security</u>		
	<u>*This space can only be rented after-hours, so no Non-Profit discount.</u>	\$5000.00 \$2,500.00	\$5000.00 \$3,000.00
h.	Atrium		
	-Includes info desk bar, parking, dance floor and set-up <u>and security</u>		
	<u>*This space can only be rented after-hours, so no Non-Profit discount.</u>	\$7000.00 \$4,500.00	\$7000.00 \$5,000.00
i.	Clowes Auditorium (all users)		
	-Includes AV equipment, AV Technician 1 hour set-up and ½ tear down and parking	\$1800.00 \$1,100.00	\$2000.00 \$1,600.00
j.	Vista Concourse (6 th Floor)	\$2,350.00	\$2,850.00
	-Includes parking and set-up		

Central Library Fee Schedules for Weddings

a. April-October (peak wedding season) \$15,000.00

b. November-March (cold months/off-season for weddings) \$13,000.00

***One all-inclusive fee for the use of all Event Spaces; weddings typically use the Atrium, East Garden, and Simon Reading Room in peak months (April-October). If they wanted to use the CBLC, Special Collections Room, East Reading Room or another space there would be no additional charge.**

-Includes security, parking, restroom attendants, Information Desk bar, pre/post-event cleaning, ceremony rehearsal space, two bridal suites, two vendor rooms, and event coordinator. Items such as ceremony chairs, 20x20 dance floor, baby grand piano, amber uplighting for Atrium, etc. There will be no additional fees (except taxes) or a la carte items.

Set-up/Tear Down fees

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

	Fee
Meeting rooms	\$100.00 \$102 (tables and chairs for meetings only)

Simon Reading Room	\$200.00 \$204.00 (wedding chair set-up and moving heavy furniture)
Center for Black Literature and Culture	\$200.00 \$204.00 (moving heavy furniture)
Indianapolis Special Collections Room	\$200.00 \$204.00
Clowes Auditorium Atrium	\$100.00 \$102.00
East Garden	\$600.00 (moving heavy furniture)
Vista Concourse (6 th Floor)	\$200.00\$204.00
	\$600.00 (moving heavy furniture)

Central Library Services Fee Schedules

	Non-Profit	For-Profit
a. Computer Lab – Per Hour 4 hour minimum	\$45.00	\$75.00
b. Staff Trainer for Computer Lab -per hour 4 hour minimum	\$25.00	\$25.00
c. After Hours Tour Guides – per Tour Guide Maximum 25 people per tour	\$25.00	\$25.00
d. Piano -fees based on market rates for tuning and moving		
e. A/V Technician Fee (charged only when fees for event space is comp'd)	\$45.00	\$45.00
f. Security for after-hours private events <u>in spaces where security is not included in the room rental fees (Goodrich-Houk Meeting Room, Knall Meeting Room, Riley Meeting Room, Special Collections Room, and CBLC)</u>	\$1000.00 \$500.00	\$1000.00 \$500.00
<u>Security for morning private events (before library public hours) Non-Profit \$200 (currently \$120) For-Profit \$200 (currently \$120)</u>		
g. Security for internal events <u>that require security or events held during business hours that require security \$30/hour—minimum 4 hrs. External events held during business hours that require security \$200.</u>		
h. Early Access Bridal Suites (entry prior to Library opening to the public) - \$200.00/hour		

Central Library Services Fee Schedules for The Learning Curve

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

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

	Non-Profit	For-Profit
a. Basic Fee	\$500.00	\$500.00

b. Cost per child (fee covers the cost of the skilled activity guides)	\$20.00	\$20.00
c. Laptop component – up to 60	\$200.00	\$200.00
d. Tech Lab	\$100.00	\$100.00
e. Media Workshop 8 maximum, 13-18 year-olds	\$100.00	\$100.00
f. Theater	\$50.00	\$50.00
g. Baby space and baby computers	\$50.00	\$50.00
h. Group Coves	\$50.00	\$50.00
i. Braille Wall Per day Wall is a personalization option	\$50.00	\$50.00
j. Directory Wall/Plasma Screens – each per day Wall is a personalization option	\$100.00	\$100.00
k. Green Screen animations – per day Screen is a personalization option	\$100.00	\$100.00
l. Think Tank	No Charge	No Charge
Library Services Center Fee Schedules	Non-Profit	For-Profit
a. Auditorium	\$240.00	\$440.00
An hourly fee will apply after 4 hours	\$50.00	\$100.00

Premium Rates and Marketing/Promotional Discounts

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

Central Garage Rates

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

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

Professional Still Photo Shoot at Libraries for personal photos Per Hour \$50.00

Commercial Photo or Video Shoot at Libraries:

Up to 1 Hour \$50.00

2-5 Hours \$375
6+ Hours \$750

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

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

**RESOLUTION 84-2004
AUTHORIZING CHANGES TO FINES, FEES AND SERVICES CHARGES EFFECTIVE
JANUARY 1, 2025**

NOVEMBER 25, 2024

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

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Action Request

7a

To: IMCPL Board

Meeting Date: November 25, 2024

From: Diversity, Policy and Human Resources Committee

Approved by the Library Board: November 25, 2024

Effective Date: December 15, 2024

Subject: 2025 Appointment List

Recommendation: Approval of Resolution 78-2024- Appointment List

Background: Resolution 78-2024 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 78-2024, and any other adjustments that may be recommended, and updates, modifies and amends the Appointment List previously approved in Resolution 92-2023.

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



Board Resolution

7a

RESOLUTION 78-2024

APPOINTMENT LIST

INDIANAPOLIS MARION COUNTY PUBLIC LIBRARY RESOLUTION 78-2024

NOVEMBER 25, 2024

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, that 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 92-2023.

Adopted this 25th day of November 2024.

RESOLUTION 78-2024

APPOINTMENT LIST

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

NOVEMBER 25, 2024

AYE

NAY

ATTEST: _____
Secretary of the Board

Name	Job Title	2025 RATE
Barnett, Azaria	Page	\$ 16.00
Barron, Melanie J	Page	\$ 16.00
Black, Brooklyn Carlise	Page	\$ 16.00
Black, Frankie Elaine	Page	\$ 16.00
Burton, Allison	Page	\$ 16.00
Cheesebrough, Lydia Abigail	Page	\$ 16.00
Crist, Corinne Marie	Page	\$ 16.00
Durham, Briann Nicole	Page	\$ 16.00
Fisher, Noelle Elizabeth	Page	\$ 16.00
Gillespie, Laurie Marie	Page	\$ 16.00
Hamlow, Stacy A	Page	\$ 16.00
Han, Young	Page	\$ 16.00
Hill, Kaila Lynn	Page	\$ 16.00
Hing, Nu	Page	\$ 16.00
Jackson, Millicent O	Page	\$ 16.00
Kingsberry, Alicia Denise	Page	\$ 16.00
Knight, Dewayne E	Page	\$ 16.00
Lutzke, Oliver Alexander	Page	\$ 16.00
Miller, Emmett Patrick	Page	\$ 16.00
Nahlen, Mary Catherine	Page	\$ 16.00
Nunez, Grace Trinidad	Page	\$ 16.00
Patel, Cynthia Marie	Page	\$ 16.00
Porter, Kasey Cheyenne	Page	\$ 16.00
Sauers-Wiley, Chelsea K	Page	\$ 16.00
Smith, Makhia Emani	Page	\$ 16.00
Takacs, Klara Rose	Page	\$ 16.00
Trauner, Justine Faith	Page	\$ 16.00
Walton, Jennifer Leigh	Page	\$ 16.00
Ward, Shana Katrina	Page	\$ 16.00
Whelan, Summer Karlie	Page	\$ 16.00
Wilson, Wilhelmina Margaret	Page	\$ 16.00
Worley, Jane Margaret	Page	\$ 16.00
Applegate, Martha	Page	\$ 16.00
Hess, Noah Christopher	Page	\$ 16.00
Le Vay, Susan Beatty	Page	\$ 16.00
Adams, Paula J	Page	\$ 16.10
Adkins, Kylie	Page	\$ 16.10
Alger, Deborah M	Page	\$ 16.10
Ayers, Randall	Page	\$ 16.10
Bannon, Vickie Lynn	Page	\$ 16.10
Blunk, Anabel Marie	Page	\$ 16.10
Booker, Molly Ann	Page	\$ 16.10
Burris, Amaya Lorraine	Page	\$ 16.10

Burton, Jonathan D	Page	\$	16.10
Coffer, Ashauna TaShay	Page	\$	16.10
Davis, Dori Kelleher	Page	\$	16.10
Detwiler, Ella Marie	Page	\$	16.10
Dunne, James Daniel	Page	\$	16.10
Farmer, Mary Laura	Page	\$	16.10
Fowler, Carol J.	Page	\$	16.10
Garza, Colin	Page	\$	16.10
George, Sarah Christine	Page	\$	16.10
Gonzalez, Rene	Page	\$	16.10
Guthrie, Paula	Page	\$	16.10
Harkness, Kara Joann	Page	\$	16.10
Harp, Griffin	Page	\$	16.10
Hochman Cadore, Linda Joyce	Page	\$	16.10
Ilgen, Dorothy Louise	Page	\$	16.10
Johnson, Tanya Michelle	Page	\$	16.10
Kimbrew, Matthew Elijah	Page	\$	16.10
Lampkins, Eustace Jayne Jumalon	Page	\$	16.10
Luebke, Barbara	Page	\$	16.10
Manuel, Kenedy Charlene	Page	\$	16.10
Mata Guerrero, Kimberly Hilary	Page	\$	16.10
Mixdorf, Kegan Thomas	Page	\$	16.10
Monge-Calzada, Kaoly	Page	\$	16.10
Norman, Debra A.	Page	\$	16.10
Oliver, Kayla Marie	Page	\$	16.10
Page, Lillian M	Page	\$	16.10
Prioleau, Paige Penelope	Page	\$	16.10
Purcell, Mariah Danielle	Page	\$	16.10
Raters, Kellyn Elisabeth	Page	\$	16.10
Scott, Robert A.	Page	\$	16.10
See, Terri Lee	Page	\$	16.10
Sicken, Edith Pamela	Page	\$	16.10
Smith, Elexis Tatyiana	Page	\$	16.10
Stringer, Isabella	Page	\$	16.10
Swisher, Isaac Fallon	Page	\$	16.10
Tauber, Mary Elizabeth	Page	\$	16.10
Taylor, Claire Athena	Page	\$	16.10
Vitello, Sarah	Page	\$	16.10
Warren, Zoe Jane	Page	\$	16.10
Webb, Priest Xavier	Page	\$	16.10
Webster, DeAnte Larenz Joe	Page	\$	16.10
Weidenbach, Cole	Page	\$	16.10
Williamson, Susan Clare	Page	\$	16.10
Willis, Kimberly Judith	Page	\$	16.10

Wyrick, Elliot Riley	Page	\$	16.10
Zaman, Mohammad Khaliquz	Page	\$	16.10
Sloan, Sharon H	Page	\$	16.31
Fogleman, Patricia	Page	\$	16.57
Klick, Heather B.	Page	\$	16.57
Koors, Angela C	Page	\$	16.57
Lewis, Valerie L	Page	\$	16.57
McNeil, Jason Andrew	Page	\$	16.57
Miller, Barbara Joan	Page	\$	16.57
Price, Timothy R	Page	\$	16.57
Tweedy, Rhonda Wray	Page	\$	16.57
Lott, David	Page	\$	16.58
Morphew, Theresa Marie	Page	\$	17.11
Quebe, Arthur Frederick	Page	\$	17.38
Graham, Beverly Jane	Page	\$	17.65
Harris, Amanda Joy	Page	\$	17.65
Tatum, Jeff S	Page Assistant	\$	17.11
Barreno Jr., Sergio Filadelfo	Hrly Library Assistant I	\$	21.52
Engelking, Frank Henry	Library Assistant I	\$	21.52
Goodloe, Thelma Marie	Library Assistant I	\$	21.52
Lin, Xiaolin	Library Assistant I	\$	21.52
Michaelis, Michelle Elaine	Library Assistant I	\$	21.52
Grinnage, Arielle Renee	Events Assistant	\$	20.20
Raby, Kennedy Grace	Hrly Events Assistant	\$	18.00
Dybing, Kaitlyn Marie	Hrly Library Assistant II	\$	18.00
Hunter, Videtta Diana	Hrly Library Assistant II	\$	18.00
Land, Tracy Renee	Hrly Library Assistant II	\$	18.00
Abel, Haley	Hrly Library Assistant II	\$	18.00
Khei, Paw	Hrly Library Assistant II	\$	18.00
Packer, Miranda Kae	Hrly Library Assistant II	\$	18.00
Greene, Rashida	Hrly Library Assistant II	\$	18.01
Laurie, Linda Lou	Hrly Library Assistant II	\$	18.01
Carlisle, Devonna J.	Hrly Library Assistant II	\$	18.44
Harris, Leigh W.	Hrly Library Assistant II	\$	18.67
Joyce, Betsy Ann	Hrly Library Assistant II	\$	18.67
Brady, Kay A	Hrly Library Assistant II	\$	19.08
Cobb, Mary K	Hrly Library Assistant II	\$	19.08
Trulock, Barbara Perron	Hrly Library Assistant II	\$	19.08
Davis, Sharon Sue	Hrly Library Assistant II	\$	19.90
Pote, Patricia L	Hrly Library Assistant II	\$	19.90
O'Loughlin, Jeanette M	Hrly Library Assistant II	\$	20.71
Hunt, Thelma J	Hrly Library Assistant II	\$	21.52
Smith, Quentin Zerron	Hrly Library Assistant II	\$	21.52
Minton, Holly S.	Hrly Library Assistant II	\$	21.93

McGrath, Elena	Inter-Library Loan Assistant	\$	19.40
Araya, Amanuel W	Library Assistant II	\$	18.00
Braun, Christa Lynn	Library Assistant II	\$	18.00
Burris, Brittany A	Library Assistant II	\$	18.00
Durham, Ryder Lee	Library Assistant II	\$	18.00
Elliott, Karis Olivia	Library Assistant II	\$	18.00
Greenburg, Abigail Nicole	Library Assistant II	\$	18.00
Howell, Jackson Scott Baird	Library Assistant II	\$	18.00
Hubner, Claire Rainelle	Library Assistant II	\$	18.00
Meh, Kue	Library Assistant II	\$	18.00
Melenchuk, Kaitlin Ashley	Library Assistant II	\$	18.00
O'Meara, Fiora Grace	Library Assistant II	\$	18.00
Steele, Julie Anne	Library Assistant II	\$	18.00
Werle, Michael	Library Assistant II	\$	18.00
Young, Alexander Corbin	Library Assistant II	\$	18.00
Bedi, India Zia	Library Assistant II	\$	18.00
Burch Jr., Ronald E	Library Assistant II	\$	18.00
Coffman, Sydney Jade	Library Assistant II	\$	18.00
Crabtree, Blaine Colson	Library Assistant II	\$	18.00
Gaston, Shawnte Princess	Library Assistant II	\$	18.00
Gibson, Nicholaus Paul	Library Assistant II	\$	18.00
McCasland, Anna C	Library Assistant II	\$	18.00
Schantz, Danielle Annette	Library Assistant II	\$	18.00
Sellman, Patricia Lynn	Library Assistant II	\$	18.00
Shipp, Ann Bridget	Library Assistant II	\$	18.00
Smith, Jacob Taylor	Library Assistant II	\$	18.00
St John, Gwendolyn Sue	Library Assistant II	\$	18.00
Vaughn, Mikayla Diane	Library Assistant II	\$	18.00
Weileman, Jessica Marie	Library Assistant II	\$	18.00
Myers, Thomas Melvin	Library Assistant II	\$	18.00
Modory, Taylor Ann	Library Assistant II	\$	18.00
Frick, Julia Diane	Library Assistant II	\$	18.00
Koning, Jack P.	Library Assistant II	\$	18.00
Miotke, Anne Catherine	Library Assistant II	\$	18.00
Spicklemire, Leila	Library Assistant II	\$	18.00
Stockard, Perrena Ann	Library Assistant II	\$	18.00
Strong, Christina Michelle	Library Assistant II	\$	18.00
Cooper, Laura Suzanne	Library Assistant II	\$	18.00
Baker, Brinley Diane	Library Assistant II	\$	18.00
Ballesteros, Marissa Renee	Library Assistant II	\$	18.00
Borley, Cassandra Hope	Library Assistant II	\$	18.00
Strahan, Dilasia Christianna	Library Assistant II	\$	18.00
Winkle, Makiyah Jade	Library Assistant II	\$	18.00
Llewellyn, Daniel	Library Assistant II	\$	18.00

Delehanty, Reid James	Library Assistant II	\$	18.00
Kidder, Ross M	Library Assistant II	\$	18.10
Mitchell, Jamie Kristine	Library Assistant II	\$	18.27
Takacs, Lorette S	Library Assistant II	\$	18.27
Light, Moon	Library Assistant II	\$	18.34
Mattox, Jessica	Library Assistant II	\$	18.34
Edwards, Chelsea L.	Library Assistant II	\$	18.63
Kesterson-Yates, Maureen E	Library Assistant II	\$	18.67
Poudrier, Renee Francine	Library Assistant II	\$	18.67
Switzer, Shaina Leigh	Library Assistant II	\$	18.67
Schulte Jr., Richard Eugene	Library Assistant II	\$	18.70
Hale, Carrie Louise	Library Assistant II	\$	19.08
Beatty, Cristal Joi	Library Assistant II	\$	19.49
Bolinger, Sara Jane	Library Assistant II	\$	19.49
Fancher, Laurie Michelle	Library Assistant II	\$	19.49
Rice, Kera Rene	Library Assistant II	\$	19.49
Wilson, Eugenie Pfiffner	Library Assistant II	\$	19.49
Dollar, Zoe Greene	Library Assistant II	\$	19.90
Koriath, Anna	Library Assistant II	\$	19.92
Castaneda, Ross Patrick	Library Assistant II	\$	20.30
Haver, Kaelynn Marie	Library Assistant II	\$	20.30
Small, Sally Ann	Library Assistant II	\$	20.30
Beasley, Maureen	Library Assistant II	\$	20.71
Childers, Chad	Library Assistant II	\$	21.12
Hoffman, Melanie Lynn	Library Assistant II	\$	21.12
Brocklehurst, Mary E	Library Assistant II	\$	21.52
Dollar, Janette Marie Greene	Library Assistant II	\$	21.52
English, Mary Joann	Library Assistant II	\$	21.52
Fore, Julie A	Library Assistant II	\$	21.52
Hamilton, Opal Jane	Library Assistant II	\$	21.52
House, Cera Jo	Library Assistant II	\$	21.52
Moore, Ramona Lynn	Library Assistant II	\$	21.52
Torres, Matilda Kaye	Library Assistant II	\$	21.52
Turner-Booker, Tanya Nichole	Library Assistant II	\$	21.52
Werle, Patricia J	Library Assistant II	\$	21.52
McGehee, Lydia	Library Assistant II	\$	21.93
Hudson, Ciera Quinn	Library Assistant II-Outreach	\$	18.34
Patterson, Tarya Katrina	Library Assistant II-Outreach	\$	21.52
Scott, Amber	Bkmo Driver/Clerk	\$	18.30
Benton, Bruce V	Bkmo Driver/Clerk	\$	21.52
Billings, Christopher Stewart	Computer Assistant - Central	\$	18.30
Pickett, Jacob Ashley	Computer Assistant - Central	\$	18.30
Ford, Natasha Simone	Computer Assistant II	\$	18.30
Laster, Kevin	Computer Assistant II	\$	18.30

LeRose, Michael	Computer Assistant II	\$ 18.30
Cary, Mellissa Sue	Computer Assistant II	\$ 18.30
Cohen, Marissa Sara	Computer Assistant II	\$ 18.30
Davis, Erin R	Computer Assistant II	\$ 18.30
Day, Amberly	Computer Assistant II	\$ 18.30
Jarvis, Joshua David	Computer Assistant II	\$ 18.30
King, Constantine	Computer Assistant II	\$ 18.30
Parks, Alton Lamonte	Computer Assistant II	\$ 18.30
Quartuch, Shannon Loreen	Computer Assistant II	\$ 18.30
Raber, Katelyn Rose	Computer Assistant II	\$ 18.30
Santiago Rodriguez, Degmarie	Computer Assistant II	\$ 18.30
Theophile, Armstrong Guevarra	Computer Assistant II	\$ 18.30
Nieves, Linda Margarita	Computer Assistant II	\$ 18.30
Shrestha, Shakila	Computer Assistant II	\$ 18.30
Lee, Tristen	Computer Assistant II	\$ 18.30
Gomez, Kevin	Computer Assistant II	\$ 18.30
Smith, Cierra Bianca	Computer Assistant II	\$ 18.49
Duncan, Michelle A	Computer Assistant II	\$ 20.71
Ward, Susan Lynn	Hrly Processing Assistant I	\$ 19.90
Armour, Elisabeth Renella	Library Security Assistant	\$ 19.20
Bedoya, Adam John Joseph	Library Security Assistant	\$ 19.20
Brandon, Danny Charles	Library Security Assistant	\$ 19.20
Brice, Sterling M	Library Security Assistant	\$ 19.20
Brooks, James D	Library Security Assistant	\$ 19.20
Cole, Latresa Renee	Library Security Assistant	\$ 19.20
Cole, William S.	Library Security Assistant	\$ 19.20
Hehman, Martin Todd	Library Security Assistant	\$ 19.20
Hickman, John Pachal	Library Security Assistant	\$ 19.20
Jones, Jade Dashonna	Library Security Assistant	\$ 19.20
Lewandowski, Dennis J	Library Security Assistant	\$ 19.20
Muex, Erin Enyra	Library Security Assistant	\$ 19.20
Newell, Dameika Annese	Library Security Assistant	\$ 19.20
Poindexter, Mikel	Library Security Assistant	\$ 19.20
Sauers, Sarah Elizabeth	Library Security Assistant	\$ 19.20
Scott, Moshia Vaite	Library Security Assistant	\$ 19.20
Seals, Keir Courtney	Library Security Assistant	\$ 19.20
Shaw, Grant Carl	Library Security Assistant	\$ 19.20
Unsold, Ross Carter	Library Security Assistant	\$ 19.20
Wright, Kayla Rene	Library Security Assistant - LSC P	\$ 18.30
Johnson, Mary Helen	Library Security Assistant - LSC P	\$ 21.15
Dhasmana, Shivani	Office Assistant	\$ 18.33
Marbley, Debra Jean	Office Assistant	\$ 18.67
Whaley, Caroline	Processing Assistant I	\$ 18.30
Alam, Fahmida Imran	Processing Assistant I	\$ 18.30

Ashkevron, Gwedyonn M	Processing Assistant I	\$	18.30
Dunbar, Megan Noel	Processing Assistant I	\$	18.34
Mosely, Rosa Margarita	Processing Assistant I	\$	18.47
Berry II, Jackie Arnold	Processing Assistant I	\$	18.60
Roberts, Kathryn M	Processing Assistant I	\$	18.60
Evans, Valerie Lynne	Processing Assistant I	\$	20.71
Wright, Pamela	Processing Assistant I	\$	21.52
Winfrey, Kimberly J	Processing Assistant I	\$	21.97
Hankerson, Dianne	Processing Assistant I	\$	23.14
Jennings, Stephanie	Processing Assistant I	\$	24.50
Green, Jacquelyn Denise	Circulation Coordinator	\$	18.79
Calhoun, Dante Randell	Control Room Technician	\$	18.50
Greenly, Dale Alan	Control Room Technician	\$	18.50
Elmawardy, Ramsey M	Control Room Technician	\$	19.20
Black, Charles	Control Room Technician	\$	22.60
Green, John Michael	Control Room Technician	\$	24.35
Fesler, John Jason	Control Room Technician	\$	25.22
Esche, Laurie S	Hrly Control Room Technician	\$	19.98
Hoskin, Neva Adele	Hrly Indy Library Store Online B	\$	22.17
Sahu, Punita	Hrly Public Services Associate I	\$	18.80
Bridge, Stephen W	Hrly Public Services Associate I	\$	19.78
Lucas, Sarah Hannah	Hrly Public Services Associate I	\$	20.44
Robinson, Susan Joy	Hrly Public Services Associate I	\$	20.86
Herold Short, Ann M	Hrly Public Services Associate I	\$	21.29
Silvers, Georgia Ann	Hrly Public Services Associate I	\$	21.29
Lewis, Sharon Ann	Hrly Public Services Associate I	\$	23.04
Maxey, Regina A	Lead Office Assistant	\$	19.27
Carter, Bria Djienne	Library Assistant III	\$	18.50
Van Pelt, Tony Michael	Library Assistant III	\$	18.85
Bartholomew, Suzanne Gail	Library Assistant III	\$	19.01
McFadden, Brittany Nicole	Library Assistant III	\$	19.97
Talbott, Mary Elizabeth	Library Assistant III	\$	21.29
Conrow, Katharine Louise	Library Assistant III	\$	23.04
Farrell, Erin S	Library Assistant III	\$	23.04
Faust, Debbie Jo	Library Assistant III	\$	23.04
Jourdan, Katherine M.	Library Assistant III	\$	23.04
McKune, Hope A	Library Assistant III	\$	23.04
Quebe, Julie Ann	Library Assistant III	\$	23.04
Walsh, Kathleen M	Library Assistant III	\$	23.04
Hellyer, Constance Marie	Accounts Payable Assistant	\$	23.04
Dorsch, Adrienne Claire	Administrative Assistant I	\$	18.90
Sims-Barnes, Alexus	Administrative Assistant I	\$	20.73
Liebhaber, Sara A	Administrative Assistant I	\$	22.80
Hawkins, Dawn Marie	Hrly Administrative Assistant I	\$	19.92

Evans, Grace Kelly	Indy Library Store Assistant Co	\$	20.35
Rosier, Irene E	Order Specialist	\$	24.72
Staley, Rebecca	Order Specialist	\$	24.72
Bradburn, Elaine Marie	Processing Accounts Assistant	\$	20.53
Barnett, Catrina	Processing Assistant II	\$	20.53
Moralez, Yolanda	Processing Assistant II	\$	20.53
O'Neal, Tammy Lynn	Processing Assistant II (Shared S	\$	24.53
Anderson, Lisa Kothe	Program Associate-Outreach	\$	19.61
Schmucker, Melanie Lynn Histan	Program Associate-Outreach	\$	19.62
Breach, Teresa Dawn	Program Associate-Outreach	\$	21.72
Washington, Sandra Dee	Program Associate-Outreach	\$	21.72
Edwards, Reginald Eugene	Public Services Associate II	\$	18.90
Furry, Tressa Marie	Public Services Associate II	\$	18.90
Gutierrez, Jade Elizabeth	Public Services Associate II	\$	18.90
Powell, Amber Luran	Public Services Associate II	\$	18.90
Reynolds, Amy Ruth	Public Services Associate II	\$	18.90
Konja, James Christian	Public Services Associate II	\$	19.20
Gralak, Emily Claire	Public Services Associate II	\$	19.61
King, Khaila Monique	Public Services Associate II	\$	19.61
Raavel, Joplyn Ray	Public Services Associate II	\$	19.61
Rosewood, Leya Ashley	Public Services Associate II	\$	19.61
Cooper, Jennifer Ann	Public Services Associate II	\$	19.62
LaFave, Valerie Annora	Public Services Associate II	\$	20.35
Davitto, Kaylie	Public Services Associate II	\$	20.73
Hill, Katherine	Public Services Associate II	\$	20.73
Stevenson, Isaiah Alfonzo	Public Services Associate II	\$	20.73
Youngworth, Robin	Public Services Associate II	\$	20.73
Barnes, Bryanna Shalouise	Public Services Associate II	\$	21.12
Buell, Amy Elizabeth	Public Services Associate II	\$	21.12
Ebacher, Meegan Barbara	Public Services Associate II	\$	21.12
Andrews, Darla J	Public Services Associate II	\$	21.40
Williams, Deandra	Public Services Associate II	\$	21.86
Robertson-Taylor, Sylvia J	Public Services Associate II	\$	22.52
Roush, Kathy Ann	Public Services Associate II	\$	22.52
Choplin, Virginia Kate	Public Services Associate II	\$	24.68
Torres, Michael M	Public Services Associate II	\$	24.85
Schick, Florencia	Public Services Associate II - Flo	\$	18.90
Nielsen, Kelsi Lynn	Public Services Associate II - Flo	\$	19.20
Owens, Lexi	Public Services Associate II - Flo	\$	19.61
Zettler, Faith Elizabeth	Public Services Associate II - Flo	\$	19.70
Horton, Kevin Joseph	Public Services Associate II - Flo	\$	20.35
Terrio, Nicholas John	Public Services Associate II - Flo	\$	20.35
Wissel, Bryce Nelson	Public Services Associate II - Flo	\$	20.35
Battaglia, Zoe	Public Services Associate II - Flo	\$	20.73

Olaniyi, Olutimilehin	Purchasing Order Specialist	\$	24.13
Tate, Felecia E	Serials Specialist	\$	20.16
Wood-Gebhart, Robin Marie	Accounting Assistant	\$	23.82
Miner, Corinna	Administrative Assistant II	\$	22.70
Fesler, Alyssa Elaine	Administrative Assistant II	\$	23.88
Morrison, Robert Bruce	Administrative Assistant II	\$	24.24
Meyers, James William	Auditorium Technician	\$	26.07
Radway, Jeremy C	Hrly Auditorium Assistant	\$	23.91
Shelton, Grace Elizabeth	Hrly Youth Multimedia Learning	\$	20.10
Wisemiller, Kristen Leigh	Payroll Specialist	\$	25.43
Bolling, David Christopher	Team Member, Shipping and Re	\$	22.00
Gossett, William A	Team Member, Shipping and Re	\$	22.00
Hargreaves, Liam Carroll	Team Member, Shipping and Re	\$	22.00
McWilliams, Brian E	Team Member, Shipping and Re	\$	22.00
Roberts, Cameron Reid	Team Member, Shipping and Re	\$	22.00
Smith, Carly Janese	Team Member, Shipping and Re	\$	22.00
Montoya, Savannah Ranee	Technical Support Assistant	\$	24.60
Kreider, Janna Danielle	Technology Learning Specialist	\$	18.90
Snodgrass, Daniel Nathan	Technology Learning Specialist	\$	20.10
Moore, Paul Alexander	Technology Learning Specialist	\$	20.86
Cunningham, Ian L.	Technology Learning Specialist	\$	21.84
Habegger, Annabella Claire	Technology Learning Specialist	\$	21.90
Haider, Amna	Youth Multimedia Learning Spe	\$	20.10
Meyer, Alyssa Irene	Youth Multimedia Learning Spe	\$	20.10
Sexton, Bret Anthony	Youth Multimedia Learning Spe	\$	21.38
O'Leary, Barbara A	Youth Multimedia Learning Spe	\$	22.19
Tarr, Elizabeth Kay	Youth Multimedia Learning Spe	\$	23.57
Ross, Douglas R	Circulation Supervisor I	\$	21.67
Zavala, Consuelo	Circulation Supervisor I	\$	22.48
Rinker, Jessica	Circulation Supervisor I	\$	23.33
Zemanek, Alysha	Circulation Supervisor I	\$	23.33
Munkacsi, Orsolya	Circulation Supervisor I	\$	24.09
Luna, Ashley Lynn	Circulation Supervisor I	\$	24.09
Childress, Thomas B	Circulation Supervisor I	\$	24.22
Reeser, Kyle Joseph	Circulation Supervisor I	\$	24.41
Carlson, Amanda Sue	Circulation Supervisor I	\$	25.08
Laker, Jill Entrekin	Circulation Supervisor I	\$	26.16
Barnes, Marcella A	Circulation Supervisor I	\$	28.33
Brandon, Michelline	Circulation Supervisor I	\$	28.33
Polley, Claudine Marie	Circulation Supervisor I	\$	30.51
Hernandez, Jacqueline	Human Resources Assistant	\$	22.52
El, Lashonda Denise	Interim-Circulation Supervisor I	\$	25.20
Stanish, Jeremy	Network PC Technician	\$	23.20
Mitchison, Robert J	Network PC Technician	\$	23.52

Kress, Sara	Organizational Learning&Develp	\$	22.52
Martin, Jason Corey	Supervisor, Library Security -E	\$	23.20
Turner, Kojo A	Supervisor, Library Security -NE	\$	23.20
Fisher, Trevor W	Team Lead, Shipping & Receivin	\$	21.67
McKenzie, Stephen P	Circulation Supervisor II	\$	25.57
Blandford, Rebecca A	Circulation Supervisor II	\$	25.67
Fleming, Erin Melissa	Circulation Supervisor II	\$	26.15
Cope, Andrew	Circulation Supervisor II	\$	26.69
Tanner, Blake Duane	Circulation Supervisor II	\$	27.45
Underwood, Kathleen	Circulation Supervisor II	\$	28.18
Baughman, Andrea L	Circulation Supervisor II	\$	30.37
Hutson, Jennifer L	Circulation Supervisor II	\$	30.37
Kopernak, Linda J	Circulation Supervisor II	\$	32.70
Thorne, Lauren E	Circulation Supervisor II, OS&VR	\$	25.70
Verderame, Jyoti Avinash	Editor	\$	23.40
Murphy, Hannah May	Hrly Marion County Internet Lib	\$	23.20
Nathaniel, Stressca M	interim-Circulation Supervisor II	\$	23.20
Armour, Stephanie R	interim-Circulation Supervisor II	\$	24.99
Hurt, Stacy Lynn	Mgr., Community Branch	\$	27.6030
Sparrow, Masada Leighanne	Mgr., Neighborhood Branch	\$	28.0000
Luzader, Mary Catherine	Program Billing and Budget Spe	\$	28.70
Irish, Erica Nichole	Project Coordinator	\$	23.90
Terry, Kellie Marie	Project Coordinator	\$	26.87
Wilkins, Anna Daniell	Public Services Librarian-E	\$	22.0000
Dunham, Zachary T	Public Services Librarian-E	\$	23.20
Dwyer, Michaela Rose	Public Services Librarian-E	\$	23.20
Welch, Abby Elizabeth	Public Services Librarian-E	\$	23.20
Abernathy, Kelsey Taylor	Public Services Librarian-E	\$	24.08
Collins, Mallory D	Public Services Librarian-E	\$	24.08
Flood, Stephanie Maru	Public Services Librarian-E	\$	24.08
LaFerney, Ryan Timothy	Public Services Librarian-E	\$	24.08
Lietz, Katie Alaine	Public Services Librarian-E	\$	24.08
Masson-Randall, Sarah Anne	Public Services Librarian-E	\$	24.08
Pathak, Divya	Public Services Librarian-E	\$	24.08
Perez, Gloriany Mari	Public Services Librarian-E	\$	24.08
Tadsen, Sarah Beth	Public Services Librarian-E	\$	24.08
Watson-Juarez, Katherine E	Public Services Librarian-E	\$	24.08
Roman, Alycia Nicole	Public Services Librarian-E	\$	24.08
Thomas, Emily Meagan	Public Services Librarian-E	\$	24.31
Bellamy, Tess McCall	Public Services Librarian-E	\$	24.99
Schabel, Gipson	Public Services Librarian-E	\$	24.99
Muterspaw, Allison Kay	Public Services Librarian-E	\$	25.00
Haddox, Marie A	Public Services Librarian-E	\$	25.12
Selm, Alice Margaret Mary	Public Services Librarian-E	\$	25.12

Shepherd, Megan	Public Services Librarian-E	\$	25.12
Lutholtz, Joseph Francis	Public Services Librarian-E	\$	25.33
Wallace, Patty M	Public Services Librarian-E	\$	25.33
Rychtarczyk, Veronica Brooke	Public Services Librarian-E	\$	25.45
Cain, Charles Wells	Public Services Librarian-E	\$	25.46
Clinkingbeard, Alix Nicole	Public Services Librarian-E	\$	25.46
Graam Pavan, Shelby Danielle	Public Services Librarian-E	\$	25.46
Weasner, Rachel Lynn Schmitt	Public Services Librarian-E	\$	25.46
White, Jared Anthony	Public Services Librarian-E	\$	25.46
Wood, Rachel Nevada	Public Services Librarian-E	\$	25.46
Walker, Sarah S	Public Services Librarian-E	\$	25.80
Miller, Jennifer Ann	Public Services Librarian-E	\$	25.94
Senior, Austin Scott	Public Services Librarian-E	\$	26.16
Hanks, Robin Lynne	Public Services Librarian-E	\$	26.28
Martin, Chase Raymond	Public Services Librarian-E	\$	26.28
Reid, Jarrod M	Public Services Librarian-E	\$	26.28
Stewart, Kathleen Marie	Public Services Librarian-E	\$	26.54
Adrian, Amy	Public Services Librarian-E	\$	26.87
Conrad, Joanna	Public Services Librarian-E	\$	26.87
O'Donnell, Shannon Maria	Public Services Librarian-E	\$	26.87
Vollmer, Timothy Joseph	Public Services Librarian-E	\$	26.87
Davis, Jason Conrad	Public Services Librarian-E	\$	27.45
Donnelly, Ryan M	Public Services Librarian-E	\$	27.45
Mladenovic, James D	Public Services Librarian-E	\$	27.45
Dyer, David John	Public Services Librarian-E	\$	27.45
Davis, Andrew M	Public Services Librarian-E	\$	28.03
Summers, Kevin L	Public Services Librarian-E	\$	28.03
Woodruff, Sarah Gardner	Public Services Librarian-E	\$	28.03
Dinnage, Keith B	Public Services Librarian-E	\$	29.21
Friedman, Amy G	Public Services Librarian-E	\$	29.21
Smither, William D	Public Services Librarian-E	\$	29.21
Patterson, Michele E	Public Services Librarian-E	\$	29.43
Brookins, Christine Mari	Public Services Librarian-E	\$	30.37
Ehret, Deborah Deanne	Public Services Librarian-E	\$	30.37
Greenawalt, Mary Kay	Public Services Librarian-E	\$	30.37
Hunt, Jordan William	Public Services Librarian-E	\$	30.37
Jones, Deborah Anne	Public Services Librarian-E	\$	30.37
Lewis, Angie Michele	Public Services Librarian-E	\$	30.37
Liang, Sailan	Public Services Librarian-E	\$	30.37
Panighetti, Kasey	Public Services Librarian-E	\$	30.37
Perkins, Michael I	Public Services Librarian-E	\$	30.37
Pintal, Beth Ann	Public Services Librarian-E	\$	30.37
Edminster, Tami M	Public Services Librarian-E	\$	31.09
Gould, Janice Kristeen	Public Services Librarian-E	\$	31.36

Meeker, Liana Kay	Public Services Librarian-NE	\$ 23.20
Cage, Kimberly R	Public Services Librarian-NE	\$ 24.08
Sever, Donna Marie	Public Services Librarian-NE	\$ 24.08
Muzzall, Jonathan	Public Services Librarian-NE	\$ 25.44
Burriss, Natalie R	Public Services Librarian-NE	\$ 25.80
Buchanan, Tamara Jo Phillips	Public Services Librarian-NE	\$ 26.28
Griffitts, Joan Kathryn	Public Services Librarian-NE	\$ 26.87
Smith, Carrie Ann	Public Services Librarian-NE	\$ 27.45
Klopp, Kathleen Denise	Public Services Librarian-NE	\$ 29.79
Poppleton, Nancy Elizabeth	Public Services Librarian-NE	\$ 30.37
Weber, Nathaniel Lee	Strategy and Equity Specialist	\$ 26.87
Curlin, Mark Dominic	Supervisor, Building Systems	\$ 33.28
Fischer, Jessica Erin	Web Content Editor	\$ 23.40
Donoho, Kelly Price	Digital Media Specialist	\$ 25.80
Atwood, Anika D	Mgr., Neighborhood Branch	\$ 30.0000
Murphy, Jayme Francine	Social Worker	\$ 29.8077
Megerle Barker, Montoya Janice	Special Collections Librarian	\$ 28.61
Blankenship, Robin Michelle	Supervisor Librarian	\$ 24.85
Schmucker, Hallie Elizabeth	Supervisor Librarian	\$ 24.85
Petrie, April	Supervisor Librarian	\$ 25.80
VanTryon, Taylor Renee	Supervisor Librarian	\$ 25.80
Kim, Leah Rae	Supervisor Librarian	\$ 27.18
Warrener, Kathryn Elizabeth	Supervisor Librarian	\$ 27.93
Foland, Kristen	Supervisor Librarian	\$ 28.76
Lake, Anna Joyce	Supervisor Librarian	\$ 28.76
Holmer, Heidi L	Supervisor Librarian	\$ 30.67
Murphy, Erin Michal	Supervisor Librarian	\$ 30.70
Helmond, Kathy J	Supervisor Librarian	\$ 30.96
Heilman, Susan Walker	Supervisor Librarian	\$ 33.01
Ridge, John Holland	Supervisor Librarian-NE	\$ 32.56
Scheib, Catherine Janel	Supervisor Librarian-NE	\$ 35.06
Yarde, O'Brian Elijah	Supervisor, Youth Multimedia S	\$ 26.20
Bolden, Gregory Dante	Technical Training Specialist	\$ 30.20
Spurrier, Amy L	Business Analyst	\$ 38.29
Durchholz, Mary A	Cataloging and Metadata Librar	\$ 28.03
Millikan, Kathryn Ann	Cataloging and Metadata Librar	\$ 28.03
Strizu, Meredith M	Cataloging and Metadata Librar	\$ 29.21
Bacone, Kathryn N	Cataloging and Metadata Librar	\$ 29.79
Olaniyi, Olanike	Collection Development Librarian	\$ 29.23
Chandler, Emily L	Collection Development Librarian	\$ 33.56
Lawrence, Jessica Marie	Collection Development Librarian	\$ 33.56
Murray, Christopher James	Collection Development Librarian	\$ 33.56
Spaulding, Janet M	Collection Development Librarian	\$ 36.26
Oberhaus, Alexandria Elizabeth	Collection Liaison Librarian	\$ 28.70

Farmer, Kathryn Alyce	Digital Projects Coordinator	\$	30.20
Fox, Darlene J	Electronic Resources Librarian	\$	31.54
Osmundson, Daniel R	Front End Web Developer	\$	36.52
Laratte, Reginald	Human Resources Generalist	\$	29.28
Newell, Genira L.	Human Resources Generalist	\$	30.27
Ehret, Michael Lee	Indy Library Store Coordinator	\$	29.79
Cave, Danielle Aigner	Manager, Social Work	\$	38.70
Hunt, Alexis Monet	Mgr., Center for Black Literature	\$	32.45
Genovese, Carri Ann	Mgr., Neighborhood Branch	\$	29.80
Stewart, Darren M	Mgr., Neighborhood Branch	\$	31.25
Terrell, Staci L	Mgr., Neighborhood Branch	\$	32.14
Carson, Angela Michelle	Mgr., Processing	\$	33.56
McEntire, Keshia Renee	Mgr., Public Relations	\$	29.23
Johnson, Bradley A	Mgr., Shipping and Receiving	\$	31.22
Barreno-Quintanar, Adrian Jose	PC/Lan Specialist	\$	29.08
Edwards, Jill Bumpus	Program Specialist	\$	28.69
North, Devery	Program Specialist	\$	29.77
Neeb-Smith, Jessica Leigh	Program Specialist	\$	29.84
Fuqua, Sakura	Program Specialist	\$	30.14
Weaver, Kirsten Tenille	Program Specialist	\$	34.91
Hampton, Alexander Parker	Program Specialist Digital Inclusion	\$	28.20
Andersen, Kimberly S	Project Manager	\$	36.96
Tial Thang, Zing Hlei	Staff Accountant	\$	30.06
Moore, Karen	Supervisor, Digital Inclusion	\$	28.29
Sheriff, Elizabeth	Venue Coordinator	\$	29.08
Waymire, Joshua D	Web Developer	\$	35.79
Smith, Mikaela	Interim-Mgr., Community Branch	\$	28.80
Bell, Priscilla I	Interim-Mgr., Community Branch	\$	33.20
Mahoney, Patrick James	Lan Administrator	\$	41.71
Thomas, Kevin Clarence	Mgr., Buildings and Grounds	\$	35.99
Winston, Brandi Rochelle	Mgr., Central Services	\$	31.34
Coleman, Theresa Anne	Mgr., Community Branch	\$	29.91
Pea, Bambi Cathelina	Mgr., Community Branch	\$	30.32
Haddix, Lindsay Sherer	Mgr., Community Branch	\$	31.14
Gilbert, Todd P	Mgr., Community Branch	\$	31.94
Allison, Bethany Akerhielm	Mgr., Community Branch	\$	32.77
Smither, Doriene K.	Mgr., Community Branch	\$	33.77
Malone, Denyce	Mgr., Community Branch	\$	34.74
Bulloff, Kathryn Anne	Mgr., Digital Marketing	\$	33.99
Hollenbach, Natasha	Mgr., Digital Projects	\$	35.81
George, Janelle Ann	Mgr., Events	\$	35.27
Waterson, Carrie E	Mgr., Website	\$	38.59
Duncan, Tim A	Network Systems Analyst	\$	46.10
Hollandbeck, Michael Gary	Senior Accountant	\$	37.95

Dunten, Brian P	Software Engineer	\$	43.96
Johnson, Wendy Lynn	Supervisor, Volunteer Resource	\$	31.34
Gilbert, Mary Angela	Executive Assistant	\$	40.97
Chekoff, Kendra Dee	Mgr., Accounting	\$	43.13
Henzlik, Jennifer Lynn	Mgr., Acquisitions	\$	37.20
Swaidner, Pamela Sue	Mgr., Cataloging and Metadata	\$	40.15
Kelley, Robin L	Mgr., Central Adult Services	\$	40.93
Watkins, Cordia J	Mgr., Circulation	\$	34.48
Hogsett, Christopher	Mgr., Learning Curve	\$	33.29
Ward, Margaret E	Mgr., Outreach Services & Volu	\$	33.59
Mattix, Jena	Mgr., Regional Branch	\$	32.06
Taboada, Monica Patricia	Mgr., Regional Branch	\$	32.21
Jenkins, Michael	Mgr., Regional Branch	\$	33.0000
Peak, Shelby Suzanne	Mgr., Regional Branch	\$	33.29
Duke, Fiona	Mgr., Regional Branch	\$	34.72
Crain, Josh	Mgr., Regional Branch	\$	35.30
Todd, Adam Bartley	Mgr., Regional Branch	\$	35.72
Scott, Constance Elaine	Mgr., Regional Branch	\$	39.77
Mullican, Melinda Kay	Mgr., Regional Branch	\$	40.15
Wetnight, Jill M	Mgr., Regional Branch	\$	40.15
Batt, Sarah Jane	Mgr., Shared Systems	\$	40.15
Zimmermann, Marina A	Mgr., Payroll	\$	44.98
Williams, Michael Alan	Mgr., Special Projects	\$	47.37
Ruiz III, Miguel Angel	Project Manager, Innovation &	\$	41.14
Edminster, Jeffrey P	Mgr., Data & Web Services	\$	51.54
Coghlan, Charles Michael	Mgr., Facilities Projects	\$	53.51
Brown, Kimberly A	Mgr., Organizational Learning a	\$	41.14
Simmons, Gwendolyn M	Mgr., Purchasing and Supplier D	\$	41.20
Coyne, Katelyn Anne Moreland	Area Resource Manager-Adult S	\$	41.58
Konja, Naomi Renee	Area Resource Manager-Branch	\$	39.66
Kruppa, Marianne H	Area Resource Manager-Branch	\$	41.20
Wehr, Margaret A	Area Resource Manager-Branch	\$	44.98
Weidenbach, Shael	Area Resource Manager-Youth S	\$	41.60
Rankin, Mary E	Dir., Accounting	\$	55.20
Schoettle, Elizabeth	Dir., Central Library	\$	49.28
Ewers, Kimberly Ann Jones	Diversity & Inclusion Officer	\$	47.66
Green, Demetrius	Interim-Mgr., Systems and Infra	\$	50.98
McKenzie, Marianne Elizabeth	Strategic Planning & Assessmen	\$	47.66
Lambert, Debra Anne	Chief Collection Management O	\$	63.09
Barr, Mary Gerard	Chief Communications and Mar	\$	53.70
Parsons, Adam	Chief Operational Services Offic	\$	54.75
Galarce Bernardy, Tisha Marie	Chief Talent and Development C	\$	53.70
Campbell, Lolita Denise	Chief Financial Officer	\$	68.37
Heyward, Shanika Renekia	Chief Innovation and Technolog	\$	61.20

Helling, John Patrick	Chief Public Services Officer	\$	65.20
-----------------------	-------------------------------	----	-------



Board Action Request

7b

To:	IMCPL Board	Meeting Date:	November 25, 2024
From:	Diversity, Policy and HR Committee	Approved by the Library Board:	November 25, 2024
		Effective Date:	December 15, 2024

Subject:

Approval of Resolution 79-2024 Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees.

Recommendation:

Library leadership recommends that the Library Board approve Resolution 79- 2024 (Resolution Adopting a Schedule of Pay Grades, Staff Positions and Benefits for Library Employees).

Background:

Resolution 79-2024 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 2025:

- Wellness Program

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



Board Resolution

7b

RESOLUTION 79-2024

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

INDIANAPOLIS MARION COUNTY PUBLIC LIBRARY

NOVEMBER 25, 2024

RESOLVED, that Resolution 69-2023. approved by this Board of Trustees (“Board”) on December 18, 2023, 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 November 25, 2024, except as otherwise herein provided.

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

FURTHER RESOLVED, that the attached Pay Structure schedule setting forth the schedules of pay grades, employee positions and compensation ranges is hereby approved and adopted to become effective the first pay period of 2025, 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, that any Library employee who is called for jury duty, either grand or petit, shall, during the period of his or her absence on account of such jury service, be paid his or her full regular salary or wage less the per diem allowances earned by such employee for jury duty.

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

FURTHER RESOLVED, that subject to those personnel policies and benefit descriptions outlined in the Human Resources Section of the Policy Manual, as may be amended, the following special regulations and benefits for exempt and non-exempt employees 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 Personal Holiday and are designated paid holidays for Library employees and Policy 248 regarding Holiday Pay is amended in accordance herewith. Benefit-eligible employees will receive two additional 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. An Employee's personal holiday does not carry over to the next year. It must be used during the calendar year it is given and if not used by the employee it is forfeited for that year. Any change in status after use of one's personal holiday, i.e., part-time to full-time, will not result in any change to the hours received for the personal holiday during the same year as the change of status. 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 23rd will be 24 regular hours worked; the week of December 30th will be a 32 hour workweek, and the week after Labor Day will be 32 regular hours worked).

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 PEMP Leave subject to the applicable maximum cap.

WELLNESS PROGRAM- Full-time, benefit eligible employees may receive a cash incentive for completion of wellness activities. The Wellness Program will run from January to December each year starting in 2025. 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 employees along with the required points for each category.

For 2024 under the current Wellness Program, instead of a premium discount for the Library provided health insurance benefit, 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. Benefit eligible employees have two (2) Consumer Driven Health plans (CDHP Option 1 or CDHP Option 2) from which to choose coverage. The Library currently pays up to approximately 90% of the cost for the Employee Only coverage and up to approximately 60% of the additional cost to add dependents and spouses to the coverage (or an appropriate prorated amount for part-time employees) for those employees enrolled in either CDHP option. Both plan descriptions are on file in Human Resources.

For 2025, employees enrolled in CDHP Option 1 and have a health savings account will receive a one-time Library contribution of \$600.00 for employee only coverage and \$1400.00 for employee/spouse, employee/children or family coverage. For 2025, employees enrolled in CDHP Option 2 and have a health savings account will receive a one-time Library contribution of \$1000.00 for employee only coverage and \$2100.00 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 prorated amount of the premium based on the schedule of the employee.

INJURY LEAVE - Employees who cannot work because of an injury occurring while on duty, may choose to use accrued, unused PTO or Individual Catastrophic Account (CAT) hours for missed workdays. If the injury is approved as a legitimate Worker’s Compensation covered

injury, the employee may request a return of 66 and 2/3rd of used accrued time for days covered by Worker's Compensation upon reimbursing the Library for the used accrued time.

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

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

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

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

FIDELITY INVESTMENTS – Investments in mutual funds for retirement savings are available through Fidelity Investments. With these mutual funds, a contract is initiated between Fidelity and the employee for a reduction in salary by the amount which the employee specifies should be contributed to the plan. Federal, State and Local Income Taxes are paid on the remaining amount.

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

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

TUITION ASSISTANCE – The Library offers a tuition assistance program to employees who are pursuing an additional job related degree. The assistance is limited to an annual maximum of \$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 employees who are in a position requiring a Professional Certification. The assistance is limited to a maximum total of \$1000.00 for course work completed toward achieving the initial Certification requirement. 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. Employees not meeting required criteria for financial assistance will not receive assistance from IndyPL and be solely responsible for all costs owed to the course provider.

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

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

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

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

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

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

Approved this 25th day of November, 2024.

RESOLUTION 79-2024

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

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

NOVEMBER 25, 2024

AYE

NAY

ATTEST: _____
Secretary of the Board

Job Title	Pay Grade	Minimum		Midpoint		Maximum	
		Hrly	Annual	Hrly	Annual	Hrly	Annual
Chief Executive Officer	20	64.90	135,000	82.93	172,500	100.96	210,000
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 Resources	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
Lan Administrator	12	27.60	57,414	34.50	71,768	41.40	86,121
Manager, Digital Marketing	12	27.60	57,414	34.50	71,768	41.40	86,121
Manager, 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
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
Manager, 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
Manager, Public Relations	11	25.80	53,664	32.25	67,080	38.70	80,496
Manager, Shipping and Receiving	11	25.80	53,664	32.25	67,080	38.70	80,496
Manager, Social Work	11	25.80	53,664	32.25	67,080	38.70	80,496
Managing Editor	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 Digital Inclusion	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
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 Librarian-NE	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
Diversity Fellow- Talent and Development	9	22.00	45,760	27.50	57,200	33.00	68,640
Diversity Fellowship-CBLC Multimedia Project	9	22.00	45,760	27.50	57,200	33.00	68,640
Metadata 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
Assistant Managing Editor	8	20.47	42,568	25.58	53,211	30.69	63,853
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
Project Assistant, Shared Systems	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
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
Program Associate-Outreach	6	18.70	38,896	22.28	46,332	25.85	53,772
Program Billing and Budget Specialist	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
Order Specialist	5	18.50	38,480	21.61	44,938	24.71	51,401
Processing Accounts Assistant	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
Purchasing Order Specialist	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 Computer Assistant I	3	18.00	37,440	20.49	42,619	22.98	47,813
Hrly Events Assistant	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

8a

To: IndyPL Board

Meeting Date: November 25, 2024

From: Facilities Committee

Approved by
The Library Board:
Effective Date:

Subject: Resolution 70-2024
Approval to Award a Construction Services Contract for the Library Service Center Conference Room 221 Renovation

Recommendation:

IndyPL Facilities Committee recommends Board approval for the attached action (Resolution 70-2024) to award a general construction services contract for the Library Service Center Conference Room 221 Renovation to **Mayer Najem, Fishers, Indiana**, for the total cost of \$132,000.00.

Strategic/Fiscal Impact:

The total cost of the project was estimated at \$250,000. The cost of the construction plus the estimated costs of design and furniture combine to be less than the total budgeted amount.

The Project will be funded by the Facilities Improvement Projects III Bond Fund (Fund 485.)

DEI Impact:

Mayer Najem is not a city-certified Minority/Women/Veteran/ Disability-Owned Business Enterprise and will self-perform 100% of the work.

Background:

The need for a formal, executive conference room has become apparent in the past several years. As the Library Services Center is over 30 years old, the Conference Room 221 does not provide the level of professionalism that IndyPL requires for hosting guests or executive meetings.

The project is to refresh the look and feel of LSC 221 by providing updated audio/visual equipment; floor, ceiling, and wall finishes; and furniture.

The project was estimated to be more than \$150,000 and was bid using the requirements of the Public Works Statute IC § 36-1-12. The Project seeks the Minority/Women/Veteran/ Disability

Board Action Request

RE: Facilities Committee, Item 8a
Resolution 70-2024 Approval to Award a Construction Services Contract for the
Library Service Center Conference Room 221 Renovation Project

Date: November 25, 2024

Owned Business Enterprise Utilization Goals established as Policy by the Board in Resolution 28-2020.

IndyPL staff and the architect, Schmidt Associates, prepared documents to solicit open, competitive, and sealed bids for the Project. The Documents were publicly advertised, issued to invited vendors, and sent to business development contacts on September 12, 2024. Notice of the Project was also posted on the IndyPL website.

IndyPL staff used the Indianapolis Office of Minority & Women Business Development website to identify vendors who state they provide construction services.

The Project requires compliance with Requirements for Contactors on Public Works Projects including liability insurance, qualification, E-Verify, employee training, and records retention.

Below is a list of vendors and business development entities that were sent the Notice to Bidders via e-mail:

City Certifications	Vendor
	Alderson Commercial Group
	Alt Construction
MBE	Apogee Construction
VBE	ARCHITECTURAL GLASS & METAL CO., INC.
MBE	BCMI
	Brandt Construction
MBE	C & K UNITED SHEET METAL AND MECHANICAL INC
	Compass Commercial Group
	DOOR SERVICES OF INDIANA, INC.
	ENVOY CONSTRUCTION SERVICES LLC
MBE	FAM CONSTRUCTION LLC
	Foster Contracting
	GENERAL RESTORATION AND CONSTRUCTION LLC
	HEARTLAND CONSTRUCTION GROUP LLC, DBA THE HEARTLAND BUILDERS, DBA THE HEARTLAND EXTERIORS
	Holladay Construction
	K.P. Meiring Company
MBE	L.G.C. CONTRACTORS, INC.
	Marten Construction Management, Inc.
	Meyer Najem
MBE	OAK AND STONE CONSTRUCTION COMPANY LLC
MBE	Powers & Sons
MBE	Richard Lopez Electrical LLC
	Shiel Sexton
MBE; WBE	Stenz Construction
WBE	T&H CONSTRUCTION PROPERTIES, LLC
MBE	TURNER HOUSING ASSOCIATION LLC DBA THA CONSTRUCTION
	VICTOR BISHOP DBA PLUS CONSTRUCTION
MBE; WBE	Watt Mechanical
	AV Designers
	Shoemaker
	American Sound
	Construct Connect
	Dodge Data

A Pre-Bid Conference and Site Tour was held on September 24, 2024. Seven (7) vendors attended the Conference.

Board Action Request

RE: Facilities Committee, Item 8a
Resolution 70-2024 Approval to Award a Construction Services Contract for the
Library Service Center Conference Room 221 Renovation Project
Date: November 25, 2024

IndyPL shall award the Project to the lowest, responsible, and responsive vendor pursuant to IC § 36-1-12-14 (b)(8).

The project is scheduled to be start the first week in December and be completed within 50 calendar days.

Four (4) bids were received at the Library Services Center by the deadline of 1:00 PM local time on October 8, 2024. A tabulation of the bids is included below:

Bidder	BCMI	JG Bowers	Mayer Najem	Stenz Construction
Bid Security	Yes	Yes	Yes	Yes
Lump Sum Base Bid	\$134,000	\$142,000	\$132,000	\$210,000
Vendor XBE Status	MBE	MBE	-	MBE/WBE
Proposed MBE Utilization %	7%	6.4%	0%	5%
Proposed WBE Utilization %	0%	0%	0%	23%
Proposed VBE Utilization %	0%	0%	0%	0%
Proposed DOBE Utilization %	0%	0%	0%	0%

The architect has checked references and is satisfied **Mayer Najem** can successfully complete the work as described in the bidding documents.



Board Resolution

8a

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 70-2024

APPROVAL TO AWARD A CONSTRUCTION SERVICES CONTRACT FOR THE LIBRARY SERVICES CENTER CONFERENCE ROOM 221 RENOVATION PROJECT

NOVEMBER 25, 2024

WHEREAS, the Indianapolis-Marion County Public Library (“IndyPL”) continues to implement facility upgrade projects in support of the IndyPL Strategic Plan; and

WHEREAS, IndyPL staff prepared bidding documents to solicit open, competitive, and sealed public bids for the Library Services Center Conference Room 221 Renovation Project. Bids were solicited beginning on September 12, 2024; and

WHEREAS, IndyPL received sealed bids from four (4) contractors by the deadline on October 8, 2024; and

WHEREAS, based on the review of the bids, IndyPL and the architect have determined to **Mayer Najem, Fishers, Indiana** to be the lowest, responsive, and responsible bidder and recommends award of the contract to **Mayer Najem**.

IT IS THEREFORE RESOLVED the Library Services Center Conference Room 221 Renovation Project contract, as bid describing the scope of work and compensation, is approved and authorizes the Chief Executive Officer (“CEO”) to negotiate and execute an agreement with to **Mayer Najem**. The agreement will be based upon such terms described in the Draft Standard Agreement included in the Bidding Documents as Section 00 05 00 dated September 12, 2024, and as the CEO deems necessary or advisable based on the recommendations of IndyPL’s legal counsel. The agreement with to **Mayer Najem** will be for the total cost of One-Hundred Thirty-Two Thousand Dollars and Zero Cents (\$132,000.00), and any such agreement execution and delivery effected be, and hereby is, confirmed and approved.

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

RESOLUTION 70-2024

**APPROVAL TO AWARD A CONSTRUCTION SERVICES CONTRACT FOR THE
LIBRARY SERVICES CENTER
CONFERENCE ROOM 221 RENOVATION PROJECT**

NOVEMBER 25, 2024

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Action Request

8b

To: IndyPL Board

Meeting Date: November 25, 2024

From: Facilities Committee

Approved by
The Library Board:

Effective Date:

Subject: Resolution 72-2024
Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch

Recommendation:

The IndyPL Board Facilities Committee recommends Board approval of the attached action (Resolution 72–2024) for the approval to execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch

DEI Impact:

Based on the past bidding history with this Project we expect participation to meet our utilization goals. The utilization rates will be determined during the bidding of the work by the construction manager.

Following the requirements of I.C. 5-32 and pursuant to Resolution 63-2020 the IndyPL Board awarded a Construction Manager as Constructor Services (“CMc”) Contract to The Skillman Corporation in December 2022. The use of the CMc delivery method was selected to allow for enhanced bidding and contracting efforts for local business development.

Fiscal Impact:

The expense for the Services will be charged to the Series 2021B Bond (Fund 484.) Adequate funds are available in Fund 484 because the Project came in under budget. Significant savings were found in the condition of soils used to create the building pad, little use of the contingency for construction coordination, and little use of the IndyPL contingency for desired modifications during construction.

Board Action Request

RE: Facilities Committee, Item 8b

Resolution 72-2024 Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch

Date: November 25, 2024

Background:

Following a successful opening of the long-awaited new Branch in 2023 and an overwhelmingly positive reception by the community, staff have identified three specific physical improvements to the facility that will enhance the library experiences by patrons and staff.

- Improve the ability for caregivers to safely monitor the youngest patrons in their care by enclosing the activity area without compromising the ability for staff to monitor the activities in the area.
- Improve the ability for circulation staff to communicate with patrons by providing additional acoustical treatment for this area.
- Emphasize the quiet nature of the facility by providing additional acoustical treatment for the main space.

Staff worked closely with the Ratio and Skillman to develop schematic solutions to test and estimate.

The plan is to implement the work in multiple phases to limit impact on public and staff services.

Phase 1 Acoustic Treatments in the Entry Hall and Main Space (surface treatments only)

November 14, 2024 – Issue Invitation to Quote

December 2, 2024 – Receive Quotes

December 16, 2024 – IndyPL Board Awards Quotes

December 2024 - Start Construction (Order Materials)

March 2025 - Substantial Completion

Phase 2 Children’s Activity Zone Enclosure

January 8, 2025 - Bidding Documents Available to Bidders

March 4, 2025 - Receive Bids

March 24, 2025 – IndyPL Board Awards Bids

April 2025 – Start Material Procurement

August 2025 – Start Construction after Summer Reading Program

November 2025 - Substantial Completion

The estimate for the construction work is \$600,139.93, which will be finalized at bidding.

The construction manager’s Preconstruction Phase Services fee is \$5,131.

The construction manager’s Construction Phase Services fee is \$40,343.

Preliminary images of the proposed improvements follow.

Board Action Request

RE: Facilities Committee, Item 8b

Resolution 72-2024 Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch

Date: November 25, 2024

FULLY ENCLOSE CHILDREN'S ACTIVITY ZONE

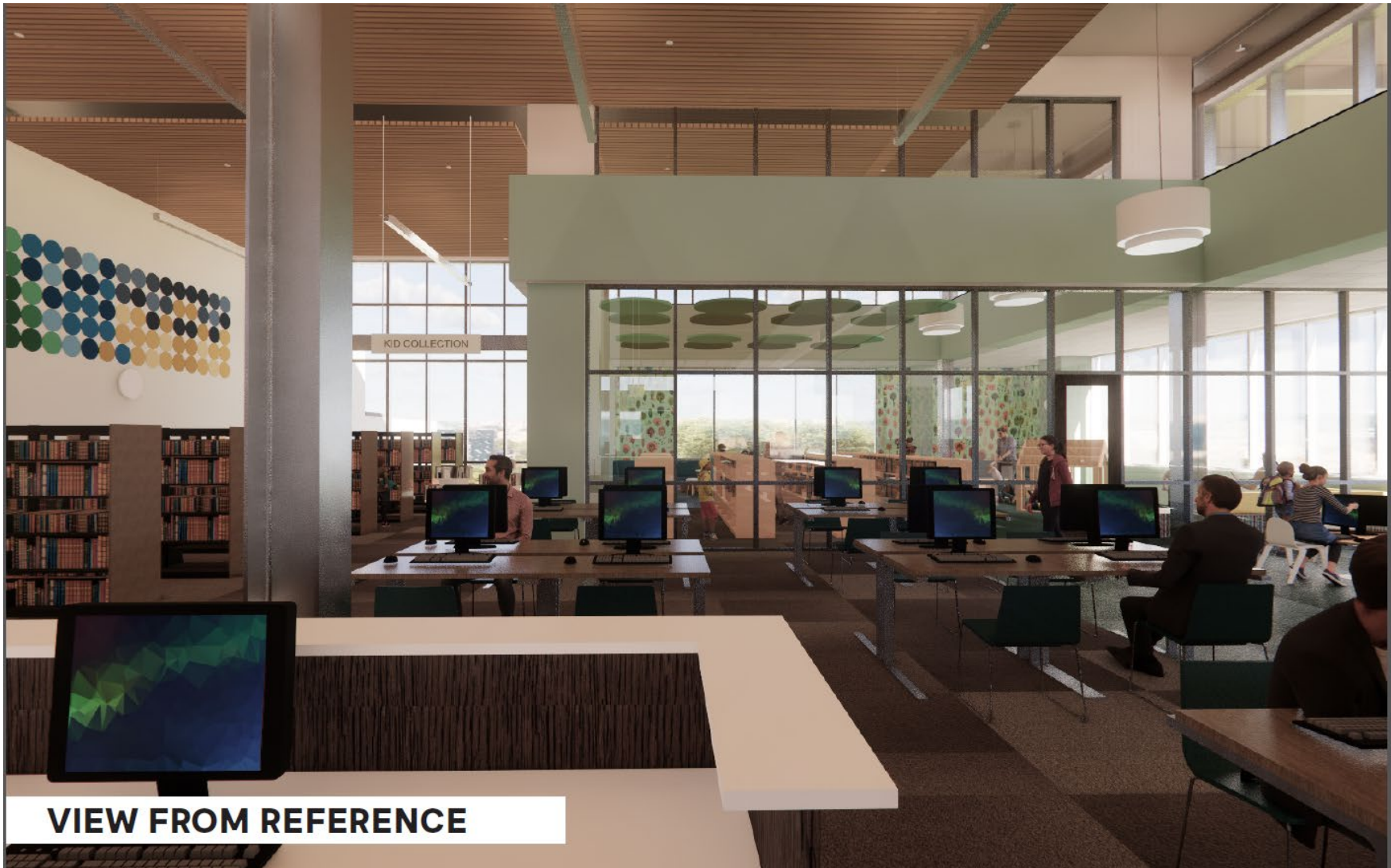


Board Action Request

RE: Facilities Committee, Item 8b

Resolution 72-2024 Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch

Date: November 25, 2024



Board Action Request

RE: Facilities Committee, Item 8b

Resolution 72-2024 Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch

Date: November 25, 2024



VIEW FROM WINDOW SEATS

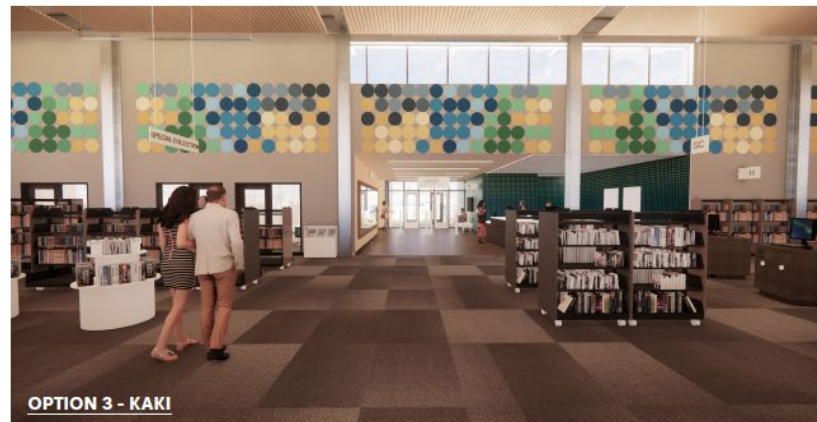
Board Action Request

RE: Facilities Committee, Item 8b

Resolution 72-2024 Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch

Date: November 25, 2024

MAIN LIBRARY NORTH WALL - COLOR STUDY



R
D



Board Resolution

8b

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 72 – 2024

APPROVAL TO EXECUTE THE FIRST AMENDMENT TO THE CONSTRUCTION MANAGER AS CONSTRUCTOR AGREEMENT BETWEEN THE SKILLMAN CORPORATION AND INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY FOR SAFETY AND ACOUSTIC IMPROVEMENTS AT THE FORT BEN BRANCH

November 25, 2024

WHEREAS, the Indianapolis-Marion County Public Library (“IndyPL”) contracted with **The Skillman Corporation**, an Indiana corporation (“Skillman”) to provide construction manager and constructor services for the Fort Ben Branch facility, as approved by Resolution 63-2020; and

WHEREAS, IndyPL and Skillman are desirous of amending the contract to include the services required to implement the desired safety and acoustic improvements; and

WHEREAS, IndyPL has received, considered, and deems appropriate a First Amendment to the Agreement (“First Amendment”), which First Amendment is attached hereto as Exhibit A.

IT IS THEREFORE RESOLVED, that the First Amendment to the Construction Manager as Constructor Agreement, substantially the form attached hereto as Exhibit A, by and between IndyPL and Skillman, is approved and adopted, and that the Chief Executive Officer of IndyPL is hereby authorized to execute and deliver in the name and on behalf of IndyPL, the First Amendment with such changes in form or substance as the Chief Executive Officer shall approve or deem advisable based on the recommendations of IndyPL’s legal counsel, such approval to be conclusively evidenced by the execution thereof.

**LIBRARY BOARD OF THE
INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
RESOLUTION 72-2024**

(Continued)

**APPROVAL TO EXECUTE THE FIRST AMENDMENT TO THE
CONSTRUCTION MANAGER AS CONSTRUCTOR AGREEMENT
BETWEEN THE SKILLMAN CORPORATION AND
INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY FOR
SAFETY AND ACOUSTIC IMPROVEMENTS AT THE
FORT BEN BRANCH**

NOVEMBER 25, 2024

AYE

NAY

Adopted this 25th day of November 2024.

ATTEST: _____
Secretary of the Board

**RESOLUTION 72-2024
(Continued)
FIRST AMENDMENT TO THE CONSTRUCTION MANAGER AS CONSTRUCTOR
AGREEMENT BETWEEN THE SKILLMAN CORPORATION AND
INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY FOR
SAFETY AND ACOUSTIC IMPROVEMENTS AT THE FORT BEN BRANCH**

EXHIBIT A DRAFT

Amendment No. 1

October 11, 2024

Amendment No. 1 to AIA Document C133 - 2019, "Standard Form of Agreement Between Owner and Construction Manager as Constructor" between Indianapolis-Marion County Public Library and The Skillman Corporation, dated December 14, 2020, shall hereby be amended as follows:

1. Add the following Project:

Phase 2 – Fort Ben Branch Library - Children’s Activity Zone and Acoustics
2. Article 1.1.2 The Phase 2 project physical characteristics;
 - a) Fort Ben Branch Library – Children’s Activity Zone and Acoustics
 - Acoustical Treatment for the Entry Hall Corridor
 - Acoustical Treatment for the North Library Wall
 - Additional interior walls, glazing, and interior finishes to the Children’s Activity Zone
3. Article 1.1.3 The Owner’s estimated budget for the Guaranteed Maximum Price, as defined by Article 6:

Phase 2 – Children’s Activity Zone and Acoustics
Sixty-Hundred Thousand Eight Hundred Twenty-Five Dollars (\$600,139.93).
4. Article 1.1.4; The Owner’s anticipated design and construction milestone dates;
 - .1 Design Phase:
 - October 1, 2024 – Schematic Design Review
 - November 8, 2024 – Design Development Review & Quoting Documents Available
 - November 14, 2024 – Quotes Available to Quoters
 - December 5, 2024 – Receive Quotes
 - December 16, 2024 – Award Quotes
 - December 20, 2024 – Construction Document Review
 - January 8, 2025 - Bid Documents Available to Bidders
 - February 5, 2025 - Receive Bids
 - February 24, 2025 - Board Award Bids
 - .2 Construction Phase:
 - December 2024 (Phase 1 Acoustics) - Start Construction
 - March 2025 (Phase 1 Acoustics) - Substantial Completion
 - February 2025 (Phase 2 Children’s Activity Zone) – Start Material Procurement
 - August 2025 – Start Construction
 - November 2025 - Substantial Completion

RESOLUTION 72-2024

(Continued)

FIRST AMENDMENT TO THE CONSTRUCTION MANAGER AS CONSTRUCTOR AGREEMENT BETWEEN THE SKILLMAN CORPORATION AND INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY FOR SAFETY AND ACOUSTIC IMPROVEMENTS AT THE FORT BEN BRANCH

Amendment #1 (page 2)

Phase 2 – Fort Ben Branch Library – Children’s Activity Zone and Acoustics

5. Article 1.1.5: Add following project to the phased construction; Fort Ben Branch Library – Children’s Activity Zone and Acoustics

6. Article 3.1.9: The staffing plan for Phase 2 is the following;

Staffing	Precon.	Const. (4 months)
Architectural Estimator	8	0
Project Manager	12	32
Project Engineer	12	44
Site Manager	0	176
Safety Manager	0	32
Total Hours	32	284

7. Article 5.1: Compensation for Construction Manager’s Preconstruction Phase Services for Phase 2 is as follows:

Total lump sum of Five Thousand One Hundred Thirty-One Dollars (\$5,131).

8. Article 7.2.2: Compensation for Construction Manager’s labor costs for Construction Phase Staffing for Phase 2 is as follows:

Total lump sum of Forty Thousand Three Hundred Forty-Three Dollars (\$40,343).

9. All other terms and conditions of the original agreement remain the same.

OWNER Indianapolis-Marion County Public Library

CONSTRUCTION MANAGER The Skillman Corporation

Victor Landfair, EVP

Dan King, President



Board Action Request

8c

To: IndyPL Board

Meeting Date: November 25, 2024

From: Facilities Committee

Approved by
The Library Board:
Effective Date:

Subject: **Resolution 80-2024**
Approval to Award Fixtures, Furniture, and Equipment Purchase Order for the Central Library Learning Curve 2 East Renovation Project

Recommendation:

The IndyPL Board Facilities Committee recommends Board approval of the attached action (Resolution 80–2024) approval to award a Fixtures, Furniture, and Equipment purchase for the Project to **OfficeWorks Services LLC**, Fishers, Indiana for \$46,144.39.

Strategic/Fiscal Impact:

The Project will be funded by the Curve Renovation Project Bond Fund 487.

DEI Impact:

OfficeWorks Services LLC is a City-certified MBE vendor with a contract value representing 100.00% of the total award amount.

Background:

In response to the Strategic Plan there are plans for the expansion of the Learning Curve at Central Library. To provide space for the expansion of the Learning Curve the Adult DVD Collection will be relocated from 3 West to 2 East. The relocation of the Adult DVD collection will better meet the needs of our patrons and staff.

The invitation to quote documents were prepared by IndyPL and krM Architecture+ to procure, provide and install the fixtures, furniture, and library equipment (“FF&E”) for the renovated facility. The documents were structured to allow for a detailed line-item evaluation of the quotes to award contracts to multiple vendors to achieve the best value for IndyPL.

Board Action Request

RE: Facilities Committee, Item 8c
Resolution 80-2024 Approval to Award Fixtures, Furniture, and Equipment Purchase
Order for the Central Library Curve 2 East Renovation Project
Date: November 25, 2024

The Project was quoted and will be completed using the requirements of the Public Works Statute IC §36-1-12-4.7. The Project seeks the Minority/Women/Veteran/Disability Owned Business Enterprise Utilization Goals established as Policy by the Board in Resolution 28-2020.

The documents were issued to interest vendors and posted on our webpage on October 18, 2024.

IndyPL staff used our database and the City’s OMWBD database to identify vendors capable of providing these services. The Invitation to Quote was emailed directly to these vendors and business development contacts:

Certification	Vendor
	Agati
	Business Furniture
WBE	Binford Group KI
	Krueger International
	Bradford Systems Spacesaver
	Circle Office Supplies
WBE	Commercial Office Environments
	DECO Associates - Estey/Tennsco
	Educational Furniture
WBE	Fineline Furniture
	Fleming Furniture Group
	Fluid Libraries - Palmieri Products
	Indoff
	Kentwood Office Furniture
	KMA
	KPC Architectural Products - Estey/Tennsco
	Library Bureau
	Office 360
MBE	Office Works
	PC & A Business Environments
	RDS Office Furniture
	RH Contract
	RJE
WBE	Solutions + Design

Board Action Request

RE: Facilities Committee, Item 8c

Resolution 80-2024 Approval to Award Fixtures, Furniture, and Equipment Purchase Order for the Central Library Curve 2 East Renovation Project

Date: November 25, 2024

Five (5) sealed line-item quotes were received by the deadline of 2:00 pm EST on November 8, 2024. Using a TEAMS virtual meeting, the quotes were opened and read aloud publicly. A tabulation of the quotes is included below.

Vendor	BFC	COE	Office360	OfficeWorks	RJE
Certifications	WBE	WBE	WBE - VBE	MBE	
Base Quote	\$52,856.48	\$48,296.23	\$55,978.86	\$46,144.39	\$50,775.71
Drug Testing Program	Yes	Yes	Yes	Yes	Yes
E-Verify	Yes	Yes	Yes	Yes	Yes
Non-Collusion Affidavit	Yes	Yes	Yes	Yes	Yes
Utilization Goals Plan	Yes	Yes	Yes	Yes	Yes
MBE				100%	
WBE	100%	100%	100%		3%
VBE					
DOBE					

IndyPL and the design team completed a detailed review of the FF&E quotes. The detailed review of the quotes included consideration of approved product substitutions, manufacturer discounts, and governmental quantity purchasing agreements.

The IndyPL Manager, Purchasing and Supplier Diversity, reviewed the quote from **OfficeWorks Services LLC** and approved their efforts to achieve the IndyPL participation goals.

OfficeWorks Services LLC is an Indiana company that is a Certified MBE. They have the knowledge, experience, and resources to satisfactorily complete the work as described in the documents. They have recently provided items for the Nora Branch Renovation Project.

The Project also requires compliance with Requirements for Contractors on Public Works Projects IC §4-13-18 including contractor's drug testing of employees.



Board Resolution

8c

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 80-2024

APPROVAL TO AWARD FIXTURES, FURNITURE, AND EQUIPMENT PURCHASE ORDER FOR THE CENTRAL LIBRARY LEARNING CURVE 2 EAST RENOVATION PROJECT

November 25, 2024

WHEREAS, the Indianapolis-Marion County Public Library (“IndyPL”) continues to implement facility upgrade projects in support of the Strategic Plan of IndyPL; and

WHEREAS, IndyPL and the architect, krM Architecture+ have prepared specifications for the fixtures, furniture and equipment required for the Central Library Learning Curve 2 East Project (the “Project”); and

WHEREAS, IndyPL and the architect, have solicited open, public, and competitive quotes for the fixtures, furniture, and equipment required for the Project; and

WHEREAS, IndyPL received responsible and responsive quotes pursuant to IC §36-1-12-4.7 from five (5) Vendors; and

WHEREAS, based on the review of the quotes, IndyPL and the design team have determined **OfficeWorks Services LLC** is the lowest, responsive, and responsible quoter and recommends award of the contract to **OfficeWorks Services LLC**; and

IT IS THEREFORE RESOLVED the quote dated November 8, 2024, from Office Works is approved and authorizes the Chief Executive Officer (“CEO”) to execute a purchase order with **OfficeWorks Services LLC** for a total cost of Forty-six Thousand One Hundred Forty-four Dollars and Thirty-nine Cents (\$46,144.39) to implement the Project.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 80-2024
(Continued)

APPROVAL TO AWARD FIXTURES, FURNITURE, AND EQUIPMENT
PURCHASE ORDER FOR THE CENTRAL LIBRARY
LEARNING CURVE 2 EAST RENOVATION PROJECT

November 25, 2024

AYE

NAY

Adopted this 25th day of November 2024.

ATTEST: _____
Secretary of the Board



Board Action Request

8d

To: IndyPL Board **Meeting Date:** November 25, 2024

From: Facilities Committee **Approved by the Library Board:**
Effective Date: January 1, 2025

Subject: Resolution 81 – 2024 Approval of Second Amended and Restated Agreement between the Indianapolis-Marion County Public Library and The Children’s Museum of Indianapolis, Inc.

Recommendation:

The IndyPL Facilities Committee recommends Board approval for the attached action (Resolution 81–2024) to amend the agreement for use of the space currently occupied by the InfoZone Branch with **The Children’s Museum of Indianapolis, Inc.**

Strategic/Fiscal Impact:

There will be no additional cost of this service. Normal operating costs of the InfoZone Branch, including the annual occupancy fee of \$17,500 and all staff costs, are already budgeted from the Operating Fund (Fund 101) and are within the approved appropriation for 2025 and expected to be within the approved appropriation for 2026. There is no annual rental fee.

DEI Impact:

There is no direct purchasing DEI impact via the expenditure of the funds transferred to the Children’s Museum of Indianapolis, Inc.

There is an indirect DEI impact, as the InfoZone Branch service area has a minority population significantly higher than the Indianapolis average. Continuing the existence of the InfoZone branch at the Children’s Museum allows IndyPL to continue providing accessible service to these patrons.

The InfoZone Branch is readily accessible via two Bus Rapid Transit lines, the Red Line and the Purple Line, providing access to a broad range of patrons beyond the immediate service area.

Board Action Request

RE: Facilities Committee, Item 8d

Resolution 81 – 2024

Approval of Second Amended and Restated Agreement between the Indianapolis-Marion County Public Library and The Children’s Museum of Indianapolis, Inc.

Date: November 25, 2024

Background:

The InfoZone currently occupies a space at The Children’s Museum, with the current agreement starting in 2010. This space is located halfway down the ramp from the parking garage to the main entrance of the Museum.

The agreement was originally enacted in 2010, with an initial term of two (2) years. The agreement has been extended six (6) times, each for two (2) years, with the latest extension in 2022 for the 2023-2024 term. The proposed agreement will extend the length of the term to three (3) years, covering the years 2025-2027. The proposed agreement also contemplates extension terms of three (3) years each.

The amendments made were mutually agreed upon, allowing InfoZone staff schedule to more closely mimic staff at other IndyPL branches, and allows for ad hoc schedule adjustments to be made via approval by authorized representatives of both organizations.

The amendment and restatement streamlines the agreement and more closely tracks the operational practices of the parties. The amendment also incorporates changes for holiday schedules which more closely track the IndyPL holiday schedule.



Board Resolution

8d

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 81 – 2024

SECOND AMENDED AND RESTATED INFOZONE AGREEMENT

WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.

November 25, 2024

WHEREAS, the Indianapolis-Marion County Public Library (“IndyPL”) entered into an agreement with **The Children’s Museum of Indianapolis, Inc. (“TCM”)** an Indiana corporation to provide use of internal space to operate the InfoZone Branch commencing in 2010; and

WHEREAS, in 2024, IndyPL and TCM agreed to amend the terms of the renewal for the next three-year period to allow for scheduling changes for InfoZone operations;

WHEREAS, both parties are desirous to continue the relationship and extend the agreement, and deem appropriate the 2025-2027 extension to the agreement, which is attached hereto as Exhibit A.

IT IS THEREFORE RESOLVED, the Extension and Amendment to the InfoZone Agreement in substantially the form attached hereto as Exhibit A, is approved and authorizes the Chief Executive Officer (“CEO”) to negotiate and execute an agreement with **The Children’s Museum of Indianapolis, Inc.** The agreement provided updated terms and conditions from the original 2010 agreement, including operational changes and holiday schedule updates, and other updates as the CEO deems necessary or advisable based on the recommendations of IndyPL’s legal counsel. The agreement with **The Children’s Museum of Indianapolis, Inc.** will be for two (3) years with a total cost of Forty-Two Thousand Five Hundred dollars (\$42,500) in consideration.

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

**SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.**

**RESOLUTION 81-2024
(Continued)**

AYE

NAY

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

Adopted this 25th day of November 2024.

ATTEST:

Secretary of the Board

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

SECOND AMENDED AND RESTATED AGREEMENT

1. between

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

2. and

THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.

TABLE OF CONTENTS

I.	Background.....	1
II.	Definitions.....	2
III.	Term and Scope of Agreement.....	3
	A. Common Goals and Objectives.....	3
	B. Term and Amendment.....	3
	1. Initial Term.....	3
	2. Renewal Term.....	3
	3. Procedure for Renewal of Term.....	3
	4. Amendment.....	4
	5. Termination.....	4
	6. Events of Default.....	4
	7. Loss of Tax-Exempt Status.....	4
	8. Procedure Upon Termination.....	4
IV.	Funding.....	5
	A. Performance Contingent on Funding.....	5
	B. Fundraising.....	5
	C. Operating Costs.....	5
	1. Operating Costs Generally.....	5
	2. Expenses Comprising Operating Costs.....	5
	3. Funding of Operating Costs.....	6
	D. Inadequate External Funding for Operating Costs.....	6

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

- 1. Operating Costs Limited to Budget..... 6
- 2. Alternate Funds..... 6
- E. Excess Funding..... 7
- V. Design and Construction..... 7
 - A. Design..... 7
 - B. Construction..... 7
 - C. Ownership and Facility..... 7
 - D. IMCPL Office Space..... 7
- Facility Name..... 7
- VI. A. Operations..... 7
 - 1. Personnel for Facility..... 7
 - 2. General Requirements..... 8
 - 3. Employment by IMCPL..... 8
- TABLE OF CONTENTS (Cont'd)
- 4. IMCPL Policies..... 8
- 5. Replacement of Manager..... 8
- 6. Help Desk..... 8
- 7. Supervision..... 8
- 8. Adherence to Certain Museum Policies..... 8
- 9. Non-Discrimination..... 9
- 10. Training and Performance Reviews..... 9
- 11. Disciplinary Staff..... 9
- 12. Restricted Access..... 9
- 13. Employee Uniform and Identification Cards..... 9
- B. Prior Notice of Impending Labor Disputes..... 10
 - 1. Continuing Facility Management and Security..... 10
 - 2. Facilities to be Kept in Good Condition..... 10
 - 3. Existing Collection..... 10
 - 4. New Materials..... 10
 - 5. Internet Access..... 10
 - 6. Other Property..... 11
 - 7. Maintenance of Materials and Equipment..... 11
 - 8. Maintenance of Furniture and Fixtures..... 11
- C. Security for Property, Visitors and Staff..... 11

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

	1. Daily Operations.....	11
	2. Contract Administration.....	11
	Borrowing and Returning of Materials.....	11
VII.	A. Indemnity and Insurance.....	12
	1. Warranty.....	12
	2. Liability.....	12
	3. Property Insurance.....	12
	4. Certificates of Insurance.....	12
	Workers' Compensation and Employment Matters.....	13
VIII.	A. General Provisions.....	13
	B. Approval.....	13
	C. Library Regulations.....	13
	D. Museum Regulations.....	13
	E. Eminent Domain.....	14
	F. Hours Restrictions.....	14
	G. Museum Property.....	14
	TABLE OF CONTENTS (Cont'd)	
	H. Museum Name and Logo.....	14
	I. IMCPL Name and Logo.....	14
	J. Non-Assignment.....	14
	K. Notices.....	14
	L. Choice of Law.....	15
	M. Disputes.....	15
	N. Provisions Separable.....	15
	O. Waiver of Rights.....	15
	P. Force Majeure.....	15
	Q. No Joint Venture or Partnership.....	15

ACHMENT A Facility Hours of Operation

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

3. SECOND AMENDED AND RESTATED AGREEMENT

4. This Second Amended and Restated Agreement is entered into by and between the Indianapolis-Marion County Public Library (hereinafter referred to as the "IMCPL" or "Library") and The Children's Museum of Indianapolis, Inc. (hereinafter referred to as the "Museum") (IMCPL and Museum hereinafter shall collectively be referred to as the "Parties") for the purpose of outlining the duties, obligations and the future relationship between the Parties with respect to the continued operation of a neighborhood public library branch within the Museum (hereinafter referred to as the "Facility") as more fully set forth below.

I. BACKGROUND

1. IMCPL owns, operates and manages library branches and children's learning facilities throughout the greater Indianapolis/Marion County Metropolitan Area.

2. Museum owns, operates and manages a children's museum and learning resource facility located at 3000 North Meridian Street, Indianapolis, IN.

3. The Parties have collaborated in various ways in connection with children's learning resource activities and in the development of learning programs throughout the IMCPL system and the Museum.

4. The Parties have long enjoyed a mutually beneficial working relationship in sharing resources while planning, operating and managing various aspects of their respective facilities.

5. The Parties undertook a collaborative planning and fundraising process towards the development of several goals and objectives relating to the creation and operation of a library facility located within the Museum. The Parties successfully implemented plans and opened a new library facility within the Museum in October 1999. The Library has operated the library facility continuously since that time.

6. As a result of Museum expansion and reconfiguration of its building and facilities, the Museum requested and the Library agreed to the relocation of the library facility to another area of the Museum facility, which was planned and designed by the Museum with the collaborative input of the Library.

7. The Parties wish to collaborate with one another in order to continue their working relationship and establish and document the current and future rights, duties and responsibilities of both Parties with respect to the planning, operation and maintenance of the relocated library Facility through this Agreement.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

8d

Based on the foregoing, this Agreement shall govern the terms and conditions of the planning and operation of the Facility, and the relationship of the Parties with respect to the Facility.

II. DEFINITIONS

As used in this Agreement, the following terms shall have the meanings ascribed to them below:

- A. "Agreement" means this Second Amended and Restated Agreement by and between IMCPL and Museum.
- B. "Alternate Funds" has the meaning set forth for that term in Section IV-C-1 of this Agreement.
- C. "Breaching Party" has the meaning set forth for that term in Section III-B-6 of this Agreement.
- D. "Contract Administrator" means Museum staff to be designated by Museum as the liaison to IMCPL.
- E. "Events of Default" has the meaning set forth for that term in Section III-B-6 of this Agreement.
- F. "External Funding" has the meaning set forth for that term in Section IV-A of this Agreement.
- G. "Facility" means the library facility located on Museum's premises that is the subject of this Agreement.
- H. "Facility Staff" means the IMCPL employees who operate the Facility.
- I. "IMCPL" or "Library" means the Indianapolis-Marion County Public Library.
- J. "Infrastructure Operating Costs" has the meaning set forth for that term in Section IV-B-1.
- K. "LCH" means limited criminal history, as used in Section VI-A-7 of this Agreement.
- L. "Museum" means The Children's Museum of Indianapolis, Inc.
- M. "New Materials" has the meaning set forth for that term in Section VI-B-3 of this Agreement.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

N. "Non-breaching Party" has the meaning set forth for that term in Section III-B-6 of this Agreement.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

O. "Notice of Breach" has the meaning set forth for that term in Section III-B- 6 of this Agreement.

P. "Occupancy Fee" has the meaning set forth for that term in Section IV-B-3-c.

Q. "Operating Costs" has the meaning set forth for that term in Section IV-B-1 of this Agreement.

R. "Parties" means The Children's Museum of Indianapolis, Inc. and the Indianapolis-Marion County Public Library.

S. "Renewal Term" has the meaning set forth for that term in Section III-B-2 of this Agreement.

T. "Technology Equipment" means the technology equipment purchased by IMPCL that is located in and used in the operations of the Facility.

III. TERM AND SCOPE OF AGREEMENT

A. Common Goals and Objectives: Throughout the term of this Agreement, the Parties agree to use their good faith commercially reasonable efforts to accomplish the following goals and objectives.

1. At the Facility, the Parties will maintain a free public library serving all of Marion County for children and their families.

2. During the term of this Agreement, the Parties will work together towards achieving the following:

a. To increase the usage of books and other library resources in this new Facility and to provide digital experiences using technological tools.

B. Term and Amendment:

1. Initial Term. The Initial Term of this Agreement shall be for a period of three (3) years commencing January 1, 2025, and ending December 31, 2027.

2. Renewal Term. Subject to the rights of the Parties to terminate this Agreement, as provided below in Sections III-B-5, 6, 7 and 8, this Agreement shall be renewable for additional terms of three (3) years by mutual agreement of both Parties, following the procedures set forth in Section III-B-3, below. Such renewal shall be upon the same terms and conditions as set forth herein unless otherwise renegotiated and agreed to by mutual written consent of both Parties.

3. Procedure for Renewal of Term. This Agreement shall automatically renew

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

8d

unless on or before a date 90 days prior to the expiration of the Initial Term or any Renewal Term, either Party shall provide notice to the other Party of their desire not to renew the Agreement.

a. If such written notice is issued by either Party, then IMCPL shall vacate the Museum upon the expiration of the then-current Term, as further set forth in Section III-B-8 of this Agreement.

4. Amendment. This Agreement may be amended by written addendum executed and mutually agreed to by both Parties.

5. Termination. This Agreement may be terminated (i) by mutual consent of the Parties hereto, (ii) as a result of an Event of Default (as set forth in Section III-B-6), or (iii) as a result of lack of funding (as provided in Section IV-C-2).

6. Events of Default. Failure on the part of either Party to comply with or perform any material term, covenant, condition, or agreement to be complied with or performed under this Agreement, provided that such failure is not cured as set forth in this Section, shall constitute an Event of Default. In the event one party (the "Non-breaching Party") believes the other party (the "Breaching Party") has breached any material provision of this Agreement, the Non-breaching Party shall provide the Breaching Party with written notice thereof (the "Notice of Breach").

If the Notice of Breach pertains to the failure of the Breaching Party to pay any sum of money by a date certain, then the Breaching party shall have 10 days from the date of the Notice of Breach to cure the breach. If the Notice of Breach pertains to any matter other than the failure to pay any sum of money by a date certain, then the Breaching Party shall have 30 days from the date of the Notice of Breach to cure the breach. If the Breaching Party fails to cure the breach within the time set forth in this paragraph, then the Breaching Party shall have committed an Event of Default, provided however, that if the breach is such that it cannot be reasonably cured within the time set forth in this paragraph, the Breaching Party shall have such additional time as is reasonably necessary to effect a cure, provided that the Breaching Party immediately begins and diligently continues the work to effect the cure, until such time as the breach is cured.

7. Loss of Tax-Exempt Status. Notwithstanding any other provision of this Agreement, in the event the United States Internal Revenue Service determines that either Party or both Parties have lost their tax-exempt status as a result of the execution or operation of this Agreement, either Party may unilaterally terminate this Agreement upon written notice to the other Party. Any resulting tax or penalty assessed against a Party as a result of the loss of the tax-exempt status shall be borne solely by that Party.

8. Procedure Upon Termination. In the event of any termination of this Agreement, regardless of the manner in which the Agreement was terminated, IMCPL shall vacate the Facility and the Museum's building and surrounding property by midnight of the final day of the Agreement. Upon the occurrence of termination of this Agreement because of an Event of Default on the part of IMCPL, the "final day of the Agreement," for purposes of

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

this Section 8, shall be twenty (20) days following the expiration of the deadline for the Breaching Party to cure its breach. If it is not commercially reasonable or practical to remove all property within stated time period, the Parties shall agree to a reasonable time frame that extends this time period. Such extension shall not exceed 30 days. Upon vacating the Facility and Museum's premises, IMCPL shall take with it all books, materials, furnishings, technology equipment and other items to which IMCPL holds title pursuant to this Agreement. IMCPL removal of such property shall be done outside the hours the Museum is open to the public to minimize disruptions in Museum's business. IMCPL shall leave the Facility and Museum property in the same condition as they were in on the first day of operations under this Agreement, reasonable wear and tear excepted.

In the event this Agreement is terminated for any reason, and there exist unspent funds obtained through External Funding that are dedicated to the Facility, then the Parties shall dispose of such funds in accordance with Section IV-E of this Agreement.

5. **IV.FUNDING**

A. Performance Contingent on Funding. The Parties agree that funding for the continued operation of the Facility shall primarily be provided by grants already obtained through the joint fundraising efforts of the Parties which have been placed in an endowment fund managed by the Central Indiana Corporate Partnership and by grants otherwise pursued by the Parties (together from whatever source, the "External Funding"). The Parties hereby acknowledge that the performance of the Museum and IMCPL under this Agreement is directly contingent upon the receipt of adequate funding through External Funding for the continued operation of the Facility. Notwithstanding any other provision of this Agreement, if adequate External Funding is not received for such continued operation, then neither Party shall be obligated to perform under this Agreement, as further set forth below. However, the Parties may elect, but are in no way obligated, to commence or continue performance under this Agreement using funds other than External Funding, as set forth in Section IV-C below.

B. Operating Costs.

1. Operating Costs Generally. The Parties acknowledge that a portion of the funds raised through External Funding were placed in an endowment fund managed by the Museum, and unless mutually agreed in writing by the Museum and the Library, only the annual interest earned on such funds in the endowment fund will be used by the Museum to cover infrastructure operating expenses for the Facility, including without limitation security, cleaning, maintenance, repair and utility costs (collectively, the “Infrastructure Operating Costs”). In the event the interest earned on the External Funding does not cover the Operating Costs of the Facility in any given year, the Library may subsidize the amount of Operating Costs not covered by External Funding, subject to the Library having sufficient funds available as determined in its sole discretion.

2. Expenses Comprising Operating Costs. “Operating Costs” shall include,

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

but not be limited to, salary and employment benefits for Facility Staff, the purchase, acquisition and maintenance of books, computer hardware and software, tables, desks, chairs, photocopy machines, lamps, and other Facility resources; the Infrastructure Operating Costs; the purchase of various and sundry office supplies; taxes assessed on the operation of the Facility, if any; license and permit fees; Limited Criminal History checks on Facility Staff. All expenditures shall be monitored by the IMCPL Chief Financial Officer. IMCPL shall provide an accounting and description of such expenditures to the Museum’s Contract Administrator upon request.

3. Funding of Operating Costs. Operating Costs are to be accumulated and funded as follows:

- a. Budgeted expenditures are to be accumulated and approved collaboratively by the Parties in connection with each Party's annual budgeting process, timing for which will be set forth annually by each Party and communicated to the other Party concurrent with communication to each Party's staff. All costs, regardless of ultimate funding, will be accumulated in such operations budget(s).
- b. Provided there is adequate External Funding, the Parties shall be reimbursed from External Funding from granting agency(ies).
- c. The Parties acknowledge that an annual Occupancy Fee payable to the Museum in the amount of \$17,500.00 to cover Infrastructure Operating Costs is included in the Operating Costs. Payment of the Occupancy Fee will be made in two (2) installments of \$8750.00 each due January 1st and July 1st.
- d. Fiscal Agent. The submission of an application and related budget by either Party for grants to fund any capital or operational part of the Facility shall be subject to approval by both Parties prior to the grant submission. This subsection shall not apply to grants applied for or received for the Museum’s general campus planning, repairs, updates and general fundraising, including those that include relocation or reconfiguration of the Facility. The fiscal agent for a grant submitted will be the Party which initiated the grant. The fiscal agent will copy the other Party on all grant reports filed with the grant source.

C. Inadequate External Funding for Operating Costs

1. Operating Costs Limited to Budget. Notwithstanding anything herein to the contrary, and except as otherwise provided in Section IV-D- 2 regarding termination for lack of funding during the Initial or any Renewal Term, the Parties agree that annual Operating Costs shall be monitored and shall not exceed the then current annual operating budget.

2. Alternate Funds. In the event that External Funding ceases or proves inadequate to cover the Operating Costs of the Facility at any point during the Initial or any

SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

Renewal Term of this Agreement, subject to availability of Library funds, the Library may subsidize the deficit in funding to cover Operating Costs as provided in Section IV-C-1. If the Library has insufficient funds to cover Operating Costs, both Parties shall work together diligently and in good faith to determine whether alternate funds may be obtained to continue operations of the Facility ("Alternate Funds"). In the event Alternate Funds are needed to cover Operating Costs, Museum and IMCPL shall jointly attempt to determine the source of such funds. Alternatively, the Parties shall jointly attempt to agree to reductions in Operating Expenses. In the event the Parties are unable to agree upon, locate or determine funding sources and/or expense reductions within a 30-day negotiating period, then at the option of either Party this Agreement may be terminated, as set forth in Section III-B-5 to this Agreement.

D. Excess Funding. Any excess funds received that are restricted for use in the Facility will be carried over to future years' Operating Costs. If this Agreement expires or is terminated at such a time that excess operational funds remain from External Funding, and such funding is restricted for use in the Facility, the Parties shall return or otherwise disburse such funding in accordance with any restrictions that accompany the funding. In the event no such restrictions exist, then such unrestricted funds shall be divided equally between the Parties.

V. DESIGN AND CONSTRUCTION

A. Design. The Parties acknowledge they have worked together to design and plan the footprint and structural aspects of the relocated Facility and that construction of the Facility is complete.

B. Construction. The Museum retains and exercises sole authority to sign and execute any construction contracts with general contractors and/or subcontractors whose services, in the sole opinion of Museum, are needed to perform construction on the Facility.

C. Ownership of Facility. The Museum shall have title to all improvements, "build out," and fixtures that comprise the Facility. This excludes, among other items of personal property, all Technology Equipment. IMCPL shall have ownership and title to the Technology Equipment, IMCPL's existing collection, all New Materials, and all software and equipment used in the Facility including without limitation computers, copiers, telephone systems, projectors, monitors and audio visual equipment. IMCPL shall maintain at its sole expense the property owned by IMCPL.

D. IMCPL Office Space. The Facility includes adequate office space, as mutually agreed to by the Parties, for the primary use of Facility Staff.

6. E. Facility Name. The name of the Facility shall be "InfoZone".

VI. OPERATIONS

SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

A. Personnel for the Facility.

1. General Requirements. IMCPL shall be responsible for insuring that the Facility is adequately staffed and operated during all hours of operation, as those hours are agreed upon and set forth in Attachment A of this Agreement, which agreement will not be unreasonably denied, withheld or delayed. Any changes to such hours must be mutually agreed upon by the Parties in writing as an amendment to this Agreement. If IMCPL desires to reduce the Facility's hours of operating because of IMCPL's financial condition, it shall notify Museum in writing and the Parties shall meet in good faith to discuss the situation within two (2) weeks of such notification. Any discussion between the Parties to reduce the Facility's operating hours shall take into account IMCPL's financial condition, the expectations of the community served by the Facility, and the expectations of those who contributed to the endowment that helps fund the operation of the Facility. IMCPL will be solely responsible for developing position descriptions for all Facility Staff, and both IMCPL and Museum will recruit volunteers as needed. All members of the Facility Staff shall be required to comply with all policies, instructions, regulations and codes of conduct of IMCPL and those that may be additionally specified by the Museum, including the Museum's privacy policy ([Privacy Policy | The Children's Museum of Indianapolis \(childrensmuseum.org\)](https://www.childrensmuseum.org/privacy-policy)), as well as Museum's Vendor Code of Conduct and DEAI Guidelines ([Our Pledge to the Community | The Children's Museum of Indianapolis \(childrensmuseum.org\)](https://www.childrensmuseum.org/our-pledge-to-the-community)), each as may be amended from time to time. Certain additionally specified Museum policies shall be provided to IMCPL from time to time. Any reasonable changes to these policies will be communicated by the Museum to IMCPL and IMCPL will exercise diligent efforts to comply with such policies.

2. Employment by IMCPL. All Facility Staff members shall be considered the employees of IMCPL for any and all purposes whatsoever and shall not be covered by Museum's Worker's Compensation Insurance or other benefits conferred upon employees of the Museum. IMCPL shall have the right to control and instruct the Facility Staff in accordance with this Agreement and, where not inconsistent with this Agreement, the general employment rules and regulations of IMCPL. IMCPL is aware of and acknowledges the sensitive nature of working with children and will employ staff accordingly.

3. IMCPL Policies. A copy of the IMCPL policies shall be available at the Facility.

4. Replacement of Manager. If for any reason the Manager jointly chosen by both Parties terminates his or her employment or is terminated by IMCPL, IMCPL shall appoint a Temporary Replacement Manager. Such a substitute shall occur within two business days from the time the previous Manager's employment is terminated. IMCPL shall then proceed with all reasonable speed to find and appoint a longer-term successor.

5. Help Desk. Full information technology help desk support shall be provided by IMCPL for the Facility technology. All calls and requests made will be responded to with a reasonable attempt to quickly resolve or answer the issue or question. Issue resolution time may vary based on the severity of the issue. All matters shall be resolved with all reasonable

SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

dispatch under the circumstances.

6. Supervision. An IMCPL supervisor, or a designated qualified assistant to the supervisor, shall be at the Facility whenever the Facility is open to the public.

7. Adherence to Certain Museum Policies. In addition to adherence to all applicable IMCPL policies, all Facility Staff shall be required to meet such personnel and employment requirements as Museum from time to time establishes with respect to medical examination, drug testing and police background or limited criminal history ("LCH") checks. To obtain and/or retain employment, the testing required by this sub-paragraph shall disclose no physical, psychological or criminal history which would render the applicant a person inappropriate to work around the Museum's visitors and employees. LCH checks shall be performed by IMCPL on all prospective Facility Staff who may work at the Museum under this Agreement. Such checks shall be included as part of the Operating Costs of the Facility, as further discussed in Section IV-C, above.

8. Non-Discrimination. IMCPL shall not discriminate against any employees or applicants for employment because of age, ancestry, color, creed, handicap or disability, national origin, race, religion or sex. Such non-discrimination shall include, but not be limited to, the following: employment, promotion, demotion, transfer, recruitment, advertisement, layoff or termination, rates of pay or other forms of compensation and selection for training including apprenticeship. IMCPL agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions on nondiscrimination and advertising.

9. Training and Performance Reviews. IMCPL will train and supervise all Facility Staff. Performance standards will be established by IMCPL. IMCPL and the Museum shall jointly establish and implement a comprehensive training program that will continue for the duration of this Agreement to insure that all Facility Staff members are able to perform their jobs in accordance with the quality standards set forth in this Agreement. Additionally, IMCPL employees will attend the new Staff Orientation within the first year of employment. This will be scheduled by IMCPL through contacting the Director of Training at smartin@childrensmuseum.org.

10. Disciplinary Action. When warranted by a disciplinary situation involving Facility Staff Museum retains the authority to request, in writing, that IMCPL take all necessary disciplinary actions required including possible termination.

11. Restricted Access. All Facility Staff and volunteers are required to utilize Museum authorized and designated entrances and exits and parking areas during working hours. All Facility Staff shall refrain from entering areas marked or designated as restricted unless authorized to so by appropriate Museum personnel.

12. Employee Uniforms and Identification Cards.

a. Uniforms. Facility Staff shall be appropriately dressed when performing their work assignments at the Facility according to IMCPL policy.

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

SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.

RESOLUTION 81-2024

EXHIBIT A

b. Museum Identification Cards. Museum shall issue identification cards to each Facility Staff member who works at the Museum. The identification card shall be issued only after Museum has confirmed that the individual has been hired and after the new employee has completed the necessary paperwork. All Facility Staff members may be asked to show their identification card when entering and exiting the Museum's premises. IMCPL shall be responsible for recovering identification cards of Facility Staff members at the termination of their employment. In addition, Museum must be immediately notified when any such termination occurs.

c. IMCPL Identification Cards. IMCPL shall issue identification cards to each Facility Staff member who works at the Museum. The identification card shall be issued only after IMCPL has confirmed that the individual has been hired and after the new employee has completed the necessary paperwork. All Facility Staff members must wear their identification card when entering and exiting the Facility's premises. IMCPL shall be responsible for recovering identification cards of Facility Staff members at the termination of their employment and returning them to Jeff Johns, Director of Security Operations.

13. Prior Notice of Impending Labor Disputes. Whenever IMCPL acquires knowledge that any actual or potential labor dispute involving employees, including the Facility Staff members, threatens to adversely affect the operations of the Facility and/or the performance of this Agreement, IMCPL shall, within 24 hours of the time such knowledge is acquired, provide written notice thereof, including all relevant information, to the Museum.

B. Continuing Facility Management and Security.

1. Facilities to be Kept in Good Condition. All space and facilities used by IMCPL, its agents or employees, under this Agreement, including present and subsequent improvements, if any, shall be returned to Museum at the end of the Initial Term or any Renewal Term in a condition correspondent to the status existing at the time of entering into this Agreement, reasonable wear and tear accepted. IMCPL shall not commit nor allow any waste, damage or injury to be committed on any portion of the Facility. IMCPL shall not make any material alterations, additions or modifications to any portion of the Facility or the Museum without the prior written consent of Museum, which consent shall not be unreasonably withheld or delayed. Museum, at its expense, shall cause routine maintenance and cleaning to be performed upon the Facility, in the same manner and with the same priority as that provided to other portions of the Museum.

2. Existing Collection. IMCPL owns the existing library collection consisting of approximately 12,000 volumes

3. New Materials. In addition to the existing collection, IMCPL shall continue to develop both a specialized and general collection of materials for the Facility. The purchase of new materials (books, videos, CD's, etc.) for the Facility (the "New Materials") shall be determined by IMCPL in its sole discretion based on the availability of External Funding and available Library supplemental operating funds. The Parties agree that the existing

SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

library collection and the New Materials shall be the property of IMCPL. When practicable, IMCPL shall consider the subject-matter of Museum exhibits or programs when stocking New Materials. The Parties agree that the New Materials purchased or acquired for the Facility shall comply with a reasonable person's standard of what is appropriate for access by the children who visit the Museum.

4. Internet Access. All computers at the Facility or otherwise operated by Facility Staff shall feature a "filter" system approved and in use by IMCPL that operates with the intention of preventing children from gaining access to pornographic materials. At all times during the Initial and any Renewal Term of this Agreement, the Facility Staff shall, to the best of their abilities, prohibit access to pornographic materials. The Parties acknowledge and agree that all computer usage by patrons or staff at the Facility shall be subject to all IMCPL policies related to computer availability and usage, including without limitation, the IMCPL Acceptable Use Standards and IMCPL policies on confidentiality of patron records and information. Museum has installed certain video monitoring equipment in the Facility and acknowledges that information that may be captured on such equipment shall be subject to the above-referenced IMCPL policies and the protection of patron information afforded thereby; nevertheless, the Museum shall be permitted in all cases to provide video footage of a suspected or actual security incident to appropriate law enforcement agencies.

5. Other Property. IMCPL agrees to maintain all such equipment in working order. In the event any equipment is not in working order, IMCPL will repair or replace such equipment as soon as practicable and subject to available operating budget funding. All furniture and fixtures shall be the property of the Museum, unless otherwise designated in writing. IMCPL may place certain fixtures in the Facility space upon advance written approval of the Museum's Operations and Experience Development and Family Learning staff. Such fixtures are to be purchased and maintained by IMCPL.

6. Maintenance of Materials and Equipment. IMCPL shall be responsible for the proper maintenance and upkeep of the collection and other materials at the Facility, the photocopying equipment at the Facility, the computer equipment located in the Facility, and the computer equipment related to the Facility that may be located throughout the Museum, if any. Upon any malfunction of any computer or photocopying equipment, IMCPL shall provide for the repair or replacement as soon as possible, but subject to available operating budget funding.

7. Maintenance For Furniture and Fixtures. Museum shall be responsible for the proper maintenance and upkeep of all furniture and fixtures contained in the Facility, but the Museum shall not be required to pay for replacement furniture for the Facility.

8. Security For Property, Visitors and Staff. The Museum shall provide the same level of security oversight for the Facility and protection of the Facility Staff that is provided to the entire Museum and Museum staff. The Facility Staff and visitors to the Facility will receive from Museum and Museum shall provide safety precautions and security support equal to those provided for all visitors and staff throughout the Museum. The Museum shall provide adequate security for the protection of property located in the Facility.

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

C. Daily Operations.

1. Contract Administration. The Museum Chief Operating Officer or a replacement as designated by the Museum and communicated to IMCPL, shall be the named "Contract Administrator" of this arrangement. As such, all approvals or conditions of mutual agreement must be provided in advance to the Contract Administrator. Conversely, the Contract Administrator will obtain necessary approvals or conditions of mutual agreement from the IMCPL Chief Financial Officer.

2. Borrowing and Use of Materials. Any resident of Indiana entering the Museum and having a valid IMCPL library card or a valid PLAC card shall be permitted to check out and borrow any materials from the Facility. Any out of state visitor, or any Indiana resident not having a valid IMCPL card or PLAC card shall be permitted to use the Facility, but not borrow materials. All efforts and expenses related to the ultimate pursuit for overdue or non-returned materials will be the sole responsibility and expense of IMCPL. In the event IMCPL elects to utilize the Museum for assistance with such efforts, any and all related expenses will be credited to the Museum in accordance with the terms described in Section IV-C.

VII. INDEMNITY AND INSURANCE

A. Warranty and Indemnification. IMCPL and Museum shall indemnify and hold each other harmless against all liabilities, expenses and losses which the other may incur, including reasonable attorneys fees, costs of litigation and judgments, as a result of (a) the indemnifying party's failure to satisfy any of the terms of this Agreement, (b) the indemnifying party's failure to comply with the requirements of any governmental authority; and (c) any mechanic's lien or security agreement filed against the Museum or the Facility, or any equipment or fixtures thereon, as a result of the indemnifying party's respective acts or omissions. IMCPL shall indemnify and hold Museum harmless against all liabilities, penalties, damages and expenses, including reasonable attorneys' fees, costs of litigation and judgments, by reason of any injury or claim of injury to person or property of any nature arising out of IMCPL operations at and/or IMCPL use, occupation or control of the Facility. Museum shall indemnify and hold IMCPL harmless against all liabilities, penalties, damages and expenses, including reasonable attorneys fees, costs of litigation and judgments, by reason of any injury or claim of injury to person or property of any nature arising out of Museum operations and/or Museum's use, occupation or control of the Museum other than the Facility. In no event, however, shall an indemnifying party be liable for damages where such damages are caused solely by the negligent or intentional act or omission of the other Party or the other Party's employees, agents, or representatives.

B. Insurance.

1. Liability. Each Party shall obtain at its sole expense a comprehensive general

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

public liability insurance policy insuring itself against all damages arising out of any act or omission of itself and its employees, agents or invitees. The combined single limits of such public liability insurance shall be a minimum of \$2,000,000.

2. Property Insurance. Museum shall maintain a system of coverage to keep Museum's buildings and all property contained therein, including property pertaining to the Facility, insured against loss or damage by fire, explosion or other cause normally covered by standard commercial broad form property insurance. IMCPL shall maintain a similar system of coverage to insure the books, materials and other property owned by IMCPL that is part of or related to the Facility. With respect to liability for fire or explosion for which the Parties maintain a system of coverage on their respective property, each Party hereto waives its rights and the rights of its subsidiaries and affiliates, to recover from the other Party hereto and its subsidiaries and affiliates for loss or damage to such Party's building, equipment, improvements and other property of every kind and description resulting from fire, explosion and other cause normally covered in standard commercial broad form property insurance policies. This clause shall survive termination of the Agreement.

3. Certificates of Insurance. Prior to execution of the Agreement, each Party shall provide the other Party with certificates of insurance as evidence of the existence of insurance of the following types and in the following minimum limits, and that name the other Party as an additional insured:

Bodily Injury	\$1,000,000
Property Damage	\$2,000,000
Product Liability	\$2,000,000
Excess Liability	\$5,000,000
Employer's Liability (Worker's Compensation)	\$500,000
Automobile Liability For Owned, Hired and Non-owned:	\$1,000,000
Property Damage	\$1,000,000
Umbrella Policy	\$5,000,000

The Parties shall, before commencing performance under this Agreement, deliver to each other a letter completed by their insurance carriers certifying that minimum insurance coverages as required above are in effect and will not be canceled or changed until thirty (30) days written notice is given to the other Party, with opportunity to cure any default, thus preventing any hiatus or termination of coverage. Proof of Workers' Compensation insurance shall be submitted at this time.

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

4. Worker's Compensation and Employment Matters. Each Party further agrees to maintain for the protection of all persons it employs workers compensation and unemployment insurance, and to comply with all applicable provisions of the Internal Revenue Code relating to the collection and recording of federal and state income tax as well as the provision of the Federal Insurance Contribution Act (FICA) and the Federal Unemployment Tax Act (FUTA). As indicated above, each Party shall maintain such insurance as will afford protection from claims under Workers' Compensation Acts and other employee benefit acts from claims for personal injury (including death) to the Party's employees, subcontractors, agents, representatives and others. The foregoing insurance shall apply to any and all such claims under the Agreement whether such claims arise from acts of a Party or any of its subcontractors, agents, or representatives.

7. **VIII. GENERAL PROVISIONS**

A. Approval. IMCPL and Museum hereby warrant to the other that all necessary corporate and other action has been taken to authorize the execution of this Agreement, and that the persons signing this Agreement are duly authorized representatives of IMCPL or the Museum with the power to bind their respective entities.

B. Library Regulations. IMCPL hereby warrants to Museum that IMCPL is not violating any law, rule, ordinance or regulation by entering into this Agreement and will not violate any law, rule, ordinance or regulation by performing under this Agreement.

C. Museum Regulations. Museum hereby warrants to IMCPL that Museum is not violating any law, rule, ordinance or regulation by entering into this Agreement and will not violate any law, rule, ordinance or regulation by performing under this Agreement.

D. Eminent Domain. If the whole of the Facility shall be taken or condemned (or sold in lieu thereof) by any public authority for any public or quasi-public use or purpose, the term of this Agreement (whether Initial or Renewal) shall end upon, and not before, the date when the possession of the part so taken shall be required for such use or purpose.

If part of the Facility shall be taken or condemned as set forth in this Article, this Agreement shall continue in full force and effect; provided, however, that if more than sixty-seven (67%) percent of the floor area of the Facility shall be taken, either Party may terminate this Agreement as of the date of such taking by notice thereof to the other within thirty (30) days of the date of taking.

In the event of any condemnation or taking as set forth in this Article, IMCPL shall not be entitled to any part of the award paid for such condemnation, and IMCPL expressly waives any claims or rights to any compensation for the value of the unexpired portion of the Agreement. IMCPL shall have the right to claim and recover directly from the condemning authority such separate condemnation as may be awarded to IMCPL on account of any cost or loss to IMCPL business.

E. Hours Restrictions. The Facility shall conduct business at Museum only during pre-

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

specified periods as determined in accordance with Section VI-A-1. IMCPL shall not conduct business at Museum at any other time unless authorized in advance and in writing by the Contract Administrator.

F. Museum Property. IMCPL may not remove any Museum owned equipment from the Museum Premises.

G. Museum Name and Logo. Unless otherwise authorized by IMCPL, IMCPL shall not display any item which bears the name or logo of the Museum in full or part.

H. IMCPL Name and Logo. Unless otherwise authorized by IMCPL, Museum shall not display any item which bears the name or logo of IMCPL in full or part.

I. Non-Assignment. The Parties shall not sell assign or transfer this Agreement, in whole or in part, without the prior written consent of the other Party, which consent shall not be unreasonably withheld or delayed.

J. Notices. Any notices hereunder shall be deemed to have been sufficiently given under the following conditions:

- a. If given by the Contract Administrator to IMCPL, it shall be sent by certified mail addressed to: Indianapolis-Marion County Public Library, c/o Lolita Campbell, CFO, 2450 N. Meridian Street, Indianapolis, Indiana 46208 or alternatively by facsimile transmission or electronic mail with oral confirmation; and
- b. If given by the IMCPL to Museum, it shall be sent by certified mail addressed to the attention of Kathy Mathena, COO with a copy to Tene' Wright, General Counsel, each at The Children's Museum of Indianapolis, Inc., 3000 N. Meridian St., Indianapolis, Indiana 46208 or alternatively by electronic mail with oral confirmation to kmathena@childrensmuseum.org, with a copy to twright@childrensmuseum.org.

K. Choice of Law. This Agreement shall be governed by and construed according to the laws of the State of Indiana.

L. Disputes. Any disputes arising under this Agreement, not disposed of by agreement, shall be submitted to mediation in Marion County, Indiana, subject to the Indiana Rules of Alternative Dispute Resolution. If mediation shall fail to produce a resolution of the dispute, the Parties shall submit the dispute to an arbitrator who shall arbitrate the matter in Marion County, Indiana, under the rules of the American Arbitration Association. If the dispute is submitted to arbitration, and the arbitrator(s) finds that IMCPL breached the Agreement in whole or on part, then IMCPL shall be liable to Museum for Museum's reasonable attorneys fees and costs incurred during arbitration, and shall pay such fees and costs to Museum within 15 days after such arbitration concludes.

If the dispute is submitted to arbitration, and the arbitrator(s) finds that Museum breached the Agreement in whole or in part, then Museum shall be liable to IMCPL for IMCPL's reasonable

LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN'S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A

8d

attorneys' fees and costs incurred during arbitration, and shall pay such fees and costs to IMCPL within 15 days after such arbitration concludes.

- M. Provisions Separable. Each provision of the Agreement is separable from the whole, and if one provision is held invalid, the remaining provisions shall remain in effect.
- N. Waiver of Rights. No delay or failure by either of the Parties to enforce any of the provisions of the Agreement or to exercise any right therein granted shall be deemed a waiver thereof or limitation in any respect on the right of either of the Parties then and thereafter to enforce all provisions of the Agreement and to exercise any such right.
- O. Force Majeure. In the event either Party hereto shall be rendered wholly or partly unable to carry out its obligations under this Agreement by reason of causes beyond its control, including by way of illustration (but specifically not limited to) fire, flood, action of the elements, acts of God, accidents, inability to obtain material, equipment or transportation, insurrections, riots, or other civil commotion, war, enemy action, acts of terrorism, acts, demands or requirements of any governments or of any political subdivision thereof, allocations, or restrictions by governmental authorities, or by other causes of like or unlike nature which it could not be reasonably expected to avoid, then the performance of the obligations of said Party, insofar as they are affected by such cause, shall be excused during the continuance of any inability so caused. Such cases shall, however, as far as possible, be remedied with all reasonable dispatch.
- P. No Joint Venture or Partnership. The Parties state that they have not created and do not intend to create by this Agreement a joint venture or partnership relation between them that may be recognized under law.
- Q. Table of Contents and Headings. The table of contents and headings appearing in this Agreement are intended by the Parties only for ease in organization, and provide no substantive or procedural effect on this Agreement or the conduct of the Parties.

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

IN WITNESS WHEREOF, the Parties hereby execute this Agreement and agree to be bound by all of the terms and conditions contained herein on this ____ day of November, 2024.

**Indianapolis-Marion County Public
Library**

**The Children’s Museum of
Indianapolis, Inc.**

By: _____

By: _____

**Name: Gregory Hill
Title: CEO**

**Name: Kathy Mathena
Title: COO**

**LIBRARY BOARD OF THE INDIANAPOLIS-MARION COUNTY
PUBLIC LIBRARY
INDIANAPOLIS, INDIANA
SECOND AMENDED AND RESTATED INFOZONE AGREEMENT
WITH THE CHILDREN’S MUSEUM OF INDIANAPOLIS, INC.
RESOLUTION 81-2024
EXHIBIT A**

8d

ATTACHMENT A
Facility Hours of Operation

Sunday	10 a.m. – 5 p.m.
Monday	10 a.m. – 5 p.m.
Tuesday	10 a.m. – 5 p.m.
Wednesday	10 a.m. – 8 p.m.
Thursday	10 a.m. – 8 p.m.
Friday	10 a.m. – 5 p.m.
Saturday	10 a.m. – 5 p.m.

Notwithstanding the foregoing, InfoZone shall be closed on days when the Museum is closed. Additionally, InfoZone shall be closed on Christmas Eve, Christmas Day, New Year’s Eve, New Year’s Day, Martin Luther King, Jr. Day, Easter, Labor Day, Thanksgiving Day, Indigenous Peoples’ Day, IndyPL’s Staff Training and Appreciation Day, July 4th and Memorial Day weekend. If a designated holiday falls on a Monday, the InfoZone shall also be closed on the immediately preceding Sunday.

Should additional adjustments to the Hours of Operation be necessary during the Renewal Term, authorized representatives of the Library and Museum agree to coordinate adjustments on an as needed basis.



Board Briefing Report

9

To: IndyPL Board **Meeting Date:** 11/25/24
From: The Indianapolis Public Library Foundation
Subject: November 2024 Update

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

News

The Foundation is pleased to announce Bethany Watson as the new Vice President of Development. She most recently served as Director of Corporate and Foundation Relations at Gleaners Food Bank of Indiana.

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

The Foundation's board approved our 2025 budget. It includes \$2.1 million for the Library.

We congratulate the four recipients of the Lillian Childress Hall scholarship: Khaila King, Cori Miner, Catrina Barnett and Emily Gralak. We are grateful to the information professionals who brought Hall's story to light, inspiring us to honor her in this way. We also thank:

- Advisory committee members Gregory Hill, Stephen Lane, Naomi Konja and Bri Parker
- Selection committee members Kim Brown, Sakura Fuqua, Jessica Smith-Neeb, Naomi Konja and Olanike Olaniyi
- All Library trustees for supporting the award financially and Dr. Murtadha and Dr. Riolo presenting the awards on staff day
- The Talent & Development and Finance departments for handling administrative details
- The Communications Department for announcing the award and WISHTV for covering the story

At staff day, the Foundation announced West Region ARM Naomi Konja as recipient of the 2024 Beth Tindel Award for her extraordinary service to our mission. In addition, we congratulate Stephen Bridge on receiving the 2024 Helen Norris Award.

Donors

We thank the 218 donors who made gifts last month. The following are our top corporate and foundation donors: Blue & Co.; Eli Lilly and Company Foundation, Inc.; and Sapien Capital. Please help us thank them!



CEO REPORT

November 25, 2024

SUMMARY

In October, IndyPL branches hosted various events that fostered community engagement and educational growth. Central Adult Services concluded its successful Fall Nonprofit Series, offering nearly a dozen workshops that attracted 300 attendees, a 20% increase from last year. Other events at Central included a Geography Bee, chess workshops, and a fiber arts club. Decatur Branch staff engaged in outreach at local schools and formed a new partnership with DAMAR adult students.

Glendale received the Monumental Award for best new construction and participated in the Trunk or Treat event at the Indiana State Fairgrounds, reaching over 2,500 trick-or-treaters. InfoZone introduced augmented reality in local classrooms, and West Perry held a successful Literacy Night with 158 attendees. Wayne Branch hosted a fall fair and a cozy Fireside Storytime for Halloween.

The library also hosted 574 youth programs, attracting over 12,250 participants, and 253 adult programs, including the Meet an Author, Be an Author event with 700 attendees. Digital literacy participation increased, with 68 users completing 94 hours of learning. The Career Development Program saw 90 staff participants, receiving positive feedback and expanding to three sessions next year.

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

Branch and Central Programs

Branch Program Highlights

Central Adult Services – The Fall Nonprofit Series wrapped up in October. We offered close to a dozen workshops that teach everything you need to know to start and run a successful nonprofit. Close to 300 people attended. We saw a roughly 20% increase in attendance over last year. One attendee commented, "Thank you so much for this grant proposal workshop. I feel empowered to write grant proposals now. I know I am worthy and capable of seeking opportunities that will better my community." Another attendee wrote on the evaluation, "I found this program to be both empowering and informative. I feel equipped with valuable knowledge to help me with my neighborhood association."

Central held a Geography Bee on October 7. In addition to our weekly chess club, "Books and Rooks," Public Services Librarian Jordan Hunt also offered a chess workshop for beginning players. Our monthly adult crafting class offered a fun painting project from the Painted Pose and welcomed 20 visitors. We also held our regular monthly 3D printing program, and monthly fiber arts club called Floss n' Goss.

From Kristen Foland, Walker Team Supervisor Librarian, Central Adult Services

Decatur – This was outreach month in Decatur Township. Staff visited the Blue and Gold Academy, the EXCEL center, Stephen Decatur Elementary School, and Lynwood Elementary School for resource fairs and parents' nights. We also began having a regular visit by a group of adult students from DAMAR, who got their library cards and are learning how to use the library.

Their reading interests are quite wide-ranging! ***From Doriene Smither, DEC Branch Manager***

Glendale - The Glendale Branch won the Monumental Award for best new construction project in conjunction with Powers & Sons Construction. The awards ceremony was held outdoors at Tibbs Drive-In, which made the evening especially fun and memorable.



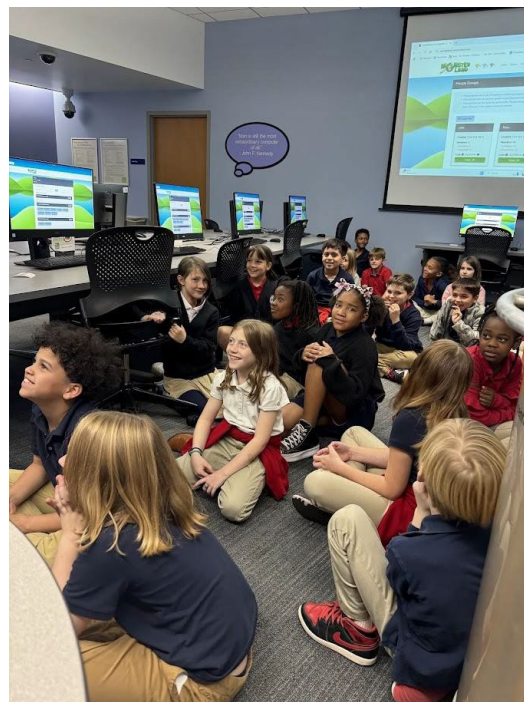
Glendale Library staff pose at a photo booth during the Indy Chamber Monumental Awards presentation on October 2. Photo submitted by Jena Mattix.

On Halloween, October 31, the Glendale team participated in the Trunk or Treat event at the Indiana State Fairgrounds. Staff decorated one of their car trunks and passed out candy and library information to over 2,500 trick-or-treaters.

From Jena Mattix, GLD Branch Manager

InfoZone – In October our Herron Prep and Butler Lab students from preschool to 3rd grade read “Ursula Upside Down” by Corey R. Tabor. They loved learning about different perspectives and that seeing things differently is something to be celebrated. After the story, they learned about Augmented Reality (AR) and used it to bring a fish they colored to life! The students loved sharing their fish with their class. Several classes cheered for each of their classmates’ fish and celebrated their creativity.

The 4th grade classes learned about collaborative storytelling through Madlibs and the game Exquisite Corpse. They also practiced their mouse precision by playing the drawing version of Exquisite Corpse online. One student was excited to show off her drawing ability with the mouse. She has been visiting with her classes since preschool, and it was awesome to see her confidence, especially knowing how much frustration she felt with the mouse initially. Contrasting it with other students’ struggles was a good confirmation of what a difference access to digital literacy programming can make. Although many were frustrated with the trouble they had using the mouse, all students pushed through and enjoyed working with classmates to create funny creatures. We also discussed that next month, they will use their collaborative storytelling skills to design a video game.



From Staci Terrell, InfoZone Branch Manager

Wayne – We held our seasonal fair on October 17. We invited families to come into the branch for a variety of fall-themed activities dressed as their favorite storybook character (or any costume). We had stories, crafts, games, and prizes for all! Activities included: Pin the leaves Back on the Tree, Spider Web Toss, Candy Corn Walk, Create a Scarecrow, Make a Button, and Scavenger Hunt.

Kimberly also did a Fireside Storytime for families on Saturday, October 26. Families and children of all ages were invited to join us for stories, songs, games, and candy. With the lights turned off, they cozied up by a faux fireplace, heard stories, and made crafts. This was intended to help families to get ready for the spooky Halloween season by reading stories in the dark at the library.

From Melinda Mullican, WAY Branch Manager

West Perry - We partnered with Rosa Parks Elementary School on a Literacy Night at West Perry. During the evening students participated in stations encouraged them to explore the library and change their library card from a school card to a regular card, so they can check out more books. We had 158 people attend and we received many positive comments from students, teachers, and parents.

From Lindsay Haddix, WPR Branch Manager

Program Development Area (PDA)

Juvenile Program Highlights

The Library hosted 574 programs for youth in October. More than 12,250 infants, school-age children, teens, and their families joined us at branches for events.

Popular package programs offered this month included Baby Arts Play, an event hosted by Arts for Learning to encourage creativity among children 6 to 36 months. A total of 248 visitors joined in the creative fun at 11 branches. "It is amazing to watch the children in a program like this where they are developing skills and learning right before my eyes," one staff member said about the program. "I hope the parents appreciate what is happening, because it really is magical."

Adult Program Highlights

Adult and senior library guests experienced 253 programs in October, welcoming a total of 1,970 visitors to our branches across the system.

On October 19, we held our annual Meet an Author, Be an Author experience at Central Library. This event featured 45 local authors in a book fair and attracted fans of Indiana literature, plus aspiring writers to learn about the craft in a series of writing workshops. An estimated 424 people visited the local author book fair, and another 271 visitors engaged with the workshops and Readings Café where writers read selections from their works aloud.



Meet an Author, Be an Author special guest Luke Austin Daugherty tables at the local author book fair on October 19. Photo by Kelly Donoho, Communications and Marketing Team.

The Programming team looks forward to hosting Meet an Author, Be an Author again in 2025. Interested authors can inquire about a table starting in summer 2025. There will be an application and review process before the event takes place on Saturday, October 20.

Digital Inclusion Program Highlights

Northstar Digital Literacy saw 68 unique users in October 2024 who completed a total of 94 hours of independent learning and took 164 total assessments. This is less unique users than we had in September, but it is significantly more learning hours and way more assessments taken!

This month Eagle had the highest number of unique users other than Central. Basic Computer Skills was the most popular topic again this month, followed by Internet Basics.



Center for Black Literature and Culture (CBLC)

The CBLC hosted various exciting and impactful events and outreach programs in October, celebrating creativity, community, and education. On October 5, the **Women of Color Closing Artist Reception** showcased inspiring work and fostered connection within the arts community. The following week, on October 12, the CBLC participated in the **Indiana University Indianapolis Centering Black Communities Symposium**, where staff shared insights and resources during a dynamic presentation. On October 19, the **Gurl Code** event empowered young girls K-12 through computer coding and STEM activities, encouraging their future success in these fields.

In collaboration with the Black Film Center Archive, the **Film Screening of “American Fiction”** on October 25 brought thought-provoking cinema to the community. October 26 marked a noteworthy milestone with the **CBLC’s 7th Anniversary Celebration**, featuring keynote speaker Tia Williams, who inspired attendees with her words and work. Finally, on October 31, the **IUI Olaniyan Scholars** toured the CBLC, exploring library resources and signing up new library cardholders, expanding the reach of the CBLC’s services and building lasting connections with future scholars. It was a month full of meaningful events that uplifted and engaged the community.



Career Development Program (CDP)

The Career Development Program (CDP) is designed to help staff members develop their professional skills and prepare for leadership roles within the organization. It provides essential guidance based on IndyPL policies, programs, procedures, and each

participant's individual talents and experiences. The program includes personalized support from a panel of experienced leaders, helping staff make informed decisions about their career growth.

So far, 90 staff members have signed up for the program, and 88 have successfully participated. The CDP is open to current and new staff (after a 90-day probationary period), with opportunities for self-nomination or recommendations from branch managers and supervisors. Due to high demand, the program will expand to three sessions next year instead of two. Feedback from participants has been overwhelmingly positive, with several survey comments highlighting the program's value in supporting their career development and leadership aspirations. I have included a Fall 2024 survey comment that one respondent said,

"My panel was very welcoming and excited to help me. I had a very good conversation with them and felt like we were starting on a good foot. Then having one panel member talk about some specifics was good as well. It felt like we could take some high level ideas and distill them down into actionable items. So not only did they understand where I wanted to go, they helped me come up with some things I can do to help get there. Which was everything I was looking for."



IndyPL in the Media

Welcome to our uplifting journey through our library's latest and greatest highlights! In this media summary, we're thrilled to share a collection of upbeat stories that showcase our community hub's vibrant and dynamic spirit. From heartwarming events to remarkable achievements, each link within this report is a testament to the positive impact our library is making 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's dive into a world of optimism and discover the countless reasons why our library stands as a beacon of positivity and enthusiasm!

Press Releases:

[Four Indianapolis Public Library Employees Awarded Lillian Childress Hall Scholarship in Honor of State's First Black Librarian](#)

[New York Times-bestselling Author and Illustrator Juana Martinez-Neal to Visit Central Library for Author Talk](#)

Selection of IndyPL News Coverage:

[Indianapolis Public Library rewards underrepresented employees with scholarship](#) - WISH TV

[Sneak peek at the Center for Black Literature and Culture's new programming](#) - Indianapolis Recorder

[What's new at Indy's Center for Black Literature and Culture](#) - Mirror Indy

[Library workers to receive extra pay before the end of the year](#) - Mirror Indy

[Check out arts and crafts workshops at westside library branches](#) - Mirror Indy

[Welcome to America – Indy Airport Hosts its First-Ever U.S. Naturalization Ceremony](#) - WTHR 13 (Mentions Indypl staff)

[Author Talk with Juana Martinez-Neal on Nov. 19 | Weekly View](#)

[Indianapolis Public Library hosts 'Jazz, Blues, and Other Hues' event celebrating jazz and poetry](#)
[Indy Now Book Club with Indy Public Library talks Fall Fest! - Indy Now on Fox 59](#)

[Fall Fest & Slammin' Rhymes Challenge XVIII Nov. 16 - Weekly View](#)

[IndyPL announces Fall Fest 2024, guest speaker Yolanda Renee King](#) - Indianapolis Recorder

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

[Indy Now Book Club with Indy Public Library talks Fall Fest! - Indy Now on Fox 59](#)

[Fall Fest & Slammin' Rhymes Challenge XVIII Nov. 16 - Weekly View](#)

[IndyPL announces Fall Fest 2024, guest speaker Yolanda Renee King](#) - Indianapolis Recorder

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



STAR Award Recognition

★ October Star Award Winners ★

Thank you to everyone who submitted a nomination this past month. Keep those submissions coming in!

Star Award Receptions: Once a quarter, Star Award winners are invited to a special reception held in the Special Collections room on the 6th floor of the Central Library. The next reception will be held on Monday, January 13 for those who won in the months of October/November/December!

★ Patron Services – Ian Cunningham

Ian recently went above and beyond to not only help but also reassure a patron with their concerns. This patron had been disruptive and off-task during our NorthStar Open Lab program previously, interrupting the focus of staff and other attendees. We unfortunately had to ask the individual to explore other areas of the library, as the session was only for those working on NorthStar Digital Literacy. This particular day, when the patron walked in the door, he seemed deflated overall and upset that he couldn't be in the room with us. Ian took him aside and with extremely impressive empathy and understanding walked him through why we had asked him to leave previously and what he could agree to in order to participate in the program. The patron still chose to visit other floors of the branch in that instance but left with his head held high. The way Ian spoke, and his body language provided the clear message that we weren't mad at him, we weren't picking on him, but rather we want to give him (and everyone) support in the ways that work best for all. As the other team member in the program working with other patrons during this situation - what a relief and inspiration this was for me! Thank you, Ian, for having our backs and showing patrons that as we assist them, we truly care about their experiences.

Also nominated: Sydney Coffman, Lexi Owens, Mallory Collins, KC Seals & Nick Terrio

★ Peer Support – Casper Elliott

Casper has really stepped up since HVL has been without a manager. He has been helping with inventories, Polaris reports, and other tasks going above and beyond his regular duties. He continues to ask coworkers how he can help out. He also took on the task of creating the Haughville branch flag for staff day and it looks fantastic!

Also nominated: Tressa Furry, Consuelo Zavala, Abby Welch, Stressca Nathaniel & Alexis Hunt

★ Community Involvement – Amy Buell

Amy is a celebrated storyteller for our community babies! She has created a safe, loving, and supportive environment for babies and their caregivers so much that we've had to schedule two baby story times each week. Just recently, she served over 75 kids, reciting her trademark "Whoop! Whoop! Whoop!" name rhyme for each and every kiddo with unwavering energy and joy.

It's a delight to witness babies run up to her for hugs when they arrive at Glendale. I would also like to recognize Amy for serving our teen population with compassion and radical acceptance. She embodies what it means to be a "safe place" for LGBTQ+ youth and ensures that teens of all backgrounds consider Glendale a place where they

can come as they are without judgement and where they can find resources and space to study and socialize.

Also nominated: Joanna Conrad

★ **Page Excellence – Vickie Bannon**

Vickie is a great asset to Martindale Brightwood. Vickie is one of those pages who loves her work, gets excited over big shifting projects and happily takes the lead once she's received her instructions. When Vickie is not shelving or shifting, she can be seen dusting, organizing, adding or removing extra shelves where needed. Our seniors are important to Vickie, and she always makes a point of letting us know if materials may be out of reach for elder patrons.

Also nominated: Kimberly Mata-Guerrero, Cinder Patel, Angela Koors, Lillian Page & Jane Worley

★ **Other Duties as Assigned – Bryanna Barnes**

I am thrilled to share my experience with Bryanna, whose dedication and passion for our library and community programming are nothing short of inspiring. Bryanna consistently goes above and beyond to ensure that the library not only meets but exceeds the expectations of our diverse community. Her innovative programming ideas and attention to detail create engaging events that truly resonate with patrons of all ages. Whether its organizing workshops, author talks, or community outreach programs, Bryanna invests her time and energy to make each initiative a success.

She has a unique ability to connect with individuals, ensuring that everyone feels welcome and valued. What sets Bryanna apart is her unwavering support for her peers. She readily steps up to help her colleagues, sharing her knowledge and expertise, and fostering a collaborative environment that enhances our library's effectiveness. Her willingness to lend a hand or provide guidance not only boosts morale but also elevates the entire team.

Bryanna's contributions to the library and the community are immeasurable, and her enthusiasm is infectious. We are incredibly fortunate to have her helping to lead the charge in creating a vibrant and supportive library atmosphere.

Also nominated: Flo Schick, Mickey Dwyer, Bria Carter, Videtta (DeeDee) Hunter, Rachel Weasner, Jennifer Cooper & Lacy Strahan



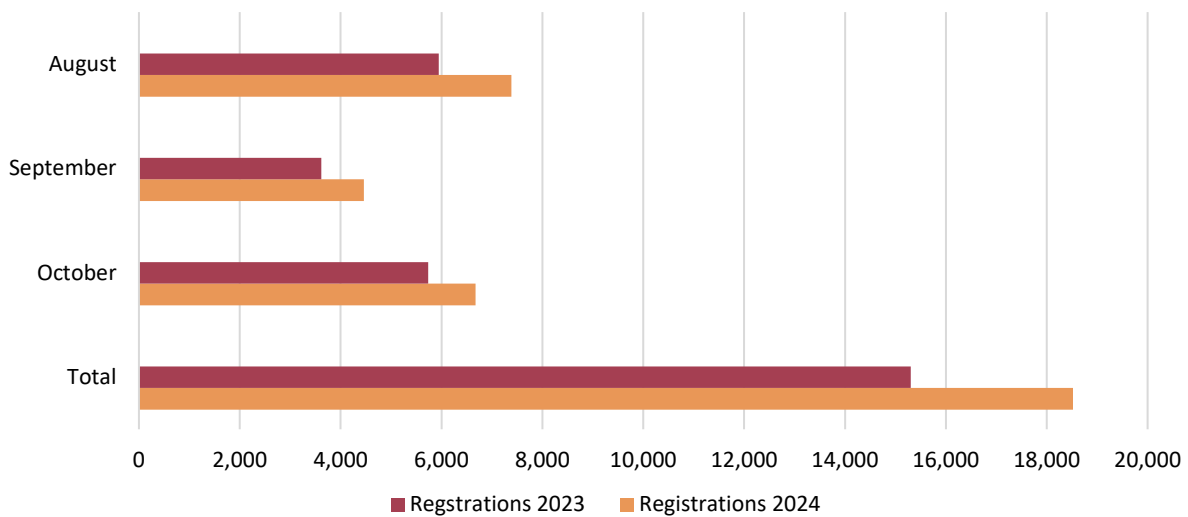
Library Card registrations – 3rd Q

In the third quarter of 2023, the library issued **15,865 new cards**, with 5,947 registrations in August, 3,617 in September, and 5,737 in October. By contrast, the third quarter of 2024 saw a significant increase, with **18,519 registrations**—7,387 in August, 4,458 in September, and 6,674 in October.

This represents a 16.8% increase in new library cardholders in 2024 or an additional 2,654 registrations compared to the previous year. This growth underscores the library's continued success in engaging the community and expanding access to its resources.

	August	September	October	Total
Card Registrations 2024	7,387	4,458	6,674	18,519
Card Registrations 2023	5,947	3,617	5,737	15,301

Registrations by Month





BUSINESS PRIORITIES

- Implementation of Phase 2



ADDED PRIORITIES

- SharePoint Intranet – due December 31
- Business Continuity Plan – due December 31
- IndyPL magazine Launch – Check out



Staff Opportunities

- Association of Bookmobile & Outreach Services ABOS Annual Conference (Indianapolis)-7 staff
- School and Library Partnerships (in-house)-22 staff
- Adult Services Meeting-Bystander Intervention Training (in-house)-48 staff

Report Prepared By
Gregory A. Hill, Sr. CEO
 Indianapolis Public Library



GOALS FOR Q4

Library Policies Update

We are embarking on a comprehensive system-wide policy update to ensure our policies are current and influential. A project timeline and periodic review calendar have been implemented to ensure our library operations remain efficient. Tisha Galarce and Mary Barr will manage the project.

Strategic Plan Adoption

The strategic planning process has gone well. We are in the final stages of finalizing the 2025-2027 Plan. Marianne McKenzie, the strategic planning and Assessment Officer, manages the planning project.

DEIA Training Calendar

To help Increase communication of the Library's DEIA-related expectations, initiatives, and results and to continuously and consistently communicate the Library's DEIA expectations, we are developing a reporting calendar to share progress, results, metrics, and areas in need of continued attention with Library staff. Kim Ewers, DEI Officer, is managing the calendar project.



Board Action Request

10b

To: IMCPL Board

Meeting Date: November 25, 2024

From: Gregory Hill, CEO

**Approved by the
Library Board:**

Effective Date: November 25, 2024

Subject: Finances, Personnel and Travel Resolution 82-2024

Recommendation: Approve Finances, Personnel and Travel Resolution 82-2024

Background: The Finances, Personnel and Travel Resolution 82-2024 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 2024.

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION REGARDING FINANCES, PERSONNEL AND TRAVEL
RESOLUTION 82-2024**

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 2024 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	10/1/2024	10/3/2024	38	\$ 162,719.58	
	Warrant void	10/3/2024	10/3/2024	1	\$ (23,750.00)	
	Warrant	10/3/2024	10/10/2024	13	\$ 29,579.40	
	Warrant void	10/10/2024	10/10/2024	2	\$ (970.00)	
	Warrant	10/10/2024	10/31/2024	99	\$ 729,257.12	
Operating	EFT & Wires	10/10/2024	10/28/2024	11	\$ 293,299.68	
Operating	EFT	10/1/2024	10/1/2024	16	\$ 295,923.74	
	EFT	10/3/2024	10/3/2024	6	\$ 112,385.64	
	EFT void	10/3/2024	10/3/2024	1	\$ (745.00)	
	EFT	10/3/2024	10/3/2024	30	\$ 1,123,735.73	
	EFT	10/10/2024	10/10/2024	35	\$ 277,002.43	
	EFT	10/17/2024	10/17/2024	44	\$ 651,114.09	
	EFT	10/24/2024	10/24/2024	37	\$ 291,746.66	
	EFT	10/31/2024	10/31/2024	37	\$ 263,829.60	
	Fines	Warrant	10/3/2024	10/17/2024	7	\$ 187.89
	Gift	Warrant	10/3/2024	10/24/2024	36	\$ 12,584.00
Warrant		10/31/2024	10/31/2024	7	\$ 1,652.14	
Gift	EFT	10/1/2024	10/1/2024	3	\$ 5,374.97	
	EFT	10/3/2024	10/3/2024	21	\$ 32,930.18	
	EFT void	10/3/2024	10/3/2024	1	\$ (700.00)	
	EFT	10/3/2024	10/3/2024	1	\$ 700.00	
	EFT	10/10/2024	10/10/2024	12	\$ 23,096.98	
	EFT	10/17/2024	10/17/2024	5	\$ 1,326.25	
	EFT	10/24/2024	10/24/2024	14	\$ 108,541.99	
Employee Payroll	Warrant	10/11/2024	10/25/2024	28	\$ 10,637.31	
	Direct Deposit	10/11/2024	10/11/2024	577	\$ 686,175.42	
	Direct Deposit	10/25/2024	10/25/2024	579	\$ 671,874.49	
Payroll Taxes, Garnishments	Electronic Transfer				\$ 497,805.04	

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 2024 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

Ms. Hope C. Tribble

Dr. Lisa Riolo

Dr. Patricia A. Payne

Dr. Khaula Murtadha

Dr. Eugene White

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

Dr. Luis A. Palacio

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	10/10/2024	FIDELITY INVESTMENTS	3,610.38	FIDELITY MUTUAL FUNDS W/H	80600000 227208
EFT	10/10/2024	AMERICAN UNITED LIFE INSURANCE CO	2,458.00	AUL ANNUITY WITHHELD	80600000 227203
EFT	10/15/2024	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	134,946.53	PERF	10126170 413300
EFT	10/18/2024	ADP, INC.	6,690.62	PAYROLL SERVICES	10126170 439902
EFT	10/18/2024	ADP, INC.	2,379.87	PAYROLL SERVICES	10126170 439902
EFT	10/18/2024	ADP, INC.	963.20	PAYROLL SERVICES	10126170 439902
EFT	10/22/2024	INDIANA DEPARTMENT OF REVENUE	1,328.78	SALES TAX PAYABLE	81400000 227400
EFT	10/22/2024	BRENDA WILLIAMSON	85.60	FACILITY RTL REV - TAXABLE	10102023 362000
EFT	10/22/2024	FIDELITY INVESTMENTS	3,610.38	FIDELITY MUTUAL FUNDS W/H	80600000 227208
EFT	10/24/2024	AMERICAN UNITED LIFE INSURANCE CO	2,458.00	AUL ANNUITY WITHHELD	80600000 227203
EFT	10/28/2024	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	134,768.32	PERF	10126170 413300
CHECK	10/01/2024	INDIANA HISTORICAL SOCIETY	11.71	BOOKS & MATERIALS	10126120 449000
CHECK	10/01/2024	INDIANA NEWSPAPERS, INC.	3,196.09	BOOKS & MATERIALS	10126120 449000
CHECK	10/01/2024	INFORMATION TODAY, INC.	404.53	BOOKS & MATERIALS	10126120 449000
CHECK	10/01/2024	MATTHEW BENDER & CO.	900.46	BOOKS & MATERIALS	10126120 449000
CHECK	10/01/2024	MULTI CULTURAL BOOKS AND VIDEO	2,846.00	BOOKS & MATERIALS	48226120 449000
CHECK	10/01/2024	PLAYAWAY PRODUCTS LLC	4,754.18	BOOKS & MATERIALS	48526120 449000
CHECK	10/01/2024	TIMOTHY P. BOWLING	180.00	OTHER CONTRACTUAL SERVICES	10103800 439905
CHECK	10/03/2024	AMBIUS	303.11	REP & MAINT-STRUCTURE	10123180 436100
CHECK	10/03/2024	AMERICAN UNITED LIFE INSURANCE CO	2,786.30	GROUP LIFE INSURANCE	10126170 413600
CHECK	10/03/2024	ARAB TERMITE AND PEST CONTROL INC	1,069.00	PEST SERVICES	10127180 436103
CHECK	10/03/2024	ARAMARK UNIFORM & CAREER APPARAL, LLC	1,201.14	UNIFORMS	10126120 422250
CHECK	10/03/2024	ATC GROUP SERVICES, LLC DEPOSITORY	95.00	BUILDING IMPRVMENTS & UPGRADES	48915180 444500
CHECK	10/03/2024	ATLAS COMMERCIAL PRODUCTS	1,253.92	FACILITIES OFFICE SUPPLIES	10101180 421500
CHECK	10/03/2024	BEECH GROVE SEWAGE WORKS	194.04	STORMWATER	10128180 435500
CHECK	10/03/2024	BUSINESS FURNITURE CORPORATION	187.50	REP & MAINT-STRUCTURE	10126180 436100
CHECK	10/03/2024	BUSINESS FURNITURE CORPORATION	3,026.24	OFFICE SUPPLIES - FAC/PURCH	48302003 421500
CHECK	10/03/2024	SIGNARAMA	60.00	OFFICE SUPPLIES - FAC/PURCH	48302003 421500
CHECK	10/03/2024	CINTAS	30.92	REP & MAINT-STRUCTURE	10107180 436100
CHECK	10/03/2024	CITIZENS ENERGY GROUP	1,804.50	WATER	10104180 435400
CHECK	10/03/2024	INDIANAPOLIS STAR	853.58	PUBLICATION OF LEGAL NOTICES	10126180 433200
CHECK	10/03/2024	GIFTED HANDS TUTORING LLC	480.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/03/2024	INDY PUBLIC LIBRARY ESCROW 0001	60,081.69	BUILDING IMPRVMENTS & UPGRADES	48814180 444500
CHECK	10/03/2024	GUARDIAN	9,566.70	LONG TERM DISABILITY INSURANCE	10126170 413001
CHECK	10/03/2024	HAUGHVILLE (PETTY CASH)	26.29	PROGRAMMING-JUV.	10102012 439911
CHECK	10/03/2024	IMCPL STAFF ASSOCIATION	189.41	FRIEND'S PLEDGES	80600000 227227
CHECK	10/03/2024	INDIANAPOLIS FLEET SERVICES	1,983.67	GASOLINE	10126180 422210
CHECK	10/03/2024	LAWRENCE UTILITIES	128.15	WATER	10123180 435400
CHECK	10/03/2024	LUMINAUT, INC.	25,131.48	BUILDING IMPRVMENTS & UPGRADES	48814180 444500
CHECK	10/03/2024	TAKE FLIGHT WILDLIFE EDUCATION	250.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/03/2024	OFFDUTYCOPS.COM INC	20,995.00	SECURITY SERVICES	10101180 439903
CHECK	10/03/2024	PLOW DIGITAL, LLC	1,200.00	REP & MAINT-COMPUTERS	10126110 436203
CHECK	10/03/2024	PLYMOUTH ROCKET, INC	650.00	OTHER CONTRACTUAL SERVICES	10126120 439905
CHECK	10/03/2024	REPROGRAPHIX, INC	18.90	BUILDING IMPRVMENTS & UPGRADES	48814180 444500
CHECK	10/03/2024	REPUBLIC WASTE SERVICES	8,233.34	TRASH REMOVAL	10101180 439600
CHECK	10/03/2024	RFS GROUP LLC	3,070.30	CLEANING & SANITATION	10126135 422310
CHECK	10/03/2024	SAMUEL BARNETT	250.00	PROGRAMMING	10101150 439910
CHECK	10/03/2024	SECURITAS ELECTRONIC SECURITY, INC.	4,617.39	REP & MAINT-EQUIPMENT	10101180 436200
CHECK	10/03/2024	SHOWCASES	689.04	LIBRARY SUPPLIES	10126120 421600
VOID	10/03/2024	SKYLINE ROOFING & SHEET METAL CO INC	23,750.00	R&M STRUC	48626180 436100
CHECK	10/03/2024	STEPHANIE SCHRODETZKI	200.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/03/2024	STERICYCLE, INC.	1,231.86	OTHER CONTRACTUAL SERVICES	10120180 439905
CHECK	10/03/2024	THE INDIANA STATE LIBRARY FOUNDATION, INC.	350.00	DUES & MEMBERSHIPS	10126120 439800
CHECK	10/03/2024	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	1,771.00	FOUNDATION DONATIONS W/H	80600000 227221
CHECK	10/03/2024	TODAY'S BUSINESS SOLUTIONS, INC	1,223.00	REP & MAINT-COMPUTERS	10126110 436203
CHECK	10/03/2024	UNITED PARCEL SERVICE	560.06	FREIGHT & EXPRESS	10126120 432100
CHECK	10/03/2024	VICTORIA ELLEN KINTNER	225.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/04/2024	INDIANA DEPT OF WORKFORCE DEVELOP.	11,042.60	UNEMPLOYMENT COMPENSATION	10126170 413400
CHECK	10/10/2024	ARAB TERMITE AND PEST CONTROL INC	458.00	PEST SERVICES	10101180 436103
CHECK	10/10/2024	AT&T	994.45	DATA COMMUNICATIONS	10126110 432400
CHECK	10/10/2024	AT&T	11,065.28	DATA COMMUNICATIONS	10126110 432400

CHECK	10/10/2024	ATT MOBILITY	235.65	DATA COMMUNICATIONS	10101401 432400
CHECK	10/10/2024	AV DESIGNERS INC	222.50	OTHER CONTRACTUAL SERVICES	10104180 439905
VOID	10/10/2024	BEECH GROVE SEWAGE WORKS	70.00	OTHER CONTRACTUAL SERVICES	10102180 439905
VOID	10/10/2024	BBKY, LLC	900.00	PROGRAMMING	10101150 439911
CHECK	10/10/2024	CINTAS	2,452.30	OTHER CONTRACTUAL SERVICES	10129180 439905
CHECK	10/10/2024	CITIZENS ENERGY GROUP	5,010.96	WATER	10101180 435400
CHECK	10/10/2024	INDIANA LIBRARY FEDERATION	800.00	CONFERENCES	10126170 432500
CHECK	10/10/2024	INDIANA NEWSPAPERS, INC.	3,101.61	BOOKS & MATERIALS	10126120 449000
CHECK	10/10/2024	MACALLISTER MACHINERY CO., INC	4,502.00	REP & MAINT-EQUIPMENT	10101180 436200
CHECK	10/10/2024	MATTHEW BENDER & CO.	8,066.91	BOOKS & MATERIALS	10126120 449000
CHECK	10/10/2024	NICHE ACADEMY	7,400.00	MATERIALS CONTRACTUAL	10126120 439930
CHECK	10/10/2024	PATRIOT SAFETY AND RESCUE LLC	580.00	OTHER CONTRACTUAL SERVICES	10101180 439905
CHECK	10/10/2024	PLAYAWAY PRODUCTS LLC	2,600.06	BOOKS & MATERIALS	48526120 449000
CHECK	10/10/2024	POMP'S TIRE SERVICE	373.15	REP & MAINT -AUTO	10126180 436202
CHECK	10/10/2024	B-IKE LLC	6,585.00	OTHER CONTRACTUAL SERVICES	10126160 439905
CHECK	10/10/2024	TARGET MARKETING	3,058.00	LIBRARY SUPPLIES	10126120 421600
CHECK	10/10/2024	THE DAVEY TREE EXPERT COMPANY	21,951.00	LAWN & LANDSCAPING	10101180 439602
CHECK	10/10/2024	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	2,520.90	FOUNDATION PROCEEDS	81200000 227502
CHECK	10/17/2024	AES INDIANA	79,118.76	ELECTRICITY	10101180 435100
CHECK	10/17/2024	AMBIUS	1,446.23	REP & MAINT-STRUCTURE	10126180 436100
CHECK	10/17/2024	ANDREW ADENIYI	2,500.00	CONFERENCES	10126170 432500
CHECK	10/17/2024	AT&T	1,881.04	DATA COMMUNICATIONS	10126110 432400
CHECK	10/17/2024	CFRA	3,540.00	BOOKS & MATERIALS	10126120 449000
CHECK	10/17/2024	CINTAS	139.85	OTHER CONTRACTUAL SERVICES	10108180 439905
CHECK	10/17/2024	CITIZENS ENERGY GROUP	2,105.71	NATURAL GAS	10128180 435200
CHECK	10/17/2024	CITIZENS ENERGY GROUP	66,954.07	HEAT/STEAM	10101180 435300
CHECK	10/17/2024	DEVERY NORTH	12.44	DEPARTMENT OFFICE SUPPLIES	10101150 421700
CHECK	10/17/2024	FORVIS, LLP	3,000.00	CONSULTING SERVICES	10126170 431500
CHECK	10/17/2024	TALKING TECH	10,542.00	COMPUTER SERVICES	10126110 439901
CHECK	10/17/2024	INDPLS-MARION CO PUB LIBRARY - GIFT FUND	5,990.85	OTHER GRANTS	23026120 367004
CHECK	10/17/2024	INFOR (US), INC	9,857.58	REP & MAINT-COMPUTERS	10103800 436203
CHECK	10/17/2024	J. W. PEPPER & SON, INC	494.99	BOOKS & MATERIALS	10126120 449000
CHECK	10/17/2024	LEGALSHIELD	210.45	IDENTITY THEFT & LEGAL PROTECT	80600000 227216
CHECK	10/17/2024	TAKE FLIGHT WILDLIFE EDUCATION	250.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/17/2024	MOODY'S INVESTORS SERVICE, INC	20,000.00	ISSUANCE COSTS	49000000 438400
CHECK	10/17/2024	MULHAUPTS INC	29.00	BUILDING	48302003 443500
CHECK	10/17/2024	OFFDUTYCOPS.COM INC	10,880.00	SECURITY SERVICES	10101180 439903
CHECK	10/17/2024	PROFESSIONAL GARAGE DOOR SYSTEMS	640.00	REP & MAINT-STRUCTURE	10126180 436100
CHECK	10/17/2024	PUBLICATION POINT LLC	94.51	VEHICLES	48626180 445200
CHECK	10/17/2024	ROWMAN & LITTLEFIELD PUBLISHING GROUP	4,700.93	BOOKS & MATERIALS	10126120 449000
CHECK	10/17/2024	SEVEN POINTS TECHNOLOGY GROUP, INC.	14,550.00	CAPITAL - EQUIPMENT	48814180 445300
CHECK	10/17/2024	IMCPL - SKYLINE ROOFING - RET - LSC	23,750.00	REP & MAINT-STRUCTURE	48626180 436100
CHECK	10/17/2024	STEPHANIE SCHRODETZKI	200.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/17/2024	VANCO	380.75	REP & MAINT-EQUIPMENT	10101180 436200
CHECK	10/24/2024	AES INDIANA	55.30	ELECTRICITY	10116180 435100
CHECK	10/24/2024	ANDREW ADENIYI	9,700.00	CONFERENCES	10126170 432500
CHECK	10/24/2024	ANN TORRALBA	900.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/24/2024	ANTHONY RADFORD	362.50	PROGRAMMING EXHIBITS - CENTRAL	10101150 439913
CHECK	10/24/2024	AT&T	1,887.40	DATA COMMUNICATIONS	10126110 432400
CHECK	10/24/2024	AT&T	1.02	DATA COMMUNICATIONS	10126110 432400
CHECK	10/24/2024	AT&T	997.42	DATA COMMUNICATIONS	10126110 432400
CHECK	10/24/2024	BARDACH AWARDS	28.95	DEPARTMENT OFFICE SUPPLIES	10126170 421700
CHECK	10/24/2024	CINTAS	982.33	OTHER CONTRACTUAL SERVICES	10101180 439905
CHECK	10/24/2024	CITIZENS ENERGY GROUP	455.54	SEWAGE	10119180 435900
CHECK	10/24/2024	CLARK, QUINN, MOSES, SCOTT & GRAHN, LLP	14,204.50	LEGAL SERVICES	10126100 431100
CHECK	10/24/2024	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	938.91	NATURAL GAS	10129180 435200
CHECK	10/24/2024	GLOBE ASPHALT PAVING CO INC	70,230.00	REP & MAINT-STRUCTURE	48214180 436100
CHECK	10/24/2024	GRM INFORMATION MANAGEMENT SERVICES OF INDIANA	912.63	OTHER CONTRACTUAL SERVICES	10126130 439905
CHECK	10/24/2024	INDIANA STATE LIBRARY	12,935.00	PLAC CARD PAYABLE	81500000 227501
CHECK	10/24/2024	INDIANAPOLIS FLEET SERVICES	1,907.18	GASOLINE	10126180 422210
CHECK	10/24/2024	INDIANAPOLIS OPERA SOCIETY	125.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/24/2024	KI	1,560.32	FACILITIES OFFICE SUPPLIES	10126180 421500
CHECK	10/24/2024	LAWRENCE UTILITIES	337.30	WATER	10123180 435400
CHECK	10/24/2024	LIBRARY IDEAS	153.00	BOOKS & MATERIALS	48226120 449000
CHECK	10/24/2024	LUMINAUT, INC.	29,583.41	BUILDING IMPRVMENTS & UPGRADES	48814180 444500
CHECK	10/24/2024	MASTER CARPET & TILE, INC.	2,000.00	BUILDING	48302003 443500
CHECK	10/24/2024	MULTI CULTURAL BOOKS AND VIDEO	2,388.00	BOOKS & MATERIALS	48226120 449000

CHECK	10/24/2024	PLAYAWAY PRODUCTS LLC	5,288.57	BOOKS & MATERIALS	48526120 449000
CHECK	10/24/2024	RFS GROUP LLC	9,726.79	CLEANING & SANITATION	10126135 422310
CHECK	10/24/2024	RIVERS RESOURCES	795.60	CLEANING & SANITATION	10126135 422310
CHECK	10/24/2024	STEPHANIE SCHRODETZKI	200.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/24/2024	STERICYCLE, INC.	1,231.86	OTHER CONTRACTUAL SERVICES	10104180 439905
CHECK	10/24/2024	THE DAVEY TREE EXPERT COMPANY	14,866.00	LAWN & LANDSCAPING	10128180 439602
CHECK	10/24/2024	TUMBLEWEED PRESS, INC.	11,900.00	MATERIALS CONTRACTUAL	10126120 439930
CHECK	10/24/2024	WILLIAM OVERTON	12,850.00	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
CHECK	10/24/2024	XCEED ELECTRIC, INC.	59,190.75	REP & MAINT-STRUCTURE	48626180 436100
CHECK	10/31/2024	AILANA IMAN WOODWARD	150.00	PROGRAMMING	10101150 439910
CHECK	10/31/2024	ANDREW ADENIYI	7,200.00	IN HOUSE CONFERENCE	10126100 432501
CHECK	10/31/2024	ARAMARK UNIFORM & CAREER APPARAL, LLC	28.99	UNIFORMS	10126120 422250
CHECK	10/31/2024	ATT MOBILITY	762.63	DATA COMMUNICATIONS	10101401 432400
CHECK	10/31/2024	AWE AQUISITION, INC.	18,399.00	NON CAPITAL FURNITURE & EQUIP	48915180 429001
CHECK	10/31/2024	BROAD RIPPLE VILLAGE ASSOCIATION (BRVA)	150.00	DUES & MEMBERSHIPS	10102003 439800
CHECK	10/31/2024	BUSINESS FURNITURE CORPORATION	19,249.48	OFFICE SUPPLIES - FAC/PURCH	48302003 421500
CHECK	10/31/2024	BUSINESS FURNITURE CORPORATION	33,238.01	CAPITAL - FURNITURE	48302003 445100
CHECK	10/31/2024	CINTAS	1,104.69	OTHER CONTRACTUAL SERVICES	10101180 439905
CHECK	10/31/2024	CITIZENS ENERGY GROUP	604.23	SEWAGE	10104180 435900
CHECK	10/31/2024	GOVERNMENT FINANCE OFFICERS ASSOCIATION	150.00	DUES & MEMBERSHIPS	10126130 439800
CHECK	10/31/2024	IMCPL STAFF ASSOCIATION	124.14	FRIEND'S PLEDGES	80600000 227227
CHECK	10/31/2024	INDIANA THERAPEUTIC MASSGE SCHOOL LLC	1,800.00	IN HOUSE CONFERENCE	10126170 432501
CHECK	10/31/2024	JACKSON SYSTEMS, LLC	4,644.00	REP & MAINT-STRUCTURE	47905180 436100
CHECK	10/31/2024	KHOSROU DANIEL NAYERI	2,500.00	PROGRAMMING-JUV.	10101150 439911
CHECK	10/31/2024	LAWRENCE UTILITIES	152.18	WATER	10123180 435400
CHECK	10/31/2024	LIBRARY IDEAS	2,419.68	BOOKS & MATERIALS	48226120 449000
CHECK	10/31/2024	OFFDUTYCOPS.COM INC	10,030.00	SECURITY SERVICES	10101180 439903
CHECK	10/31/2024	PLAYAWAY PRODUCTS LLC	3,178.26	LIBRARY SUPPLIES	10126120 421600
CHECK	10/31/2024	PLUNKETT RESEARCH, LTD	369.49	BOOKS & MATERIALS	10126120 449000
CHECK	10/31/2024	B-IKE LLC	4,425.00	CONSULTING SERVICES	10126160 431500
CHECK	10/31/2024	IMCPL - SKYLINE ROOFING - RET - LSC	858.00	REP & MAINT-STRUCTURE	48626180 436100
CHECK	10/31/2024	STUART'S ENTERPRISES LLC	7,598.01	BUILDING IMPRVMENTS & UPGRADES	48814180 444500
CHECK	10/31/2024	TANORRIA'S TABLE	3,500.00	IN HOUSE CONFERENCE	10126170 432501
CHECK	10/31/2024	THE CFO LEADERSHIP COUNCIL	375.00	DUES & MEMBERSHIPS	10126130 439800
CHECK	10/31/2024	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	1,180.00	FOUNDATION DONATIONS W/H	80600000 227221
CHECK	10/31/2024	UNITED STATES TREASURY	4,100.00	BANK FEES/CREDIT CARD FEES	10126130 439904
EFT	10/01/2024	AUSTIN BOOK SALES	31,583.27	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	BAKER & TAYLOR	246.17	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	BAKER & TAYLOR	8,300.04	BOOKS & MATERIALS	48626120 449000
EFT	10/01/2024	BAKER & TAYLOR	49,083.31	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	BAKER & TAYLOR	49,009.07	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	BRODART COMPANY	2,661.01	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	BRODART COMPANY CONTINUATIONS	1,381.79	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	CHILDREN'S PLUS INC.	1,604.77	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	EBSO INFORMATION SERVICES	35.12	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	INGRAM LIBRARY SERVICES	33,146.71	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	MIDWEST TAPE - PROCESSED DVDS	1,765.44	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	22,576.58	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	MIDWEST TAPE NON PROCESSED	1,090.07	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	21,617.60	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	MIDWEST TAPE, LLC	1,343.37	BOOKS & MATERIALS	10126120 449000
EFT	10/01/2024	OVERDRIVE INC	70,479.42	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/03/2024	ALSCO	824.72	CLEANING & SANITATION	10101180 422310
EFT	10/03/2024	ARTHUR J. GALLAGHER RISK MANAGEMENT SERVICES, INC	103,520.00	WORKER'S COMPENSATION	10126130 434100
EFT	10/03/2024	BARNES & THORNBURG	2,820.00	ISSUANCE COSTS	47900000 438400
EFT	10/03/2024	CAMPGIRL LLC	280.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/03/2024	CDW GOVERNMENT, INC.	935.92	IT OFFICE SUPPLIES	10126110 421500
EFT	10/03/2024	CENTRAL SECURITY & COMMUNICATIONS	4,005.00	REP & MAINT-EQUIPMENT	10129180 436200
VOID	10/03/2024	COMMERCIAL SEWER CLEANING	745.00	PLUMBING	10116180 436102
EFT	10/03/2024	CONNOR FINE PAINTING	8,420.00	REP & MAINT-STRUCTURE	10104180 436100
EFT	10/03/2024	DRIESSEN WATER INC	30.97	FACILITIES OFFICE SUPPLIES	10101180 421500
EFT	10/03/2024	DACO GLASS & GLAZING INC	9,189.69	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/03/2024	DELL MARKETING L.P.	2,760.00	IT OFFICE SUPPLIES	10126110 421500
EFT	10/03/2024	DEMCO, INC.	15,175.86	LIBRARY SUPPLIES	10126120 421600
EFT	10/03/2024	DIVERSITY PRESS LLC	65.00	OUTSIDE PRINTING	10126160 433100
EFT	10/03/2024	DYNAMARK GRAPHICS GROUP	2,103.01	LIBRARY SUPPLIES	10126120 421600
EFT	10/03/2024	ELLIS MECHANICAL & ELECTRICAL	4,478.00	REP & MAINT-HEATING & AIR	10103180 436201

EFT	10/03/2024	ESSENTIAL ARCHITECTURAL SIGNS, INC	60.00	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/03/2024	FULLER ENGINEERING CO., LLC	1,102.50	REP & MAINT-HEATING & AIR	10101180 436201
EFT	10/03/2024	GILLIATTE GENERAL CONTRACTORS, INC	540,735.23	BUILDING IMPRVMENTS & UPGRADES	48814180 444500
EFT	10/03/2024	GRAINGER	114.32	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/03/2024	INDIANA PLUMBING AND DRAIN LLC	5,898.00	PLUMBING	10101180 436102
EFT	10/03/2024	INDY COMMUNITY YOGA	160.00	PROGRAMMING	10101150 439910
EFT	10/03/2024	LEVEL (3) COMMUNICATIONS, LLC	4,255.80	DATA COMMUNICATIONS	10126110 432400
EFT	10/03/2024	MAIN EVENT SOUND & LIGHTING	5,308.95	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/03/2024	MARK'S VACUUM & JANITORIAL SUPPLIES	1,560.00	CLEANING & SANITATION	10126135 422310
EFT	10/03/2024	MARSHALL SECURITY LLC	16,035.44	SECURITY SERVICES	10126180 439903
EFT	10/03/2024	ORACLE ELEVATOR HOLDCO, INC.	7,936.00	ELEVATOR SERVICES	10101180 436104
EFT	10/03/2024	PROVIDENCE OUTDOOR	10,446.25	LAWN & LANDSCAPING	10129180 439602
EFT	10/03/2024	RED OXYGEN INC	29.97	COMPUTER SERVICES	10126110 439901
EFT	10/03/2024	RICHARD LOPEZ ELECTRICAL, LLC	2,065.60	ELECTRICAL	10118180 436101
EFT	10/03/2024	SHOEMAKER MOTION PICTURE COMPANY, LLC	679.92	REP & MAINT-STRUCTURE	10113180 436100
EFT	10/03/2024	SKYLINE ROOFING & SHEET METAL CO INC	451,250.00	REP & MAINT-STRUCTURE	48626180 436100
EFT	10/03/2024	SPRINGSHARE LLC	17,094.52	OTHER CONTRACTUAL SERVICES	10126160 439905
EFT	10/03/2024	STENZ MANAGEMENT COMPANY, INC	9,138.03	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/03/2024	STUART'S ENTERPRISES LLC	1,257.67	OTHER CONTRACTUAL SERVICES	10101180 439905
EFT	10/03/2024	THE HARMON HOUSE L.L.C.	980.00	CONSULTING SERVICES	10126160 431500
EFT	10/03/2024	VETERAN STRATEGIES, INC.	5,000.00	OTHER CONTRACTUAL SERVICES	10126160 439905
EFT	10/03/2024	YOUR AUTOMATIC DOOR COMPANY	405.00	REP & MAINT-STRUCTURE	10121180 436100
EFT	10/10/2024	AUSTIN BOOK SALES	23,880.21	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	BAKER & TAYLOR	174.30	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	BAKER & TAYLOR	197.31	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	BAKER & TAYLOR	23,093.26	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	BAKER & TAYLOR	24,226.73	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	BRIGHT IDEAS IN BROAD RIPPLE	702.76	DEPARTMENT OFFICE SUPPLIES	10126170 421700
EFT	10/10/2024	BRODART COMPANY	1,205.34	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	BRODART COMPANY CONTINUATIONS	404.90	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	CAMACHO JANITORIAL SUPPLY & SERVICES, INC.	495.72	CLEANING SERVICES	10103800 436110
EFT	10/10/2024	CDW GOVERNMENT, INC.	227.40	IT OFFICE SUPPLIES	10126110 421500
EFT	10/10/2024	CHILDREN'S PLUS INC.	504.45	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	CONNOR FINE PAINTING	990.00	REP & MAINT-STRUCTURE	10126180 436100
EFT	10/10/2024	DRIESSEN WATER INC	99.91	FACILITIES OFFICE SUPPLIES	10126180 421500
EFT	10/10/2024	DACO GLASS & GLAZING INC	2,101.20	REP & MAINT-STRUCTURE	10127180 436100
EFT	10/10/2024	DANCORP INC. DBA DANCO	1,759.00	REP & MAINT-HEATING & AIR	10101180 436201
EFT	10/10/2024	DIVERSITY PRESS LLC	207.82	OUTSIDE PRINTING	10126160 433100
EFT	10/10/2024	DYNAMARK GRAPHICS GROUP	121.43	OUTSIDE PRINTING	10126160 433100
EFT	10/10/2024	ELLIS MECHANICAL & ELECTRICAL	7,615.42	REP & MAINT-HEATING & AIR	10128180 436201
EFT	10/10/2024	INDIANA PLUMBING AND DRAIN LLC	2,181.00	PLUMBING	10101180 436102
EFT	10/10/2024	J&G CARPET PLUS	4,500.00	OTHER CONTRACTUAL SERVICES	10126120 439905
EFT	10/10/2024	KRM ARCHITECTURE+ INC	3,650.63	REP & MAINT-STRUCTURE	48501180 436100
EFT	10/10/2024	LOGICALIS, INC	5,616.00	CONSULTING SERVICES	10126110 431500
EFT	10/10/2024	MIDWEST REMEDIATION, INC.	1,461.74	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/10/2024	SURVEYMONKEY.COM	7,500.00	IN HOUSE CONFERENCE	10126170 432501
EFT	10/10/2024	ORACLE ELEVATOR HOLDCO, INC.	10,156.38	ELEVATOR SERVICES	10101180 436104
EFT	10/10/2024	OVERDRIVE INC	38,631.99	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/10/2024	REGIONS BANK PURCHASING CARD	21,402.44	IN HOUSE CONFERENCE	10126170 432501
EFT	10/10/2024	RICHARD LOPEZ ELECTRICAL, LLC	41,033.09	ELECTRICAL	10101180 436101
EFT	10/10/2024	AMERICAN UNITED LIFE INSURANCE CO	689.44	UNIVERSAL	80600000 227212
EFT	10/10/2024	SONDHI SOLUTIONS, LLC	2,141.85	COMPUTER SERVICES	10126110 439901
EFT	10/10/2024	STENZ MANAGEMENT COMPANY, INC	2,985.73	REP & MAINT-STRUCTURE	10126180 436100
EFT	10/10/2024	STUART'S ENTERPRISES LLC	1,919.50	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/10/2024	THE HARMON HOUSE L.L.C.	1,400.00	CONSULTING SERVICES	10126160 431500
EFT	10/10/2024	THOMSON REUTERS-WEST PUBLISHING CORPORATION	7,001.09	BOOKS & MATERIALS	10126120 449000
EFT	10/10/2024	TYLER TECHNOLOGIES INC	36,724.39	REP & MAINT-COMPUTERS	10126130 436203
EFT	10/17/2024	AFSCME COUNCIL IKOC 962	3,300.02	UNION DUES	80600000 227223
EFT	10/17/2024	ALGOLIA, INC.	5,172.96	OTHER CONTRACTUAL SERVICES	10126160 439905
EFT	10/17/2024	ANTHEM INSURANCE COMPANIES, INC	375,500.00	HEALTH INSURANCE	70126170 413500
EFT	10/17/2024	BAKER & TAYLOR	24,931.10	BOOKS & MATERIALS	10126120 449000
EFT	10/17/2024	BAKER & TAYLOR	1,184.94	BOOKS & MATERIALS	10126120 449000
EFT	10/17/2024	CAMACHO JANITORIAL SUPPLY & SERVICES, INC.	127,975.38	CLEANING SERVICES	10101180 436110
EFT	10/17/2024	CAMPGIRL LLC	280.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/17/2024	CENGAGE LEARNING INC	791.90	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/17/2024	CREATIVE AQUATIC SOLUTIONS, LLC	812.30	OTHER CONTRACTUAL SERVICES	10108180 439905
EFT	10/17/2024	CROWN CASTLE FIBER, LLC	2,880.65	DATA COMMUNICATIONS	10126110 432400

EFT	10/17/2024	DACO GLASS & GLAZING INC	170.00	REP & MAINT-STRUCTURE	10126180 436100
EFT	10/17/2024	DELTA DENTAL	25.88	DENTAL INSURANCE	80600000 227218
EFT	10/17/2024	DELTA DENTAL	2,024.93	VOLUNTARY	80600000 227214
EFT	10/17/2024	DELTA DENTAL	12,604.62	MEDICAL & DENTAL INSURANCE	10126170 413500
EFT	10/17/2024	DELTA DENTAL	77.64	DENTAL INSURANCE	80600000 227218
EFT	10/17/2024	DELTA DENTAL	5.70	VOLUNTARY	80600000 227214
EFT	10/17/2024	DEMCO, INC.	141.33	LIBRARY SUPPLIES	10126120 421600
EFT	10/17/2024	GEYER FIRE PROTECTION, LLC	10,738.70	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/17/2024	INDIANA PLUMBING AND DRAIN LLC	2,413.00	PLUMBING	10126180 436102
EFT	10/17/2024	INGRAM LIBRARY SERVICES	9,308.07	BOOKS & MATERIALS	10126120 449000
EFT	10/17/2024	J&G CARPET PLUS	2,250.00	OTHER CONTRACTUAL SERVICES	10126120 439905
EFT	10/17/2024	JEREMY NORRIS	1,686.30	LAWN & LANDSCAPING	10104180 439602
EFT	10/17/2024	LANGUAGE LINE SERVICES, INC.	973.44	OTHER CONTRACTUAL SERVICES	10101150 439905
EFT	10/17/2024	LOGICALIS, INC	5,949.50	CONSULTING SERVICES	10126110 431500
EFT	10/17/2024	MARIAN CELIS MARSHALL	240.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/17/2024	MARSHALL SECURITY LLC	16,799.37	SECURITY SERVICES	10101180 439903
EFT	10/17/2024	MIDWEST TAPE - PROCESSED DVDS	692.98	BOOKS & MATERIALS	10126120 449000
EFT	10/17/2024	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	554.62	BOOKS & MATERIALS	10126120 449000
EFT	10/17/2024	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	4,287.60	BOOKS & MATERIALS	10126120 449000
EFT	10/17/2024	MIDWEST TAPE, LLC	383.70	BOOKS & MATERIALS	10126120 449000
EFT	10/17/2024	OFFICEWORKS	1,469.98	FACILITIES OFFICE SUPPLIES	10116180 421500
EFT	10/17/2024	ORACLE ELEVATOR HOLDCO, INC.	943.00	ELEVATOR SERVICES	10101180 436104
EFT	10/17/2024	OVERDRIVE INC	3,681.97	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/17/2024	PANNIER CORPORATION	2,495.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/17/2024	PERFORMANCE VALIDATION, INC.	487.50	BUILDING IMPRVMENTS & UPGRADES	48915180 444500
EFT	10/17/2024	PROVIDENCE OUTDOOR	9,147.50	LAWN & LANDSCAPING	10129180 439602
EFT	10/17/2024	RICOH USA, INC. - 12882	4,070.46	EQUIPMENT RENTAL	10126110 437200
EFT	10/17/2024	SONDHI SOLUTIONS, LLC	3,200.00	COMPUTER SERVICES	10126110 439901
EFT	10/17/2024	STENZ MANAGEMENT COMPANY, INC	6,740.50	REP & MAINT-STRUCTURE	10101180 436100
EFT	10/17/2024	STUART'S ENTERPRISES LLC	271.95	OTHER CONTRACTUAL SERVICES	10126180 439905
EFT	10/17/2024	THE ETICA GROUP, INC	3,600.00	REP & MAINT-STRUCTURE	48626180 436100
EFT	10/17/2024	SAMANTHA PUREVICH	420.00	PROGRAMMING	10101150 439910
EFT	10/17/2024	TRANSACTION NETWORK SERVICES INC.	239.60	BANK FEES/CREDIT CARD FEES	22600000 439904
EFT	10/17/2024	YOUR AUTOMATIC DOOR COMPANY	190.00	REP & MAINT-STRUCTURE	10107180 436100
EFT	10/24/2024	ACORN DISTRIBUTORS, INC	645.84	CLEANING & SANITATION	10126135 422310
EFT	10/24/2024	BAKER & TAYLOR	2,129.27	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	BAKER & TAYLOR	37,011.24	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	BAKER & TAYLOR	41,785.03	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	BRODART COMPANY	2,504.66	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	BROWN BORTZ CODDINGTON INC	2,366.00	CONSULTING SERVICES	10126100 431500
EFT	10/24/2024	CHILDREN'S PLUS INC.	89.68	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	DELL MARKETING L.P.	29,413.00	OFFICE SUPPLIES - FAC/PURCH	48814180 421500
EFT	10/24/2024	DELTA DENTAL	2,116.18	VOLUNTARY	80600000 227214
EFT	10/24/2024	DELTA DENTAL	5.70	VOLUNTARY	80600000 227214
EFT	10/24/2024	DELTA DENTAL	25.88	DENTAL INSURANCE	80600000 227218
EFT	10/24/2024	DELTA DENTAL	12,644.41	MEDICAL & DENTAL INSURANCE	10126170 413500
EFT	10/24/2024	DELTA DENTAL	129.40	DENTAL INSURANCE	80600000 227218
EFT	10/24/2024	DENISON PARKING	12,327.86	CLEANING SERVICES	22600000 436110
EFT	10/24/2024	DIVERSITY PRESS LLC	3,600.00	PURCHASING OFFICE SUPPLIES	10126135 421500
EFT	10/24/2024	IBJ CORPORATION	93.09	PUBLICATION OF LEGAL NOTICES	10126180 433200
EFT	10/24/2024	INDIANAPOLIS ARMORED CAR, INC	5,207.76	OTHER CONTRACTUAL SERVICES	10126130 439905
EFT	10/24/2024	INDY COMMUNITY YOGA	80.00	PROGRAMMING	10101150 439910
EFT	10/24/2024	INGRAM LIBRARY SERVICES	10,173.23	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	IRVINGTON PRESBYTERIAN CHURCH	1,008.33	REAL ESTATE RENTAL	10102004 437300
EFT	10/24/2024	J&G CARPET PLUS	1,800.00	OTHER CONTRACTUAL SERVICES	10126120 439905
EFT	10/24/2024	LEVEL (3) COMMUNICATIONS, LLC	4,789.45	DATA COMMUNICATIONS	10126110 432400
EFT	10/24/2024	LIGHT AND BREUNING, INC	1,911.80	OTHER CONTRACTUAL SERVICES	22600000 439905
EFT	10/24/2024	LOGICALIS, INC	22,464.00	CONSULTING SERVICES	10126110 431500
EFT	10/24/2024	MARIAN CELIS MARSHALL	240.00	PROGRAMMING-JUV.	10101150 439911
EFT	10/24/2024	MARKET STREET GROUP, INC	9,000.00	CONSULTING SERVICES	10126100 431500
EFT	10/24/2024	MARSHALL SECURITY LLC	17,585.25	SECURITY SERVICES	10126180 439903
EFT	10/24/2024	MIDWEST TAPE - PROCESSED DVDS	3,162.63	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	3,998.69	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	18,297.43	BOOKS & MATERIALS	10126120 449000
EFT	10/24/2024	NAN LAKOU INDIANA	200.00	PROGRAMMING	10101150 439910
EFT	10/24/2024	OVERDRIVE INC	31,545.38	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/24/2024	RATIO ARCHITECTS, LLC	11,000.00	BUILDING IMPRVMENTS & UPGRADES	48402023 443500

EFT	10/24/2024	RED OXYGEN INC	31.12	COMPUTER SERVICES	10126110 439901
EFT	10/24/2024	SONDHI SOLUTIONS, LLC	1,640.00	COMPUTER SERVICES	10126110 439901
EFT	10/24/2024	SAMANTHA PUREVICH	350.00	PROGRAMMING	10101150 439910
EFT	10/24/2024	ULINE	374.35	DEPARTMENT OFFICE SUPPLIES	10126170 421700
EFT	10/31/2024	ARTHUR J. GALLAGHER RISK MANAGEMENT SERVICES, INC	20,841.00	WORKER'S COMPENSATION	10126130 434100
EFT	10/31/2024	BAKER & TAYLOR	10,000.00	OTHER CONTRACTUAL SERVICES	10126120 439905
EFT	10/31/2024	BAKER & TAYLOR	2,763.36	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	BAKER & TAYLOR	23,283.87	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	BAKER & TAYLOR	28,234.94	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	BRIGHT IDEAS IN BROAD RIPPLE	959.00	OUTSIDE PRINTING	10126160 433100
EFT	10/31/2024	BRODART COMPANY	4,900.35	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	BRODART COMPANY CONTINUATIONS	1,434.26	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	CENGAGE LEARNING INC	8,300.15	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/31/2024	CHILDREN'S PLUS INC.	403.52	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	COMPLETE WELLNESS SOLUTIONS LLC	1,046.50	WELLNESS	10126170 413000
EFT	10/31/2024	DEMCO, INC.	394.27	LIBRARY SUPPLIES	10126120 421600
EFT	10/31/2024	DIVERSITY PRESS LLC	1,120.00	OUTSIDE PRINTING	10126160 433100
EFT	10/31/2024	DYNAMARK GRAPHICS GROUP	13,516.32	OUTSIDE PRINTING	10126160 433100
EFT	10/31/2024	EMC CORPORATION	26,031.20	COMPUTER SERVICES	10126110 439901
EFT	10/31/2024	INDY COMMUNITY YOGA	80.00	PROGRAMMING	10101150 439910
EFT	10/31/2024	INGRAM LIBRARY SERVICES	15,649.09	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	J&G CARPET PLUS	2,250.00	OTHER CONTRACTUAL SERVICES	10126120 439905
EFT	10/31/2024	KATHERYN BROOKE SALAZAR	3,000.00	CONSULTING SERVICES	10126170 431500
EFT	10/31/2024	KRM ARCHITECTURE+ INC	10,022.67	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
EFT	10/31/2024	LANGUAGE LINE SERVICES, INC.	454.36	OTHER CONTRACTUAL SERVICES	10101150 439905
EFT	10/31/2024	LOGICALIS, INC	497.36	REP & MAINT-COMPUTERS	10126110 436203
EFT	10/31/2024	MARSHALL SECURITY LLC	1,217.40	SECURITY SERVICES	10103800 439903
EFT	10/31/2024	MICHAEL A. REUTER CONSULTING SERVICES, INC.	728.00	CONSULTING SERVICES	10126130 431500
EFT	10/31/2024	MIDWEST TAPE - PROCESSED DVDS	497.49	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	6,262.00	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	MIDWEST TAPE NON PROCESSED	291.74	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	10,526.62	BOOKS & MATERIALS	10126120 449000
EFT	10/31/2024	OVERDRIVE INC	26,996.00	MATERIALS CONTRACTUAL	10126120 439930
EFT	10/31/2024	PRINTING PARTNERS	350.00	OUTSIDE PRINTING	10102001 433100
EFT	10/31/2024	SKYLINE ROOFING & SHEET METAL CO INC	16,317.00	REP & MAINT-STRUCTURE	48626180 436100
EFT	10/31/2024	STENZ MANAGEMENT COMPANY, INC	5,488.58	REP & MAINT-STRUCTURE	10128180 436100
EFT	10/31/2024	STUART'S ENTERPRISES LLC	2,573.45	BUILDING IMPRVMENTS & UPGRADES	48701180 444500
EFT	10/31/2024	THE HARMON HOUSE L.L.C.	5,550.00	CONSULTING SERVICES	10126160 431500
EFT	10/31/2024	TOPTECHPHOTO, INC	6,480.00	COMPUTER SERVICES	10126110 439901
EFT	10/31/2024	ULINE	369.10	REP & MAINT-STRUCTURE	10113180 436100
EFT	10/31/2024	VETERAN STRATEGIES, INC.	5,000.00	OTHER CONTRACTUAL SERVICES	10126160 439905
			Total	<u>4,256,058.67</u>	

Summary by Transaction Type:

Computer Check	921,556.10
EFT Check	3,309,037.57
Total Payments	<u>4,230,593.67</u>
Total Voided Items	25,465.00
Total listed	<u>\$ 4,256,058.67</u>

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
FINES ACCOUNT

Type	Date	Reference	Amount	Description	Fund
CHECK	10/3/2024	ASHLEY BRADFIELD	27.38	LOST ITEMS Refund	10402016 351205
CHECK	10/3/2024	MARY BETH STAYANOFF KOHART	26.04	LOST ITEMS Refund	10402003 351205
CHECK	10/3/2024	PAUL J HAMORI	65.00	LOST ITEMS Refund	10402027 351205
CHECK	10/10/2024	ANIYAH DAWSON	12.99	LOST ITEMS Refund	10402003 351205
CHECK	10/10/2024	SARAH HANNAH LUCAS	30.50	LOST ITEMS Refund	10402003 351205
CHECK	10/10/2024	VANTHACHIN MUALHLUN	15.99	LOST ITEMS Refund	10402029 351205
CHECK	10/17/2024	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	9.99	LOST ITEMS Refund	10402029 351205
Total			<u>\$ 187.89</u>		

Summary by Transaction Type:

Computer Check	\$ 187.89
EFT Check	<u>\$ -</u>
Total Payments	\$ 187.89
Total Voided Items	<u>\$ -</u>
Total listed	<u>\$ 187.89</u>

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
GIFT ACCOUNT

Type	Date	Reference	Amount	Description	Fund
CHECK	10/03/2024	ANTHONY RADFORD	225.00	PROGRAMMING	80002002 439910
CHECK	10/03/2024	ASHLEY SCOTT MARTIN	375.00	PROGRAMMING	80001401 439910
CHECK	10/03/2024	BEVERLY SCOTT	350.00	PROGRAMMING	80001150 439910
CHECK	10/03/2024	CAROL THARP-PERRIN	350.00	PROGRAMMING	80001150 439910
CHECK	10/03/2024	ELEVATEPLUS LEADERSHIP DEVELOPMENT	600.00	PROGRAMMING	80001150 439910
CHECK	10/03/2024	FORT BEN HARRISON (PETTY CASH)	9.99	PROGRAMMING	80026100 439910
CHECK	10/03/2024	FRANKLIN ROAD (PETTY CASH)	34.30	PROGRAMMING	80002021 439910
CHECK	10/03/2024	GAIL THOMAS STRONG	780.00	PROGRAMMING	80001401 439910
CHECK	10/03/2024	GO FISHIN WITH CLINT LLC	400.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/03/2024	INDIANA LATINO EXPO	1,500.00	OTHER CONTRACTUAL SERVICES	80026100 439905
CHECK	10/03/2024	LAWRENCE (PETTY CASH)	15.68	REIMBURSEMENT FOR SERVICES EXP	80002013 439909
CHECK	10/03/2024	NATALIE ROBBINS	100.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/03/2024	PERRY A. SCOTT	350.00	PROGRAMMING	80001150 439910
CHECK	10/03/2024	ROLLS ROYCE HERITAGE TRUST ALLISON BRANCH INC	125.00	PROGRAMMING	80001401 439910
CHECK	10/03/2024	SAKURA FUQUA	18.45	PROGRAMMING	80001401 439910
CHECK	10/03/2024	SHANIKA HEYWARD	87.96	IN HOUSE CONFERENCE	80026100 432501
CHECK	10/03/2024	VANESSA MONFREDA	400.00	PROGRAMMING	80001150 439910
CHECK	10/03/2024	ZACH LANGE	375.00	PROGRAMMING	80001401 439910
CHECK	10/10/2024	JENA MATTIX	299.34	PROGRAMMING-JUV.	80002002 439911
CHECK	10/17/2024	ALYCIA ROMAN	60.15	PROGRAMMING	80002019 439910
CHECK	10/17/2024	BETHANY ALLISON	75.91	PROGRAMMING-JUV.	80002007 439911
CHECK	10/17/2024	BURMESE AMERICAN COMMUNITY INSTITUTE	400.00	PROGRAMMING	80026100 439910
CHECK	10/17/2024	CAROL THARP-PERRIN	204.00	PROGRAMMING	80002020 439910
CHECK	10/17/2024	GO FISHIN WITH CLINT LLC	100.00	PROGRAMMING-JUV.	80001150 439911
CHECK	10/17/2024	SHELBY GRAAM-PAVAN	35.26	PROGRAMMING	80002029 439910
CHECK	10/17/2024	WAYNE (PETTY CASH)	20.30	DEPARTMENT OFFICE SUPPLIES	80002019 421700
CHECK	10/24/2024	AKOR LANGUAGES & MOR	150.00	PROGRAMMING	80001150 439910
CHECK	10/24/2024	CAROL THARP-PERRIN	70.00	PROGRAMMING	80001150 439910
CHECK	10/24/2024	CYPRESS INFORMATION SERVICES LLC	950.00	BOOKS & MATERIALS	80026120 449000
CHECK	10/24/2024	EAST WASHINGTON (PETTY CASH)	41.62	PROGRAMMING	80002029 439910
CHECK	10/24/2024	ELEVATEPLUS LEADERSHIP DEVELOPMENT	400.00	PROGRAMMING	80001150 439910
CHECK	10/24/2024	FORT BEN HARRISON (PETTY CASH)	13.38	PROGRAMMING-JUV.	80002023 439911
CHECK	10/24/2024	HACHETTE SPEAKERS BUREAU	3,250.00	PROGRAMMING ADULT - CENTRAL	80001412 439912
CHECK	10/24/2024	LAWRENCE (PETTY CASH)	13.83	PROGRAMMING-JUV.	80002013 439911
CHECK	10/24/2024	MOHAMMAD KHAN	375.00	PROGRAMMING	80001401 439910
CHECK	10/24/2024	WAYNE (PETTY CASH)	28.83	DEPARTMENT OFFICE SUPPLIES	80002019 421700
CHECK	10/31/2024	BETH MENG	150.00	PROGRAMMING	80001150 439910
CHECK	10/31/2024	GIFTED HANDS TUTORING LLC	240.00	PROGRAMMING	80001401 439910
CHECK	10/31/2024	PARTEC CONSULTING GROUP	375.00	PROGRAMMING	80001401 439910
CHECK	10/31/2024	ROBIN HANKS	240.50	PROGRAMMING	80002008 439910
CHECK	10/31/2024	ROXY LAWRENCE	375.00	PROGRAMMING	80001401 439910
CHECK	10/31/2024	SHELBY PEAK	71.64	PROGRAMMING-JUV.	80002023 439911
CHECK	10/31/2024	SOLEDAD DOMINIC ZEPEDA ARECHEGA	200.00	PROGRAMMING	80001150 439910
EFT	10/01/2024	BAKER & TAYLOR	1,325.48	BOOKS & MATERIALS	80026120 449000
EFT	10/01/2024	BAKER & TAYLOR	549.65	BOOKS & MATERIALS	80026120 449000
EFT	10/01/2024	OVERDRIVE INC	3,499.84	MATERIALS CONTRACTUAL	80026120 439930
EFT	10/03/2024	AMY GINDHART	420.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	ASCENT 121	200.00	PROGRAMMING	80001401 439910
EFT	10/03/2024	BAKER & TAYLOR	39.27	BOOKS FOR PROGRAMMING	80002025 424100
EFT	10/03/2024	BAKER & TAYLOR	504.68	BOOKS FOR PROGRAMMING	80002021 424100
EFT	10/03/2024	CAMPGIRL LLC	420.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/03/2024	CYNTHIA REINHARD	225.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	FALICIA BREWER	375.00	PROGRAMMING	80001401 439910
EFT	10/03/2024	HEALTH & HOSPITALS CORP. OF MARION CNTY.	1,800.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	INDIANA WRITER'S CENTER	2,200.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	INDIANAPOLIS ART CENTER	1,400.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	INDPLS-MARION COUNTY PUBLIC LIBRARY	17,119.60	EVENTS & PR	80026170 439907
EFT	10/03/2024	INGRAM LIBRARY SERVICES	2,303.63	PROGRAMMING-JUV.	80001150 439911
EFT	10/03/2024	LAURA ESTALA LOZA MARTINEZ	800.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/03/2024	LINDA MAC BELLNER	600.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	LORALYNN E EADES	1,593.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	MARIAN CELIS MARSHALL	225.00	PROGRAMMING	80001150 439910

EFT	10/03/2024	MARY LOU COX	225.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	NICOLE WHEELER	100.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/03/2024	RUBY TREGNAGO	2,000.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	THE HARMON HOUSE L.L.C.	100.00	CONSULTING SERVICES	80026160 431500
EFT	10/03/2024	SAMANTHA PUREVICH	280.00	PROGRAMMING	80001150 439910
VOID	10/03/2024	VLADIMIR KRAKOVICH	700.00	PROGRAMMING	80001150 439910
EFT	10/03/2024	YEFIM PASTUKH	700.00	PROGRAMMING	80001150 439910
EFT	10/10/2024	ARTS FOR LEARNING INDIANA	1,126.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/10/2024	BAKER & TAYLOR	97.81	BOOKS & MATERIALS	80026120 449000
EFT	10/10/2024	BAKER & TAYLOR	143.02	BOOKS & MATERIALS	80026120 449000
EFT	10/10/2024	CAMPGIRL LLC	70.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/10/2024	CYNTHIA REINHARD	75.00	PROGRAMMING	80001150 439910
EFT	10/10/2024	DARREN CHITTICK	420.00	PROGRAMMING	80002018 439910
EFT	10/10/2024	INDIANAPOLIS ART CENTER	600.00	PROGRAMMING	80001150 439910
EFT	10/10/2024	INDPLS-MARION COUNTY PUBLIC LIBRARY	17,456.85	PROGRAMMING-JUV.	80001150 439911
EFT	10/10/2024	INGRAM LIBRARY SERVICES	533.30	BOOKS FOR PROGRAMMING	80002025 424100
EFT	10/10/2024	JEREMY SOUTH	1,800.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/10/2024	MARIAN CELIS MARSHALL	75.00	PROGRAMMING	80001150 439910
EFT	10/10/2024	VLADIMIR KRAKOVICH	700.00	PROGRAMMING	80001150 439910
EFT	10/17/2024	BAKER & TAYLOR	105.59	BOOKS & MATERIALS	80026120 449000
EFT	10/17/2024	HEALTH & HOSPITALS CORP. OF MARION CNTY.	600.00	PROGRAMMING	80001150 439910
EFT	10/17/2024	INGRAM LIBRARY SERVICES	16.66	BOOKS FOR PROGRAMMING	80002025 424100
EFT	10/17/2024	LAURA ESTALA LOZA MARTINEZ	300.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/17/2024	LORALYNN E EADES	304.00	PROGRAMMING	80001150 439910
EFT	10/24/2024	AMY GINDHART	140.00	PROGRAMMING	80001150 439910
EFT	10/24/2024	BAKER & TAYLOR	298.02	BOOKS & MATERIALS	80026120 449000
EFT	10/24/2024	BAKER & TAYLOR	45.92	BOOKS & MATERIALS	80026120 449000
EFT	10/24/2024	CAMPGIRL LLC	140.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/24/2024	CYNTHIA REINHARD	75.00	PROGRAMMING	80001150 439910
EFT	10/24/2024	INDIANA YOUTH GROUP INC	400.00	PROGRAMMING	80001401 439910
EFT	10/24/2024	INDIANAPOLIS ART CENTER	400.00	PROGRAMMING	80001150 439910
EFT	10/24/2024	INDPLS-MARION COUNTY PUBLIC LIBRARY	95,125.00	SALARIES APPOINTED STAFF	80002001 411000
EFT	10/24/2024	JEREMY SOUTH	200.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/24/2024	LORALYNN E EADES	75.00	PROGRAMMING	80001150 439910
EFT	10/24/2024	MARIAN CELIS MARSHALL	75.00	PROGRAMMING	80001150 439910
EFT	10/24/2024	MARY LOU COX	75.00	PROGRAMMING	80001150 439910
EFT	10/24/2024	MIDWEST TAPE, LLC	11,423.05	BOOKS & MATERIALS	80026120 449000
EFT	10/24/2024	SAMANTHA PUREVICH	70.00	PROGRAMMING	80001150 439910
EFT	10/31/2024	BAKER & TAYLOR	412.51	BOOKS FOR PROGRAMMING	80002025 424100
EFT	10/31/2024	BAKER & TAYLOR	82.31	BOOKS & MATERIALS	80026120 449000
EFT	10/31/2024	BAKER & TAYLOR	101.03	BOOKS & MATERIALS	80026120 449000
EFT	10/31/2024	INDPLS-MARION COUNTY PUBLIC LIBRARY	5,381.97	PROGRAMMING	80001150 439910
EFT	10/31/2024	JEREMY SOUTH	200.00	PROGRAMMING-JUV.	80001150 439911
EFT	10/31/2024	RUBY TREGNAGO	400.00	PROGRAMMING	80001150 439910
EFT	10/31/2024	THE HARMON HOUSE L.L.C.	475.00	CONSULTING SERVICES	80026160 431500
Total			<u>193,959.33</u>		

Summary by Transaction Type:

Computer Check	14,236.14
EFT Check	<u>179,023.19</u>
Total Payments	193,259.33
Total Voided Items	<u>700.00</u>
Total Listed	<u>\$ 193,959.33</u>

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOVEMBER 25, 2024
PERSONNEL ACTIONS
RESOLUTION 82-2024

NEW HIRES:

- Davis Mass Gutierrez, Technology Learning Specialist, Program Development Area, \$18.90 per hour, Effective: November 6, 2024
- Jayme Murphy, Social Worker, Public Services Area, \$29.80 per hour, Effective: November 6, 2024
- Kevin Gomez, Computer Assistant II, Spades Park Branch, \$18.30 per hour, Effective: November 6, 2024
- Melanie Barron, Page, East 38th Street Branch, \$16.00 per hour, Effective: October 24, 2024
- Daniel Llewellyn, Library Assistant II, Wayne Branch, \$18.00 per hour, Effective: November 6, 2024
- Noah Hess, Page, Warren Branch, \$16.00 per hour, Effective: November 6, 2024
- Susan Le Vay, Page, Glendale Branch, \$16.00 per hour, Effective: November 6, 2024
- Jacob Pickett, Computer Assistant, Central, Central Adult Reference, \$18.30 per hour, Effective: November 6, 2024
- Charlie Wright, Library Security Assistant, LSC Front Desk, Public Services Area, \$18.30 per hour, Effective: November 6, 2024

INTERNAL CHANGES:

- Anika Atwood from Supervisor Librarian, Pike Branch, \$25.57 per hour to Manager, Neighborhood Branch, Haughville Branch, \$30.00 per hour, Effective: November 3, 2024
- LaShonda El, Project Assistant, Shared System, Public Services Area, \$22.88 per hour to Interim Circulation Supervisor I, Garfield Park Branch, \$24.00 per hour, Effective: October 20, 2024
- Masada Sparrow from Public Services Librarian, Lawrence Branch, \$25.66 per hour to Manager, Neighborhood Branch, East Washington Branch \$28.00 per hour, Effective: November 7, 2024
- Stacy Hurt from Public Services Librarian, College Avenue Branch, \$22.88 per hour to Manager, Community Branch, College Avenue Branch, \$27.60 per hour, Effective: November 3, 2024
- Consuelo Zavala from Circulation Supervisor I, Garfield Park Branch to Circulation Supervisor I, Spades Park Branch, No Change in Pay, Effective: October 20, 2024
- Perrena Stockard from Computer Assistant II, East 38th Street Branch to Library Assistant II, East 38th Street Branch, No Change in Pay, Effective: October 20, 2024
- Priscilla Bell from Circulation Supervisor I, Michigan Road Branch, \$27.13 per hour to Manager, Community Branch, Michigan Road Branch, \$32.00 per hour, Effective: October 20, 2024
- Douglas Ross from Manager, Neighborhood Branch, Haughville Branch, \$25.80 per hour to Circulation Supervisor I, Haughville Branch, \$20.46 per hour, Effective: November 3, 2024

RE-HIRES:

- Janna Kreider, Technology Learning Specialist, Program Development Area, \$18.90 per hour, Effective: October 24, 2024
- Anna Wilkins, Public Services Librarian, Lawrence Branch, \$22.00 per hour, Effective: November 6, 2024

SEPARATION:

- Billie Tatlock, Library Assistant II, Franklin Road Branch, 10 years and 6 months, Effective: November 5, 2024
- Mary Nahlen, Page, The Learning Curve, 2 months, Effective: November 10, 2024
- Terri See, Page, College Avenue Branch, 4 years and 3 months, Effective: November 10, 2024

INACTIVE: (None Reported)

RE-ACTIVATE: (None Reported)

PAY ADJUSTMENT: (None Reported)

RECLASSIFICATION: (None Reported)

CORRECTION: (None Reported)

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
TRAVEL AND TRAINING ACTION
RESOLUTION 82-2024 November 2024

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
Danielle Cave	PSA	2001	Indianapolis, IN	IN Mental Health & Addiction Symposium	101	\$ 110.00				\$ 110.00
Bambi Pea	E38	2008	Virtual	Gather and Grow	101	\$ -				\$ -
Kevin Thomas	OPS	1801	Cincinnati, OH	Network Video Fundamentals & Certification	101	\$ 679.00				\$ 679.00
Joanna Conrad	E38	2008	Virtual	Introduction to Metadata	101	\$ 250.00				\$ 250.00
Kathryn Bacone	CMSA	1201	Virtual	NOTSL Fall Meeting	101	\$ 28.52				\$ 28.52
Natasha Hollenbach	CMSA	1201	Cincinnati, OH	Oral History Association Annual	101		\$ 100.66	\$ 230.74		\$ 331.40
Katie Farmer	CMSA	1201	Cincinnati, OH	Oral History Association Annual	101		\$ 76.35	\$ 80.84	\$ 15.00	\$ 172.19
Kathryn Warrener	IRV	2004	Columbus, OH	PLA 2024 Conference	101		\$ 239.15			\$ 239.15
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
					101					\$ -
										\$ 1,810.26

**THE INDIANAPOLIS-MARION COUNTY PUBLIC
LIBRARY NOTES OF THE
FINANCE COMMITTEE MEETING
November 12, 2024**

The Indianapolis-Marion County Public Library Board Finance Committee met at Library Services Center on Tuesday, November 12, 2024, at 10:00am pursuant to the notice given.

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

Other Attendees: Mrs. Lolita Campbell, Mr. Gregory Hill, Dr. Lisa Riolo, Mrs. Mary Rankin, Ms. Deb Lambert, Mr. Mike, Maxwell, Ms. Janelle George, and Mr. John Helling

Resolution XX-2024 – E-magazine subscription renewal – Ms. Deb Lambert presented the E-magazine subscription is a virtual branch collection, which is one of the popular platforms of our online collection. Ms. Lambert stated the Library had two subscriptions; Flipster and E-magazine however, Flipster was cancelled due to the increased cost and fewer titles. The E-magazine is an important component of the Library's "virtual branch". The E-magazine is an annual subscription it has over 5000+ titles and many languages, its usage has increased by 40% from last year. The annual cost is \$80,000, the subscription is for December 14, 2024, through December 15, 2025. Dr. Palacio motioned for board approval Dr. Payne seconded.

Resolution XX-2024 – Investment Policy Amendment and Reauthorization (Policies 121.2 – 121.15) – Mrs. Lolita Campbell presented the updated policy. It was last revised in October 2022 with resolution 57-2022. The purpose of the revision today is that it lists the CFO and the Treasurer as the same, however, the duties are separated. To make this policy more accurate, some language in the policy was change that reflects and acknowledge two persons. Ms. Lolita reviewed the redline version with the Finance Committee that was included in the resolution. This policy is reviewed and/or revised every four years. The next revision is scheduled for November 2028 unless a revision is necessary for accuracy. Dr Payne asked if this would be reviewed again in 2028. Mrs. Lolita responded, yes, however, if there are changes earlier than 2028 then a revision is necessary to reflect accuracy. Dr. Palacio motioned for board approval Dr. Payne seconded.

Resolution XX-2024 – Transfer between Classifications and Accounts – Mrs. Lolita Campbell presented the transfer resolution. The transfer is in the Operating Fund to move funds from Appointed Salaries for \$8,750 to the Other Contractual Services budget line in Fund 270 for Shared Systems. The funds from Appointed Salaries are to cover the IPS replacement with an outsourced contractual person without benefits. This agreement with IPS for the service contract ends 12/31/24. This person will perform the duties until the end of the calendar year. The staff member who was performing these duties has transferred to a different department in the library system which is a permanent position. The IPS position was temporary until the end of this calendar year. Dr. Palacio motioned for board approval Dr. Payne seconded.

Board Briefing Report: Ms. Janelle George presented the 2025 fee schedule. The updates are to remain competitive with other event venues in the city while also covering their

operating costs. The briefing included a redline version and a final version of the updates. Ms. Janelle reviewed the updates and changes for the 2025 fee schedule with the finance committee. Dr. White motioned for board approval Dr. Palacio seconded.

Additional Discussion:

- **Unique Collection Agency** – Mrs. Campbell stated that in the past before the COVID pandemic, the Library utilized the service of Unique collection agency that would connect with patrons regarding their past due balance. Lolita informed the committee that we currently have a balance of almost two million unpaid patron debt and currently considering using the collection agency. The purpose of the discussion with the Finance Committee is to engage their thoughts on retaining the collection agency services. The Unique Collection agency has collected 2.9 million in the combination of cash and material from the patron debt balance from 2015-2019. Dr. Payne asked why we need to bring them back and why haven't we been using them. Lolita informed the committee that we stopped using the service because of COVID when staff was not in the office and now the patron debt has grown substantially. Mr. John Helling stated we only use this agency if our patrons do not respond to our attempts to collect the debt. Lolita also stated that she will need to revisit the purchasing Indiana code to determine if an RFP is necessary. The committee agreed that it is best to pursue this service to recover as much assets as possible.
- **2025 Salary increase:** Mrs. Campbell informed the Finance Committee that DPHR is presenting the 2025 salary increase resolution with an effective date of January 2025 which is phase II that will address compression and market for salary. The resolution reflects an additional \$1.20 increase per hour for each pay grade 2 through 19. if they did not receive the GWI increase or if the increase was lower than \$1.20 then it will be increased to meet but not exceed the \$1.20. In paygrade 1, will receive \$.50 if they did not receive an increase to \$16 in phase one.

Next meeting.

Tuesday, December 3, 2024, at the location Library Service Center (LSC) at 10am.

Adjournment.

Dr. Patricia Payne declared the meeting adjourned at 11:04 am,

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
FACILITIES COMMITTEE MEETING
November 12, 2024

The Indianapolis-Marion County November 12, 2024, at 1:00 p.m. pursuant to notice given.

Committee Members Present: Chairman Dr. Eugene White, Dr. Lisa Riolo, Dr. Khuala Murtadha

Other Attendees Present: Gregory Hill, Lolita Campbell, Adam Parsons, Russell Brown, Robert Morrison, Mary Barr, Marianne McKenzie, Deb Lambert

1) Resolution 70-2024 – Approval to Award a Construction Services Contract for the Library Service Center Conference Room 221 Renovation Project

- The Facilities Committee recommends Board approval to Award a Construction Services Contract for the Library Services Center Conference Room 221 Renovation Project to Mayer Najem, Fishers, Indiana, for the total cost of \$132,000.00.
• This resolution had been tabled at previous meeting due to lack of XBE waiver approval. Adam has reported that our Manager, Purchasing and Supplier Diversity has given verbal approval to proceed.
• The total cost was estimated at \$250,000. The cost of the construction plus estimated costs of design and furniture combined to be less than the total budgeted amount.
• The Project will be funded by the Facilities Improvement Projects III Bond Fund (Fund 485).
• Mayer Najem, Fishers, Indiana is not a city-certified Minority/Women/Veteran/Disability Owned Business Enterprise and will self-perform 100% of the work.
• The need for a formal, executive conference room has become apparent in the past several years. As the Library Services Center is over 30 years old, the Conference Room 221 does not provide the level of professionalism that IndyPL requires for hosting guests or executive meetings. The project is to refresh the look and feel of LSC 221 by providing updated audio/visual equipment; floor, ceilings, and wall finishes; and furniture.
• A Pre-bid Conference and Site Tour was held on April 25, 2024. Seven (7) vendors attended the Conference.
• Four (4) sealed bids were received by the deadline of 1:00 pm on October 8, 2024.
• The project is scheduled to start the first week in December and be completed within 50 calendar days.

After a brief discussion, the Committee gave consent to move Resolution to full Board with do pass recommendation.

2) Resolution 72-2024 – Approval to Execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch Library

- The Facilities Committee recommends Board approval to execute the First Amendment to the Construction Manager as Constructor Agreement Between the Skillman Corporation and Indianapolis-Marion County Public Library for Safety and Acoustic Improvements at the Fort Ben Branch,
- This resolution had also been tabled at previous meeting. Adam advised there is discussion with library counsel to determine if action is amendment to existing or a new contract. A request was made to schedule a Special Facilities Committee meeting to take place before the 11/25/24 Board Meeting. After coordinating schedules, the Special Facilities Committee Meeting has been scheduled for 5:00pm on November 25, 2024, at the InfoZone Branch Library at The Children’s Museum.
- The expense for the Services will be charged to the Series 2021B Bond (Fund 484.) Adequate funds are available in Fund 484 because the Project came in under budget. Significant savings were found in the condition of soils used to create the building pad, little use of the contingency for construction coordination, and little use of the IndyPL contingency for desired modifications during construction.
- Following a successful opening of the long-awaited new Branch in 2023, and an overwhelmingly positive reception by the community, staff have identified several physical improvements to the facility that will enhance the library experience by patrons and staff.
- The plan is to implement the work in multiple phases to limit impact on public and staff services.
- The estimate for the construction work is \$600,139.93, which will be finalized at bidding,

3) Resolution XX-2024 – Approval to Award Fixtures, Furniture, and Equipment Purchase Order for the Central Library Learning Curve 2 East Renovation Project

- The Facilities Committee recommends Board approval to award a Fixtures, Furniture, and Equipment purchase order for the Project to **OfficeWorks Services LLC**, Fishers, Indiana for \$46,144.39.
- The Project will be funded by the Curve Renovation Project Bond Fund 487.
- OfficeWorks Services LLC is a City-certified MBE vendor with contract value representing 100% of the total award amount.
- The documents were issued to interested vendors and posted our webpage on October 18, 2024.
- Five (5) sealed line-item quotes were received by the deadline of 2:00 pm on November 8, 2024.
- The quotes were opened and read aloud publicly.
- OfficeWorks Services LLC is an Indiana company that is a Certified MBE. They have the knowledge, experience, and resources to satisfactorily complete the work as described in the documents. They have recently provided items for the Nora Branch Renovation Project.

After a brief discussion, the Committee gave consent to move Resolution to full Board with do pass recommendation.

4) Resolution XX-2024 – Approval to Second Amended and Restated Agreement between the Indianapolis-Marion County Public Library and The Children’s Museum of Indianapolis, Inc.

- The IndyPL Facilities Committee recommends Board approval to amend the agreement for use of the space currently occupied by the InfoZone Branch with **The Children’s Museum of Indianapolis, Inc.**
- There is no additional cost of this service. Normal operating costs of the InfoZone Branch, including the annual occupancy fee of \$17,500 and all staff costs, are already budgeted from the Operating Fund (Fund 101) and are within the approved appropriation for 2025 and expected to be within the approved appropriation for 2026. There is no annual rental fee.
- There is no direct purchasing DEI impact via the expenditure of the funds transferred to the Children’s Museum of Indianapolis, Inc.
- There is an indirect DEI impact, as the InfoZone Branch service area has a minority population significantly higher than the Indianapolis average. Continuing the existence of the InfoZone Branch at the Children’s Museum allows IndyPL to continue providing accessible service to these patrons.
- The InfoZone Branch is readily accessible via two Bus Rapid Transit lines, the Red Line, and the Purple Line, providing access to a broad range of patrons beyond the immediate service area.

After a brief discussion, the Committee gave consent to move Resolution to full Board with do pass recommendation.

Updates on Facilities projects and upcoming Board items.

Nora Branch renovation:

The Nora Branch renovation is on track for staff to occupy the building on December 2, 2024. The Grand Reopening is scheduled for February 15, 2025.

Pike Branch renovation:

The Pike Branch renovation is also on track for staff to occupy the building January 20, 2025. The Grand Reopening is scheduled for March 29, 2025.

Central Library Curve 2 East and 1st floor Computer Lab Renovations:

Work on both projects is ongoing with 2 East demo nearly complete. Both projects are scheduled to be completed late December 2024 or early 2025.

Library Services Center Roof Replacement Project:

The bulk of the roof work is complete. Prep work for installation of the solar array will start soon.

HVL, E38, and WIN Furniture Refresh:

The furniture installations at each location are scheduled to be completed late December to early January 2025.

Other items

Tentatively, a recommendation for Board approval for CEN Off Duty Police Officer security will take place in January or February 2025 Facilities Committee Meeting.

Likewise, a recommendation for Board approval to replace the Outreach bookmobiles will take place in January or February 2025 Facilities Committee Meeting.

Proposed Next Meeting – Friday December 6, 2024, at 1:00 PM at the Library Services Center

Adjournment – 1:30 PM

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
DIVERSITY, POLICY, AND HUMAN RESOURCES COMMITTEE MEETING
NOVEMBER 12, 2024

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 12, 2024, at 11:30a.m. pursuant to notice given.

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

Other Attendees Present: Dr. Eugene White, Dr. Lisa Riolo, Gregory Hill, Tisha Galarce, Russell Brown: IndyPL Legal Counsel, Michael Torres, Lolita Campbell, Jackie Hernandez, John Helling

Virtual Attendees: N/A

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

1. Appointment List – Tisha

- It was discussed during the DPHR meeting that this resolution was mentioned in the Finance committee as well, so the Committee Members were aware of the purpose of this resolution
• This resolution is for the increase of pay rate of either \$1.20 or to a new minimum rate, whichever is greater.
• This resolution received a Do Pass recommendation for the Board, with Dr. Palacio saying YES and Dr. Payne saying YES.

2. Annual Salary Resolution - Tisha

- Tisha states that the Annual Salary Resolution is a regular resolution that goes in front of the Board every year.
• This resolution is to adopt the schedule for pay grades, positions, and benefits. Nothing has changed this year except for benefits.
o The Wellness Program will be a stand-alone program as opposed to its current state where it is only applicable to those that have insurance with the Library.
o The Wellness Program has changed to be a cash incentive to all full-time staff members regardless of being enrolled in medical benefits.
o Those staff members that have accumulated points in the current Wellness Program during the 2024 year will receive a one-time payment based on how many points they have earned.
o Those with 600 points will receive a \$300 cash incentive.
o Those whose points range from 400 points to 599 points will receive a \$200 cash incentive.
o Those whose points range from 200 points to 399 points will receive a \$100 cash incentive.
• The Wellness Program is entirely online.
• Tisha explained the different activities that staff members can complete in order to earn their points such as: tracking total steps, completing annual physicals, getting yearly vaccines, and more.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE DIVERSITY, POLICY, AND HUMAN RESOURCES COMMITTEE
MEETING – NOVEMBER 12, 2024

- This resolution received a Do Pass recommendation for the Board, with Dr. Palacio saying YES and Dr. Payne saying YES.

3. Annual Resolution – Tisha

- The biggest change in the Annual Resolution is the new rates for events at the Library.
- Another change is the hourly fee for the Board Attorneys. Russell Brown states that IndyPL’s legal counsel has increased their rates by \$5. Rates will go from \$265 to \$270 per hour.
- This resolution received a Do Pass recommendation for the Board, with Dr. Palacio saying YES and Dr. Payne saying YES.

4. Adjournment

- Dr. Palacio adjourned meeting at 11:49 am

5. Next Proposed Meeting Date

- TBA

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
STRATEGIC PLANNING COMMITTEE MEETING
August 13, 2024

The Indianapolis-Marion County Public Library Board Strategic Planning Committee Meeting met in-person at LSC Room 226 and via Microsoft Teams on Tuesday, August 13, 2024, 2:30 p.m. pursuant to notice given.

Committee Members Present: Chairman Dr. Luis A. Palacio, President Hope Tribble, Dr. Lisa Riolo

Other Attendees Present: Dr. Eugene White, Dr. Khaula Murtadha, Gregory Hill, Mary Barr, Kim Ewers, John Helling, M. McKenzie, Adam Parsons, and Nate Weber

Virtual Attendees: Ray Biederman

Chairman Dr. Luis A. Palacio called the meeting to order at 2:34 p.m.

McKenzie thanked board members for submitting feedback on the plan in advance of the meeting.

Agenda Item 1.a. – Mission and Vision: Review Feedback and Final Draft Discussion

All attendees reviewed the Mission in the document *Strategic Plan Materials Draft*. A general discussion was held. McKenzie asked board members in attendance for final comments.

Mission (Draft)

The Indianapolis Public Library enriches everyone and supports communities by inspiring lifelong learning through stewardship and engaging service.

- Dr. Murtadha commented that “The Indianapolis Public Library enriches everyone...” is an aspiration. Mission is what we do.
- Ms. Tribble, Dr. Murtadha, Dr. Palacio, and Dr. White engaged in a discussion around rephrasing “enriches everyone” and a suggestion was put forth to remove. The result of the discussion was the following mission:

The Indianapolis Public Library enriches and supports communities by inspiring lifelong learning through stewardship and engaging service.

- McKenzie, Ms. Tribble, and Dr. White engaged in a discussion around the shift and how the mission is now centering the community and potential alternate

phrasing. McKenzie proposed incorporating “for everyone” in the Mission. Dr. White and Dr. Murtadha expressed support.

All attendees reviewed two options for Vision in the document *Strategic Plan Materials Draft*. A general discussion was held and McKenzie asked board members in attendance for preference and final comments.

Vision (Draft)

Option 1

To provide premier public library services, champion equitable access to knowledge and resources, and cultivate vibrant communities.

Option 2

To be the premier urban public library known for world-class services that champion equitable access to knowledge and resources, and cultivate vibrant communities.

- Dr. Riolo expressed a preference for Option 2.
- McKenzie inquired if anyone had a preference for Option 1.
 - McKenzie shared that Executive Leadership had a slight preference for Option 1 due to concerns over phrasing “the premier...” in option two.
 - Dr. Palacio expressed preference for cleanness of phrasing in Option 1.
 - Dr. Riolo, Dr. White and McKenzie had a discussion on phrasing.
 - Dr. Riolo suggested “...a premier...” McKenzie acknowledge the change addressed her concerns.
- Dr. Murtadha noted that the phrasing in Option 2 was awkward due to inclusion of the clause “...and cultivates vibrant communities.”
 - Ms. Tribble expressed agreement and proposed cutting “...and vibrant communities...” from Vision to address.
 - Dr. Palacio, Dr. Murtadha, Ms. Tribble, Dr. White Adam Parsons, Mary Barr, and McKenzie had a discussion around new phrasing and use of service versus services. The outcome was the following proposed vision:

To be a premier urban public library that delivers world-class service that champions equitable access to knowledge and resources for all.

Agenda Item 1.b. – Review Feedback and Penultimate Draft Discussion

All attendees reviewed the Values in the document *Strategic Plan Materials Draft*. A general discussion was held, and McKenzie asked board members in attendance for comments on specific values and their phrasing.

We Communicate Respectfully by Listening and Sharing

We communicate with integrity by being clear, consistent, honest, and open

- Dr. White suggested addition of invitationally.

- Dr. Palacio inquired about meaning of “open” and identified potential for misinterpretation.
 - McKenzie noted phrasing was taken directly from 2021-2024 Strategic Plan values statement.
 - Dr. Riolo and Dr Murtadha both separately inquired about open-mindedness.
 - McKenzie reviewed where phrasing was sourced from and identified that open-mindedness was captured by diversity, equity, inclusion, and accessibility values. Removing “open” was proposed, resulting in the following value:

We Communicate Respectfully and Invitationally by Listening and Sharing

We communicate with integrity by being clear, consistent, and honest.

We Deliver Exceptional Patron Experiences

We work collaboratively to deliver hospitable service and welcoming experiences

- McKenzie laid out two proposed options
 - Removal of this value from the value list
 - Addressing phrasing and use of the word “patron” due to concerns expressed unanimously by the Board Strategic Plan Committee
 - McKenzie stated that if patron was being replaced, that a discussion over use of the word could be referred to DPHR committee due to its high usage in policy manual and procedures.
- Ms. Tribble, Dr. Riolo, Dr. Murtadha, Dr. Palacio, Dr. White, McKenzie, Ms. Barr, Mr. Helling, and Mr. Hill engaged in a discussion around possible phrasing and interpretations of the word patron. At end of discussion, McKenzie laid out two possible options:
 - Refer discussion on usage of patron to DPHR and await resolution and use their recommended phrasing in plan.
 - Refer conversation to DPHR committee, but also decide on phrasing for strategic plan during current meeting.
- Mr. Hill requested we identify alternate phrasing during current meeting.
- McKenzie identified that removing the qualifying word to Experiences addressed the concerns. Discussion concluded with the value phrased as follows:

We Deliver Exceptional Experiences

We work collaboratively to deliver hospitable service and welcoming experiences

We Make Sustainable Choices

Sustainability means making choices that are good for the

environment, sustain The Library's resources for the future, and treat everyone equitably.

- McKenzie stated there was concerns over interpretation resulting in introduction of phrasing “sustain The Library's resources for the future” as an alternative to previous proposed phrasing of “economically feasible.”
- Dr. Riolo, Dr. Palacio, McKenzie, Adam Parsons, Ms. Tribble, and Dr. Murtadha engaged in a discussion around phrasing and framing.
 - Mr. Parsons referenced the UN's 1987 definition of sustainability.
 - Dr. Murtadha and McKenzie both referred to the American Library Association's sustainability committee definition of sustainability.
 - McKenzie agreed to share their Triple Bottom Line infographic which emulates the “People. Planet. Profit.” model from the UN.
- The discussion concluded with the value phrased as

We Make Sustainable Choices

We make choices that are good for the environment, preserve The Library's resources, and treat everyone equitably.

McKenzie identified that the DEIA Filter referenced in the *Strategic Plan Materials Draft* would be shared in advance of the next board meeting.

Dr. Palacio identified a need for parallel phrasing across all values. McKenzie agreed to work with Ms. Barr to ensure there were parallels in next draft.

Agenda Item 1.c. – Goals: Revision Discussions

McKenzie discussed current feedback from board members that has not yet been incorporated including requests for revision from previous committee meetings. McKenzie stated that she would work to incorporate them in next draft. McKenzie reviewed three from the *Strategic Plan Committee Meeting Notes 07.09.24* as well as three from her personal notes.

Agenda Item 1.c.i. Belonging Priority Statement

The Library cultivates belonging with inclusive spaces and collections so that everyone feels confident to connect, explore, learn, and thrive. The Library builds a sense of belonging through diversity, equity, inclusion, and accessibility. The Library addresses racial inequity and other forms of inequity, acknowledging the intersectional nature of these disparities, by developing partnerships with the communities most impacted and engaging their community leaders.

- A discussion occurred around how to frame equity and racial equity within the statement
 - Dr. Riolo identified the need to have racial inequity pulled out, but also shared that based on recent results from the Climate Improvement Process that additional groups facing inequities should be listed.

- Ms. Tribble identified that the Government Alliance on Race and Equity has a lead with racial equity approach that the current draft is aligned with.
- Dr. Murtadha proposed an alternate phrasing and also state that there was a need to retain a reference to racial inequity as well as include references to specific areas of diversity so that they are not lost to obfuscation. Stated we need to be explicit about communities we are supporting. Dr. Murtadha's propose phrasing was:

The Library cultivates belonging with inclusive spaces and collections so that everyone feels confident to connect, explore, learn, and thrive. The Library builds a sense of belonging through diversity, equity, inclusion, and accessibility. We create a welcoming and caring community that embraces diverse people and perspectives.

- McKenzie stated she will look at expanding the inclusivity of the language, in particular around LGBTQIA+, gender, and diverse abilities. Will highlight this for review by a DEIA consultant that The Library is seeking to retain to review the strategic plan with a DEIA lens. Stated that this priority contains the racial equity piece of this plan and wants to ensure this connects to continuation of work and training for staff from the previous strategic plans racial equity goal.
- General discussion on topic continued.
 - Ms. Tribble requested inclusion of gender.
 - Dr. Murtadha identified importance of intersectionality.
 - Dr. Palacio requested categories of non-discrimination at federal level as baseline and then a statement on intersectionality.
 - Dr. White identified a need to keep the reading level at an 8th grade level.
 - Mr. Parsons identified that Climate Improvement Process was related to staff experience and that some of this may need to tied to that portion of the plan.
 - Ms. Tribble requested that we be consistent with language in our public strategic plan and in the language we use with our staff.

Agenda Item 1.c.i.i Wellbeing Priority Statement

The Library provides access to credible sources and helps with navigating information on physical health, mental health, and socio-economic wellbeing. We are connectors to resources. Connecting patrons to wellbeing resources by leveraging community events, co-location of services, and prioritizing outreach in key literacy areas to deepen connection to the library.

- Dr. White expressed concern on being able to deliver on what we promise in the plan. That if we are partnering to address we need some assurances.
- McKenzie shared some context around the language of the statement and how the primary statement is around providing sources and access to information. That is what our staff have capacity for supporting. The follow-up about connectors to resources is areas of partnership.
- Dr. White stated that this is an aspirational statement, McKenzie agreed.
- Dr. Murtadha asked about use of the phrase key-literacy areas and why it was necessary to add that. McKenzie identified it was included as part of the feedback from the community committee. McKenzie stated she is open to removing but would need provide follow-up to the community committee to identify how their feedback will be met through implementation if not explicitly stated in the well-being statement.
- A brief discussion about Goal W2 occurred.
 - Dr. White inquired about Goal W2 – “Promote Safe Spaces for Mental and Physical Wellbeing.” Noted that Promote is different than Provide and stated concerns about ensuring that we are clear on what we do and that we are not committing to provide additional staffing to support these priorities.
 - Dr. Murtadha, Dr. White, and McKenzie had a discussion on how the library promotes resources but services provided are through connection to community partners.
 - McKenzie states that the goal W2 is currently not intended to increase staff but about developing resources to support staff's reference work and developing resources to better connect patrons to partners.

Agenda Item 1.c.i.iii Goal W4 – Support Capacity Building for Nonprofits

Agenda Item 1.c.v. Goal W5 – Encourage Community Growth through Small Business Development

- Dr. White asked about the libraries offering of nonprofit workshops and small businesses.
- McKenzie shared how the nonprofit and small business programs and resources are offered and the focus of services at Central.
- Dr. White, Ms. Tribble, Dr. Riolo, Mr. Helling, and McKenzie engaged in a discussion around if the location of these services if there is a need to list the location in the Strategic Plan. Discussion concluded with McKenzie stating that location would not be included but noted that there would be a Strategic Plan webpage or communication to explain implementation and the details needed to access what is promised in the plan.

Agenda Item 1.c.iv Goal W1 – Develop a Peer Navigator Program and Strengthen the Resources to Support Them

- **Comments:** No comments.

Agenda Item 1.c.iv. Additional Discussion

- Dr. Murtadha brought up a need for additional discussions at a future meeting around multiple literacies. Increasingly math and digital literacy are an issue of equity. She stated there is a for literacy support in the community, it is far beyond only reading and writing. McKenzie highlighted that Digital Literacy is currently under Learning but that math and scientific literacy needs to be included.
- Ms. Tribble expressed that she was excited about the way the conversation had evolved. Thanked all for participating.
- McKenzie stated that at end of next Strategic Plan Committee meeting a draft would need to be ready for a consultant and internally with managers to inform planning for 2025. Committee may not need to meet in October. Goal is October to go to full board for adoption, possibly November.

Meeting adjourned at 3:57 p.m.

Next Meeting: September 10, 2:30 p.m., Library Services Center, Room 226

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
STRATEGIC PLANNING COMMITTEE MEETING
September 10, 2024

The Indianapolis-Marion County Public Library Board Strategic Planning Committee Meeting met in-person at LSC Room 226 and via Microsoft Teams on Tuesday, September 10, 2024, 2:30 p.m. pursuant to notice given.

Committee Members Present: Chairperson Dr. Luis A. Palacio, Dr. Lisa Riolo

Other Attendees Present: Dr. Eugene White, Dr. Khaula Murtadha, Gergory Hill, Mary Barr, Kim Ewers, John Helling, Shanika Heyward, Deb Lambert, M. McKenzie, Adam Parsons, and Nate Weber

Virtual Attendees: None

Chairperson Dr. Luis A. Palacio called the meeting to order at 2:32 p.m.

All board members present and the CEO engaged in an activity to identify sections of *Draft 2.0 - 2025-2027 Strategic Plan* document for discussion by placing colored post-it notes on the *Draft 2.0 - 2025-2027 Strategic Plan* document.

1) Strategic Plan Draft(s)

i. Values – Discussion

- Engaged in a final review of values. McKenzie stated they have been rephrased to have same structure and re-ordered to form acronym ACIDES.
- Mission, Vision, and Values will move forward to be reviewed by the DEIA consultant the library is engaging.

ii. Strategic Plan Diversity, Equity, Inclusion, and Accessibility (DEIA) Filter– Review and Discussion –

- McKenzie stated that the DEIA Filter is a new element and in a first draft. It is a circle of questions through which implementation decisions for the plan are filtered. Pairs with a visual representation of intersectionality. A longer version targeted at staff will be shared at the next meeting, this document has an abbreviated six question version.
- Dr. Riolo: Like it and very comprehensive. On intersectionality wheel Disability stands out as a negative framing of abilities. Began discussion on inclusive language on ability.
 - a. Dr. Riolo: Requested phrasing be examined and to for it to be inclusive of neurodivergent, physical, and cognitive.
 - b. Dr. Palacio: Working with that community disability has made him aware that disability may be the term they recommend. Encouraged consulting multiple partners for input.
 - c. Ms. Lambert: CMSA has been using Ability Diverse.

- d. Dr. Palacio: Research what language other organizations are using like Easterseals Crossroads, etc., and the consulting firm.
 - e. McKenzie committed to checking with the DEIA consultant and multiple partner organizations for word choice input.
 - f. Dr. Palacio: Expressed support for neurodivergent to be separated from disability so not hidden. Matches our work in Fort Ben as an Autism Center.
- Briefly discussed connection to Racial Equity and GARE framework in previous plan.
 - McKenzie and Ms. Ewers will flesh out the full version of the DEIA filter and pass the abbreviated version which will public facing to the DEIA consultants.

iii. Reviewed adjustments made due to revision requests and feedback from previous meeting.

1. Discussed Revisions
2. McKenzie noted that Goal numbers have changed from previous meeting.
3. Updates reviewed for:
 - a. B4: Encourage the Exchange of Diverse Perspectives and Experiences
 - b. B5: Attract New Cardholders
 - c. B6: Celebrate Our Community's Legacy
 - i. Dr. Riolo: Review wording to be more specific about the projects and the way we do that.
 - ii. Ms. Lambert: we do programming through the ISCR and PDA.
 - iii. McKenzie: Will ask the three teams that will provide work and programming within that goal.
 - iv. Dr. Murtadha: Also, placed a yellow post-it note. Very proactive here and in others we name that, but it's not proactive here.
 - d. L4: Promote Learning Acceleration and Social-Emotional Growth
 - i. Dr. Murtadha: Proactively state that we are interested in STEM without it coming out under Social-Emotional Growth. STEM is an afterthought here. Social-emotional growth is tied to well-being.
 - ii. McKenzie explained that this wording came from the community committee and how that was shaped in the current draft. Suggested moving STEM up to the top of the priority title.

- iii. Dr. Palacio: Also sees disconnect between learning acceleration and the priority. Not seeing the idea of addressing learning gaps. Identified the emerging needs, social-emotional growth, and learning acceleration have different audiences and need.
 - iv. Dr. Murtadha, Dr. Riolo, Dr. Palacio, and McKenzie engaged in a discussion that ended with agreeing to move Social-Emotional Growth to Well-being statement under W1. Rewriting L4 to focus on STEM and Emerging Needs of Learners.
 - v. Dr. Riolo – What programs are we doing for STEM? McKenzie responded that we have STEM incorporated in our current strategic plan with programs focused on youth and usually preschool up through grade school, a handful for adults.
- e. W3 Feedback –
- i. Dr. Murtadha – Preferred language would be employment opportunities instead of jobseekers. Are we connecting job seekers to employment services? It was discussed that the library Career Center offers resources for patrons on jobs, resume writing, etc., but we do not offer employment services at our level.
 - ii. Dr. Murtadha, Dr. Palacio, Ms. Barr, and McKenzie discussed word choice. Discussion concluded with adjusting the language to be “those Seeking Employment Opportunities” instead of job seekers to capture the breadth of the intended audience.
- f. Discussion ended with These priorities flagged with yellow post-it notes indicating non-urgent comment for future review:
- L2: Support Learning in Languages Spoken in the Community, 1 Post-it
 - L5: Embrace Opportunities for Supporting Educators, 1 Post-it
 - Belonging – Priority Statement, 2 Post-its
 - W2: Promote Safer Spaces and Resources for Mental and Physical Wellbeing, 2 Post-its
 - W4: Encourage Community Growth through Resources for Small Business Development, 1 Post-it
 - W6: Build Strategic Wellbeing Partnerships, 1 Post-it
 - C2: Provide an Inclusive and Equitable Workplace, 3 Post-its
- g. These goal numbers were flagged with only orange post-its indicating no further discussion requested:
- L3: Be a Leader in Digital Equity through Promoting Digital Resiliency

- L6: Build Strategic Learning Partnerships
- Learning – Priority Statement
- B1: Enhance Community Connection to the Library
- B2: Strengthen the Library as a Community Space
- B3: Attract New Cardholders
- B4: Encourage the Exchange of Diverse Perspectives and Experiences
- B5: Build Understanding of Civic Literacy and World Cultures
- Wellbeing – Priority Statement
- W1: Strengthen the Resources for Connecting to Social Services
- W5: Support Capacity Building through Resources for Nonprofits
- Workplace of Choice – Priority Statement
- C1: Be a Workplace of Choice

2) Strategic Plan Key Performance Indicator: Not discussed at meeting but included in printed materials

3) Updates on Next Steps (*presented at Meeting*)

- i. Diversity, Equity, Inclusion, and Accessibility Review
- ii. The DEIA consultant will be engaged, and the report will be delivered to the committee in October.
- iii. Community and Staff Committee Update: Both will receive updates with the current draft of the plan.
- iv. Staff Objective Generation Process: This process will begin in mid-September.
- v. Update on Staff and Community Committee Activities: *No Meetings Occurred in August*
- vi. Next Meeting: November 12, 2:30 p.m. at Library Service Center
Note: No Meeting in October, but asynchronous feedback will be requested.

Dr. Luis A. Palacio adjourned the meeting at 3:33 p.m.