



Library Board Meeting Agenda

Indianapolis-Marion County Public Library

Notice Of The Regular Meeting
November 28, 2022

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

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

For The Purpose of Considering The Following Agenda Items
Dated This 22nd Day Of November, 2022

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

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

Public comment can be made in-person at the Library Services Center.

JUDGE JOSE D. SALINAS
President of the Library Board

-- Regular Meeting Agenda --

1. Call to Order
2. Roll Call

3. Public Comment and Communications

a. Public Comment

The Public has been invited to the Board Meeting.

At every Library Board meeting we open with a time for public comment. We welcome feedback from the public about our Indianapolis Libraries, and this is a time when the public may address the Library Board. If there are several of you representing the same group, please select a spokesperson. Please do not repeat the same comments someone else has offered. Please note also that this public comment time is not the appropriate forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library's Interim CEO or the Human Resources Department where matters can be properly addressed in compliance with established Library policies and procedures. **A FIVE-MINUTE LIMIT WILL BE ALLOWED FOR EACH SPEAKER. EACH SPEAKER SHOULD GIVE THEIR NAME AND THEIR ADDRESS.**

b. Dear CEO Letters and Responses (at meeting)

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

4. Approval of Minutes

a. Regular Meeting, October 24, 2022 (enclosed)

COMMITTEE REPORTS

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

a. Report of the Treasurer – October 2022 (enclosed)

b. Resolution 65 – 2022 (Transfer Between Classifications and Accounts) (enclosed)

c. Resolution 66 – 2022 (Approval of OverDrive E-Magazine Subscription Renewal) (enclosed)

- d. **Resolution 67 – 2022** (Data Axel Reference Solutions Subscription Database Renewals) (enclosed)
6. **Diversity, Policy and Human Resources Committee (Hope C. Tribble, Chair; Curtis W. Bigsbee, Patricia A. Payne)**
 - a. **Resolution 68 – 2022** (Resolution Adopting a Schedule of Pay Grades, Staff Positions and Benefits for Library Employees) (enclosed)
 - b. **Resolution 69 – 2022** (Appointment List) (enclosed)
 - c. **Resolution 70 – 2022** (Approval of Additional Payments to Employees for Year End) (enclosed)
7. **Facilities Committee (Curtis W. Bigsbee, Chair; Dr. Khaula Murtadha, Dr. TD Robinson)**
 - a. **Resolution 60 – 2022** (Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project) (enclosed) – *Note: This item was previously tabled at the October Board Meeting.*
 - b. **Resolution 62 – 2022** (Approval to Award a Planning, Programming, and Design Services Contract for the Nora Branch Renovation Project) (enclosed) – *Note: This item was previously tabled at the October Board Meeting.*
 - c. **Resolution 63 – 2022** (Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project) (enclosed) – *Note: This item was previously tabled at the October Board Meeting.*
 - d. **Resolution 71 – 2022** (Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project) (enclosed)
8. **Library Foundation Update (Dr. TD Robinson, Library Board Representative)**

9. Report of the Interim Chief Executive Officer

a. Confirming Resolutions:

1) Resolution Regarding Finances, Personnel and Travel (72 – 2022)

Enclosed.

b. Interim CEO November 2022 Update (at meeting)

UNFINISHED BUSINESS

10.

NEW BUSINESS

11.

DISCUSSION AND AGENDA BUILDING

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

Items suggested for upcoming Board Agendas are as follows:

December 2022 –

INFORMATION

13. Materials

a. **Notes of the November 15, 2022 Facilities Committee Meeting** (enclosed)

b. **Notes of the November 15, 2022 Finance Committee Meeting** (enclosed)

14. Board Meeting Schedule for 2022 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meeting Schedule for 2022** will be updated as necessary throughout the year.
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

15. Notice of Special Meetings

16. Notice of Next Regular Meeting

Monday, December 19, 2022, at the Library Services Center, 2450 North Meridian Street, at 6:30 p.m.

17. Other Business

18. Adjournment



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
OCTOBER 24, 2022

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana on Monday, October 24, 2022 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. **Call To Order**

President Salinas called the meeting to order. Mr. Biederman acted as Secretary.

2. **Roll Call**

Members present: Mr. Biederman, Mr. Bigsbee, Dr. Murtadha, Ms. Payne, Judge Salinas and Ms. Tribble.

Members absent: Dr. Robinson.

a. **Public Comment**

The Public was invited to the Board Meeting.

Judge Salinas shared that at every Library Board meeting we open with a time for public comment. We welcome feedback from the public about our Indianapolis Libraries, and this is a time when the public may address the Library Board. If there are several of you representing the same group, please select a spokesperson. Please do not repeat the same comments someone else has offered. Please note also that this public comment time is not the appropriate forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library’s Interim CEO or the Human Resources Department where matters can be properly addressed in compliance with established Library policies and procedures. **A FIVE-MINUTE LIMIT WILL BE ALLOWED FOR EACH SPEAKER. EACH SPEAKER SHOULD GIVE THEIR NAME AND THEIR ADDRESS.**

There were no comments to come before the Board.

b. **Dear CEO Letters and Responses** were distributed for the Board’s information.

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

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

a. **Regular Meeting, September 26, 2022**

The minutes from the Regular Meeting held September 26, 2022 had been distributed to the Board.

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

Mr. Biederman – Aye	Judge Salinas – Aye
Mr. Bigsbee – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	
Ms. Payne – Aye	

COMMITTEE REPORTS

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

a. **Report of the Treasurer – September 2022**

At this time, Lolita Campbell, the Library's Chief Financial Officer, discussed the Report of the Treasurer that had been distributed to the Board.

Ms. Campbell reviewed the Operating Fund balance, the Operating Fund Revenue and the Expenditures for a month ending September 30, 2022. Our Revenue to date is \$20,994,446, which is 55% of the Annual Budget. Our intergovernmental revenue is \$5.4 million. The month-to-date amount is \$362,623. Fines and Fees were \$91,621 which is 70% of the Budget. And charges for services is \$461,182 which is 79% of the Budget. Our Miscellaneous Revenue is \$921,001, which is 31% of our Budget. Total Revenue is \$27,830,634. Overall, it's 58% of our budget, which is the same as last year.

And for our total Expenditures the amount is \$33,206,522 which is 62% of our Budget. This will reflect that our Expenditures are more than our Revenue. However, we are receiving more property taxes shortly. That will help up our revenue.

She pointed out that the remaining information contained in the Report are the Fund Balances for the Gifts and Grants and details for our Gifts Grant.

Dr. Murtadha asked about the grants that the Library might be targeting now.

Nichelle Hayes, the Library's Interim Chief Executive Officer, offered that the Indianapolis Public Library Foundation will be able to provide Dr. Murtadha with that answer about the grants. They are continually looking for grants for us for different things that might fit.

Dr. Murtadha then requested additional information from Ms. Campbell about the Miscellaneous section under Revenue. It's showing 31% over the Budget.

Ms. Campbell advised that Dr. Murtadha should view the detailed information contained on Page 24 of the Report.

Judge Salinas inquired about receipt of property taxes projected for December. If those funds are received, the Library should be doing okay is that correct?

Ms. Campbell assured Judge Salinas that, based on information received to date, the Library is doing okay.

Ms. Payne made the motion, which was seconded by Dr. Murtadha, that the Report of the Treasurer be filed for audit.

The Report of the Treasurer was approved for filing for audit on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas – Aye
Mr. Bigsbee – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	
Ms. Payne – Aye	

b. **Resolution 57 – 2022** (Approval of Investment Policy)

Ms. Campbell reviewed Resolution 57 – 2022. She noted that every four years, the Library must receive the Board's approval of the Investment Policy. (Policies 121.2-121.15).

She explained the background of the resolution. 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 policy in 2018. Resolution 56 - 2018 and the policy were made effective for the period of four years from the date of that approval. The investment policies are now due for review and reauthorization. The Library staff recommends that the proposed amendment and reauthorization of the investment policies be approved. One change that was made was that we included the last resolution number, namely, 56-2018 which was approved on December 17, 2018. Also, the other amendment was on Page 46 in the second to the last paragraph, we included a two-year maturity limitation included in Section 121.11.

After full discussion and careful consideration of Resolution 57 – 2022, the resolution was adopted on the motion of Ms. Payne and seconded by Dr. Murtadha, to approve Resolution 57 – 2022, Approval of Investment Policy.

Resolution 57 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas – Aye
Mr. Bigsbee – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	
Ms. Payne – Aye	

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

c. **Overview of the Investment Policy and the Operating Fund Balance Policy**

Ms. Campbell then shared and reviewed a PowerPoint presentation which highlighted information on the Library’s Investment Objectives, the Operating Fund Balance Policy, the Operating Fund Balance, the Operating Fund Balance – Goal, the Long Range Plan and the Proposed 2023 Budget.

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

At this time, Ms. Tribble provided a quick update about the CEO Search. She advised that the CEO Search Committee had begun semi-finalists interviews today and that process will be completed tomorrow. The Committee is interviewing six semi-finalists and the Committee will be forwarding the names of three or four finalists to the Board for the interviews that will take place on or about December 1, 2022.

Judge Salinas asked about the timing for those interviews.

Tisha Galarce, the Interim Human Resources Director, advised that she didn’t have the final schedule yet but it will probably last the entire day.

Ms. Tribble commented that we're waiting to find out who the finalists are so we can schedule with them. Then, the other thing is that we're also asking community members and employees to come to presentations on November 30, 2022. The finalists will be giving presentations and the community will have the opportunity to meet and hear from the CEO finalists and to provide feedback to the Board as it makes its decision regarding the selection of the new CEO.

Ms. Tribble also shared that with regard to the Climate Improvement Process, Ms. Galarce and Keesha Hughes, the DEI officer, are continuing to tour branches to talk about the new reporting tool that was recently released for employees to use to make reports or concerns to HR anonymously. Also, Accounting and HR are reviewing the compensation for 2023. Today Ms. Galarce will be presenting revisions for the Board's review of the harassment policy and a new bullying policy for consideration.

a. **Resolution 58 – 2022 (Approval of Resolution 58 – 2022 – Enact Policy 202, Harassment)**

Ms. Galarce noted that this item is part of the recommendation from the Climate Improvement Process. It has the requirement for managers and employees to submit the complaints to HR and this will bring consistency in the process and how we

handle complaints. And also we are adding additional information and a new policy. So, for the harassment policy, the changes that we're making is elaborating the definition of harassment, including offensive jokes, slurs, name calling, physical threats, intimidation, insults, and offensive pictures and comments related to race, color, sex, religion, national origin, age 40 or older, disability, sexual orientation, or gender identity. We also added the communication by any means including the phone, by email, in person, text message, social media, and other electronic means as Ice Miller had recommended in their report.

We also included that managers have to report an issue to the CEO and to HR to keep consistency in the process on how we handle all the incidents. We also added new language about retaliation for the harassment.

Judge Salinas recommended adding the words “directly” or “indirectly” after harassment in the resolution. It is not always direct, it can go through a third party.

Robert Scott, the Library's attorney, advised that the definition of harassment in the policy is not being changed. The only thing that's being changed is providing examples of how harassment may arise through types of examples.

After full discussion and careful consideration of Resolution 58 – 2022, the resolution was adopted on the motion of Dr. Murtadha and seconded by Ms. Payne, to approve Resolution 58 – 2022, Approval of Resolution 58 – 2022 – Enact Policy 202, Harassment.

Resolution 58 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas – Aye
Mr. Bigsbee – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	
Ms. Payne – Aye	

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

- b. **Resolution 59 – 2022** (Approval of Resolution 59 – 2022 – Enact Policy 206, Bullying)

Ms. Galarce advised that this is a new policy for the Library. It's the bullying policy. We have defined bullying as abusive verbal and nonverbal behavior towards another employee that involves humiliation, denigration or intimidation of an individual and interferes with an employee's ability to perform his, her, or their duties. We have added in the policy the ways that staff can report any incidents with bullying, using the hotline we've established And also they can go directly to their manager, supervisor, and they're required to bring this to the attention of HR and the DEI Officer. While talking to the Union and the Staff Association Compensation Committee, we also added the language that they can be used as an advisor for any employee that believes they are receiving any bullying at the workplace.

It was suggested that the sentence should read “Should be reported...” versus report to the manager or person in charge.

After full discussion and careful consideration of Resolution 59 – 2022, the resolution was adopted on the motion of Mr. Biederman and seconded by Mr. Bigsbee, to approve Resolution 59 – 2022, Approval of Resolution 59 – 2022 – Enact Policy 206, Bullying.

Resolution 59 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas – Aye
Mr. Bigsbee – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	
Ms. Payne – Aye	

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

At this time, Ms. Galarce distributed brochures about the Library’s upcoming Fall Fest to the Board.

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

Adam Parsons, Facilities Director, advised that Resolution 60 – 2022, Resolution 62 – 2022 and Resolution 63 – 2022 are bring tabled tonight so that the Committee has additional time to review and discuss those items. It is anticipated that they will be presented for consideration and approval at the November Board Meeting.

- a. **Resolution 60 – 2022** (Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project)

This item was tabled until the November Board Meeting.

- b. **Resolution 61 – 2022** (Approval to Award Fixtures, Furniture, and Equipment Contracts for the Glendale Branch Replacement Project)

Mr. Parsons noted that the Committee is requesting approval of the Approval to Award Fixtures, Furniture, and Equipment Contracts for the Glendale Branch Replacement Project.

The Committee recommended that the Board approve contracts to the following vendors to acquire the specified fixtures, furniture and equipment:

Business Furniture - \$468,731.51
 Officeworks Services LLC - \$79,392.02

After full discussion and careful consideration of Resolution 61 – 2022, the resolution was adopted on the motion of Dr. Murtadha and seconded by Ms. Payne, to approve Resolution 61 – 2022 for the Approval to Award Fixtures, Furniture, and Equipment Contracts for the Glendale Branch Replacement Project.

Resolution 61 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas – Aye
Mr. Bigsbee – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	
Ms. Payne – Aye	

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

- c. **Resolution 62 – 2022** (Approval to Award a Planning, Programming, and Design Services Contract for the Nora Branch Renovation Project)

This item was tabled until the November Board Meeting.

- d. **Resolution 63 – 2022** (Approval to Award A Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project)

This item was tabled until the November Board Meeting.

8. **Library Foundation Update**

Roberta Jagers, President, Indianapolis Public Library Foundation, reviewed the information contained in the October 2022 Update.

News

Many thanks to the Communications Department for preparing the Library and Library Foundation’s joint 2021 Annual Report. Here are some details:

- We provided \$2.86 million to the Library, 77% of all spending.
- Total revenue was \$6.97 million, driven by unusually high investment income and more modest growth in contributions and Indy Library Store proceeds.
- We took several steps toward developing a culture that promotes personal growth, effectiveness and fulfillment for Board members, volunteers and staff. This includes our DEI efforts.

We congratulate all staff involved in presenting recent Foundation-funded programs:

- Salute to our Black Medical Heroes Reception and Award Ceremony was presented by Eskenazi Health, with additional support from sponsors Indiana University School of Medicine – Faculty Affairs, Professional Development, Diversity and IUPUI Division of Diversity, Equity and Inclusion, and supporting sponsors Community Health Network, HPC International, Indiana University Health, Marian University College of Osteopathic Medicine and OPYS Physician Services.
- The Marian McFadden Memorial Lecture featuring Kadir Nelson was established with an estate gift from former Library Director Marian McFadden.

Donors

The Foundation thanks 214 donors who made gifts last month. The following are our top corporate and Foundation donors: AARP-Indiana, Comcast, Indiana Farm Bureau Insurance, Old National Bank Foundation and Woodley Farrar Manion Portfolio Management.

Program Support

This month, the Library Foundation is proud to provide more than \$79,000 to the Library. Examples of major initiatives supported include Teen Community Book Clubs, LGBTQ+ competency trainings and Early Childhood Educators' Workshops.

Ms. Jagers then reviewed the Foundation's DEI Update with the Board. She commented that they are making strides in being more inclusive and they are trying to create a new culture. Their Board is now 17% African American.

9. Report of the Interim Chief Executive Officer**a. Confirming Resolutions****1) Resolution Regarding Finances, Personnel and Travel (64 – 2022)**

Ms. Hayes made a recommendation to approve Resolution 64 - 2022 Regarding Finances, Personnel and Travel. She reminded everyone that this is a procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Ms. Payne made the motion, which was seconded by Mr. Bigsbee, to approve Resolution 64 – 2022, the Resolution Regarding Finances, Personnel and Travel.

Resolution 64 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas – Aye
Mr. Bigsbee – Aye	Ms. Tribble – Aye
Dr. Murtadha – Aye	
Ms. Payne – Aye	

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

b. Interim CEO October 2022 Update

Ms. Hayes shared the following letter with the Board:

October 18, 2022

Dear Library Board Members,

Staff Day (Training through Programs and Play) was held on October 10, 2022. It was an amazing day to reconnect and learn new things. Work anniversaries were

recognized. There were opportunities to focus on wellness i.e. flu shots & chair massages. It was amazing to gather in person with all of my colleagues for the first time in so many years.

On October 11, 2022 Sen. Todd Young's interns and a staffer were taken on a tour of Central Library including the Center for Black Literature & Culture by CEO Hayes. The group was very impressed by Central and the CBLC. One library card sign up was obtained.

On October 14, 2022 we welcomed the statewide organization NICCL (Northern Indiana Computer Consortium for Libraries) which is an organization composed of member libraries that meet quarterly for training (LEU/TLEUs) and for networking between member libraries about anything technology based. This meeting was convened by our IT Director Shanika Heyward.

Later that evening I attended the AAHC Committee's Salute to Black Medical Heroes. A wonderful event focused on medical professionals who work day in and day out to support the health of our community. Also, that evening Flanner House held an event where they spotlighted the incredible work they are doing in the community. Board Member Pat Payne also serves on the Flanner House Board.

October 17, 2022 a presentation was made to 100 Black Men, a youth mentoring organization, to spotlight programs, exhibits and collections.

October 5, 2022 we appeared before the Municipal Corporations Committee to make the final request for our 2023 Budget. Our Budget passed through committee and went to the full City- County Council and was approved last night by the full City-County Council.

We are still advocating for additional COIT (County Option Income Tax), which is a long-term strategy.

We are currently working on the plan for how to distribute raises (FY 2023). The Staff Association Compensation Committee, Union, HR and Accounting will work together to determine the correct formula. We will be taking into account staff who have more than 20 years with us and other staff who are compressed at the bottom of their pay grade as well as other factors.

- Progress on the Climate Improvement Plan (CIP) (which can be accessed from the recently-updated [webpage](#)) plus future plans related to the CIP recommendations

<https://www.indypl.org/about-the-library/climate-improvement-process>

I am pleased with our current progress yet we are working hard to continue needed improvements.

The **Reporting Hotline** Tool is up and running. Reports can be submitted via phone or internet. Keesha Hughes and Tisha Galarce are doing tours around the branches to talk about the tool. During orientation, information will be provided to Staff. There will also be a Townhall (recorded) to assist in the dissemination of information. This information can be accessed in the ADP Homepage, Intranet/ HR and Policy Manual. **indypl.IntegraReport.com 833.414.2475**

- CEO Search update: The committee met last week to review qualified applicants, and they will conduct the first round of interviews with their top seven later in October in closed-to-the-public meetings (to protect candidate privacy). After that, the committee will recommend their top three choices to the full board for final interviews, community presentations, and a visit to Indy - and the board will select from those finalists to make an offer and we would expect a permanent CEO to be in place around New Year. This information is updated on our website. For full transparency I have applied for this position.

- Digital Inclusion Week is Oct 3-7-Thank you to everyone who routinely assists the public with their technology. This is a key way that we can provide "access to information" for patrons, and it takes efforts across departments (public service, CMSA, IT, Comms, Finance, the Foundation, Facilities) to make this happen.

- We finally hosted Kadir Nelson for the McFadden Memorial Lecture, an agreement that dated back to 2020 but was delayed due to Covid-19. The event at the Madam Walker Legacy Center was very well-received by attendees, and Nelson detailed his career path, inspirations, and artwork for the audience. There was an incredibly long line of guests getting books signed afterward. He also visited an IPS school and spoke to students, and additionally had lunch with several staff members in the ISCR. Our next McFadden Lecture will be March 16, featuring Silvia Moreno-Garcia, author of *Mexican Gothic* and other novels.

- Update on Glendale, Fort Ben, and the Curve Remodel. Glendale has steel up. Fort Ben is progressing nicely. Both will be open in 2023. We are also working on a Learning Curve remodel. The architect is conducting interviews to see what is needed from staff and the community.

My Vision

My Vision for IndyPL is for our organization to be an employer of choice. A place where people want to work and enjoy the work they are doing.

For that to become a reality we are going to have to re-evaluate many of our current practices and remove the ones that no longer serve us. We need to look for Best Practices across the nation and move in a positive direction. Working Smarter not Harder is key. All of our departments will need to be reassessed.

Scheduling is one area that we can refine. Placing people in shifts that suit their needs is important. Looking at different shifts, for example weekends, Sundays, morning, evenings, etc. Having a work life balance with the opportunity to spend time with our families and friends for small and large occasions is important.

Many staff members have shared with me that some are working seven days or more straight. I am patron-focused while still realizing that in order to support

patrons we must support staff members. I am still working on what option would be most beneficial for all involved.

I would also like to evaluate the possibility of giving Public Services staff the opportunity for additional PTO in lieu of their inability to work hybrid. We are continually seeking to find ways to improve working conditions for closed and public facing departments throughout our organization.

Staff Kudos

Mike Perkins - For his excellent service. I made a research request on-line and he responded quickly with all the information I had requested and more. As a retired librarian who managed reference services, I am very cognizant of quality service and he provided it. Thanks to him and the library's leadership for providing this service.

Rhonda Oliver - She told me Rhonda helped her and gave her the best customer service she's ever had. She was looking for a list of BBC television shows but didn't have internet or cable. I happen to know she sent the patron a list of BBC television shows by mail. I told the patron I'd let her boss know.

Jared in the Curve gave excellent customer service to a patron looking for Kadir Nelson information, looking several places and bringing the item to the patron.

From a patron. "I just wanted to send a quick note to say that I truly loved and appreciated the Pride month book display that I saw at the Glendale library the last time I visited. Queer books are under attack right now, and it's so important not just to make them available for kids and adults but to showcase and celebrate them. The display had a great sampling of queer books for all ages and genres and was front and center where everyone could see it. I always appreciate the themed displays when I visit, and I think this one is especially important right now and always. Please give my thanks to the librarians for their hard work creating the Pride display and for everything they do to serve our community. It means a lot."

These are just a few of the examples of the amazing customer service that our colleagues give each and every day.

The state of the Library is steadily improving. We have a bright future ahead as we all work together with a common goal to support Life Long Learning to the City of Indianapolis.

Sincerely,

Nichelle M. Hayes, MPA, MLS
Interim CEO Indianapolis Public Library

UNFINISHED BUSINESS

10. None.

NEW BUSINESS

11. None.

AGENDA BUILDING

12. **Future Agenda Items** – This time was made available for discussion of items not on the Agenda which were of interest to Library Board members and the opportunity was given to suggest items that should be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

November 2022 - None

INFORMATION

13. **Materials**

14. **Board Meeting Schedule for 2022 (Notice and Place of Meeting) and Upcoming Events/Information**

- a. **Board Meetings for 2022 Schedule** will be updated throughout the year as necessary.
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

15. **Notice of Special Meetings**

None.

16. **Notice of Next Regular Meeting**

Monday, November 28, 2022, at the Library Services Center, 2450 North Meridian Street, at 6:30 p.m.

17. **Other Business**

None.

18. Adjournment

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

The Chairman then declared the meeting adjourned at 7:25 p.m.

Raymond Biederman, Secretary to the Board



Indianapolis-Marion County Public Library
Report of the Treasurer for October 2022
Prepared by Accounting for the November 28, 2022 Board Meeting

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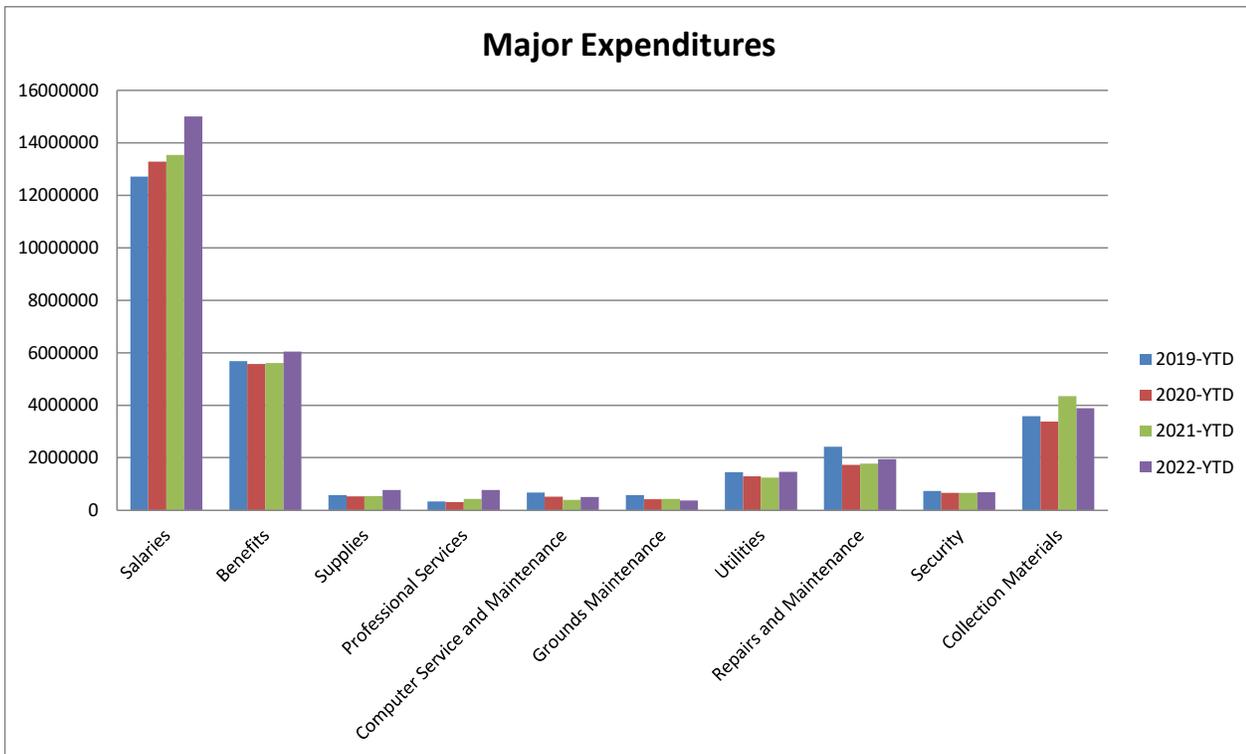
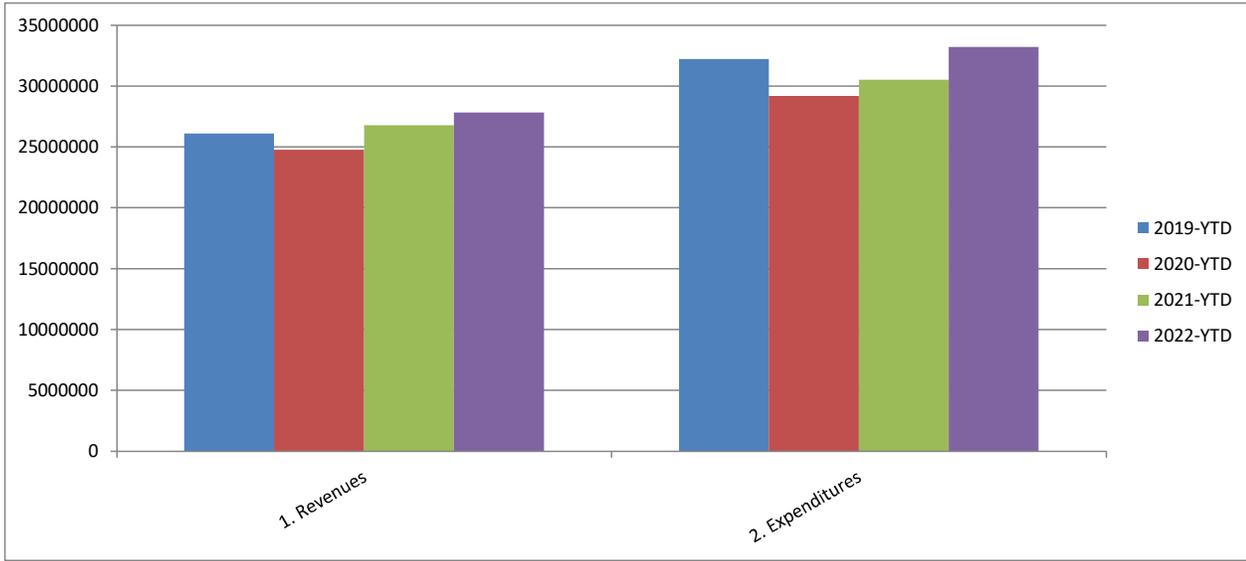
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**Indianapolis-Marion County Public Library
Operating Fund Revenues and Expenditures
Month Ended October 31, 2022**

Revenue		Annual			% Budget Received
		2022 Revised Budget	Actual MTD 10/31/2022	Actual YTD 10/31/2022	
Property Taxes	31	38,379,667	1,712,000	22,706,446	59%
Intergovernmental	33	8,217,875	395,730	5,757,314	70%
Fines & Fees	35	131,001	7,463	99,084	76%
Charges for Services	34	582,908	56,090	518,072	89%
Miscellaneous	36	704,520	193,306	1,114,307	158%
Total		48,015,971	2,364,589	30,195,222	63%

Expenditures		Annual			% Budget Spent
		2022 Revised Budget	Actual MTD 10/31/2022	Actual YTD 10/31/2022	
Personal Services & Benefits	41	31,545,689	2,148,141	23,187,990	74%
Supplies	42	1,348,980	80,344	844,481	63%
Other Services and Charges	43	17,652,635	1,045,214	10,466,466	59%
Capital Outlay	44	3,289,833	154,481	2,135,764	65%
Total		53,837,138	3,428,180	36,634,702	68%

**Indianapolis-Marion County Public Library
Chart Overview
Month Ended October 31, 2022**



Indianapolis-Marion County Public Library
Fund 101- Operating Fund - Detailed Income Statement
Month Ended October 31, 2022

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
TAXES						
311000 PROPERTY TAX	47,890,298	47,890,298	-	22,706,446	-	25,183,852
311300 PROPERTY TAX CAPS	(8,530,254)	(9,510,631)	-	-	-	(9,510,631)
TAXES Total	39,360,044	38,379,667	1,712,000	22,706,446	-	15,673,221
INTERGOVERNMENTAL						
332200 E-RATE REVENUE	240,000	240,000	33,107	159,374	-	80,626
335100 FINANCIAL INSTITUTION TAX REV	319,007	319,007	-	287,124	-	31,883
335200 LICENSE EXCISE TAX REVENUE	2,989,778	2,989,778	-	1,492,104	-	1,497,674
335400 LOCAL OPTION INCOME TAX	3,854,584	3,854,584	321,215	3,212,153	-	642,431
335500 COUNTY OPTION INCOME TAX	498,398	498,398	41,407	448,904	-	49,494
335700 COMMERCIAL VEHICLE TAX REVENUE	294,870	294,870	-	148,891	-	145,979
339000 IN LIEU OF PROP. TAX	21,238	21,238	-	8,762	-	12,476
INTERGOVERNMENTAL Total	8,217,875	8,217,875	395,730	5,757,314	-	2,460,561
CHARGES FOR SERVICES						
347601 PUBLIC PRINTING REVENUE	280,000	280,000	25,350	254,883	-	25,117
347602 FAX TRANSMISSION REVENUE	74,468	74,468	7,778	82,416	-	(7,948)
347603 PROCTORING EXAMS	4,130	4,130	163	845	-	3,285
347604 PLAC CARD DISTRIBUTION REVENUE	55,000	55,000	-	42,255	-	12,745
347605 USAGE FEE REVENUE	2,500	2,500	2,202	20,583	-	(18,083)
347606 SET-UP & SERVICE - TAXABLE	21,295	21,295	2,300	19,490	-	1,805
347607 SET-UP & SERVICE - NON-TAXABLE	17,167	17,167	2,135	23,901	-	(6,734)
347608 SECURITY SERVICES REVENUE	33,183	33,183	1,320	16,080	-	17,103
347609 EVENT SECURITY	-	-	924	7,623	-	(7,623)
347620 CAFE REVENUE	16,325	16,325	-	1,710	-	14,615
347621 CATERING REVENUE	78,840	78,840	13,918	48,286	-	30,554
CHARGES FOR SERVICES Total	582,908	582,908	56,090	518,072	-	64,836
FINES						
351200 FINES	115,622	115,622	6,706	90,165	-	25,457
351201 OTHER CARD REVENUE	1,385	1,385	65	2,015	-	(630)
351202 HEADSET REVENUE	6,795	6,795	326	2,784	-	4,011
351203 USB REVENUE	5,332	5,332	290	2,956	-	2,376
351204 LIBRARY TOTES	1,867	1,867	77	1,164	-	703
FINES Total	131,001	131,001	7,463	99,084	-	31,917
MISCELLANEOUS						
360000 MISCELLANEOUS REVENUE	5,434	5,434	96	2,425	-	3,009
360001 REVENUE ADJUSTMENT	-	-	121	2,202	-	(2,202)
361000 INTEREST INCOME	69,610	69,610	56,336	177,286	-	(107,676)
362000 FACILITY RTL REV - TAXABLE	152,884	152,884	4,004	107,026	-	45,858
362001 FACILITY RENTAL REV - NONTAX	43,499	43,499	534	16,640	-	26,859
362002 EQUIPMENT RENTAL REV - TAXABLE	21,505	21,505	1,990	15,770	-	5,735
362003 EQUIPMENT RENTAL REV - NONTAX	2,801	2,801	-	1,200	-	1,601
367004 OTHER GRANTS	225,000	225,000	-	225,000	-	-
MISCELLANEOUS Total	520,733	520,733	63,081	547,548	-	(26,815)
OTHER FINANCING SRCS						
392100 SALE OF SURPLUS PROPERTY	3,787	3,787	-	26,111	-	(22,324)
396000 REFUNDS	5,000	5,000	34,031	338,221	-	(333,221)
399000 REIMBURSEMENT FOR SERVICES	175,000	175,000	96,194	202,251	-	(27,251)

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
399001 INSURANCE REIMBURSEMENTS	-	-	-	175	-	(175)
OTHER FINANCING SRCS Total	183,787	183,787	130,225	566,758	-	(382,971)
REVENUE Total	48,996,348	48,015,971	2,364,589	30,195,222	-	17,820,749

EXPENSE

PERSONAL SERVICES

41 1000 SALARIES APPOINTED STAFF	19,496,401	19,907,619	1,383,273	15,504,881	-	4,402,738
41 2000 SALARIES HOURLY STAFF	1,789,546	1,599,046	90,514	969,282	-	629,764
41 3000 WELLNESS	46,125	46,125	2,776	32,036	-	14,089
41 3001 LONG TERM DISABILITY INSURANCE	46,081	46,081	3,738	36,067	-	10,014
41 3002 EMPLOYEE ASSISTANCE PROGRAM	24,569	26,169	1,600	17,600	3,200	5,369
41 3003 TUITION ASSISTANCE	30,750	30,750	-	13,753	-	16,997
41 3004 SALARY ADJUSTMENT	203,287	203,287	-	-	-	203,287
41 3100 FICA AND MEDICARE	1,643,926	1,675,145	108,543	1,206,324	-	468,821
41 3300 PERF/INPRS	2,797,356	2,845,876	297,109	2,170,508	-	675,368
41 3400 UNEMPLOYMENT COMPENSATION	20,500	22,804	-	-	-	20,500
41 3500 MEDICAL & DENTAL INSURANCE	5,068,936	5,104,368	258,114	3,214,104	12,500	1,877,764
41 3600 GROUP LIFE INSURANCE	40,723	40,723	2,475	23,437	-	17,286
PERSONAL SERVICES Total	31,208,200	31,547,993	2,148,141	23,187,990	15,700	8,341,999

SUPPLIES

421 500 OFFICE SUPPLIES - FAC/PURCH	537,048	557,262	55,312	390,259	56,445	109,192
421 600 LIBRARY SUPPLIES	100,000	137,544	3,026	111,226	6,707	17,797
421 700 DEPARTMENT OFFICE SUPPLIES	337,120	368,851	2,357	229,993	4,985	133,873
422 210 GASOLINE	44,880	42,556	2,196	18,665	6,521	17,370
422 250 UNIFORMS	16,320	18,249	656	3,860	714	13,242
422 310 CLEANING & SANITATION	169,950	174,771	10,834	84,513	6,707	83,552
429 001 NON CAPITAL FURNITURE & EQUIP	53,360	53,360	5,965	5,965	28,482	18,913
SUPPLIES Total	1,258,678	1,352,593	80,344	844,481	110,561	393,938

OTHER SERVICES AND CHARGES

431 100 LEGAL SERVICES	219,000	341,500	-	234,981	31,203	75,316
431 500 CONSULTING SERVICES	327,900	1,034,325	36,026	574,698	130,192	319,084
432 100 FREIGHT & EXPRESS	12,070	12,070	6,120	14,503	4,859	1,509
432 200 POSTAGE	65,265	65,265	-	2,638	-	62,627
432 300 TRAVEL	34,380	34,380	150	3,352	-	31,028
432 400 DATA COMMUNICATIONS	280,400	291,777	37,436	220,134	-	71,642
432 401 CELLULAR PHONE	11,602	11,602	515	7,409	-	4,193
432 500 CONFERENCES	94,000	69,000	832	47,588	3,050	18,362
432 501 IN HOUSE CONFERENCE	124,560	142,219	(20,455)	85,319	12,660	43,890
433 100 OUTSIDE PRINTING	103,000	74,483	5,099	57,289	3,701	13,493
433 200 PUBLICATION OF LEGAL NOTICES	1,810	7,810	5,504	7,245	-	565
434 100 WORKER'S COMPENSATION	176,927	86,927	-	63,185	32,879	1,563
434 200 PACKAGE	275,575	223,575	-	140,369	43,883	28,623
434 201 EXCESS LIABILITY	11,802	22,052	-	15,976	5,966	110
434 202 AUTOMOBILE	22,342	23,592	-	17,131	6,383	78
434 500 OFFICIAL BONDS	1,140	1,140	-	975	-	165
434 501 PUBLIC OFFICIALS & EE LIAB	18,243	18,243	-	14,425	-	3,818
434 502 BROKERAGE FEE	20,500	31,500	-	25,750	5,750	-
435 100 ELECTRICITY	1,300,000	1,217,228	98,122	804,487	287,554	125,187
435 200 NATURAL GAS	190,000	201,640	2,748	84,572	37,066	80,002
435 300 HEAT/STEAM	408,194	431,974	19,532	205,886	167,893	58,194
435 400 WATER	87,574	90,200	5,890	45,265	37,600	7,335
435 401 COOLING/CHILLED WATER	564,737	586,064	53,818	417,306	134,021	34,737
435 500 STORMWATER	28,512	28,512	11,780	24,066	169	4,277
435 900 SEWAGE	100,725	102,747	10,387	56,823	41,601	4,323
436 100 REP & MAINT-STRUCTURE	748,606	926,990	62,359	688,715	138,427	86,989

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
436101 ELECTRICAL	487,437	509,422	74,453	310,161	66,132	133,129
436102 PLUMBING	102,000	104,263	6,223	56,465	8,790	39,008
436103 PEST SERVICES	35,700	40,760	128	15,246	13,879	11,635
436104 ELEVATOR SERVICES	165,000	194,720	10,370	129,231	57,529	3,073
436110 CLEANING SERVICES	1,370,000	1,336,974	73,212	732,913	290,200	170,861
436200 REP & MAINT-EQUIPMENT	221,340	234,492	101,849	141,911	60,795	31,787
436201 REP & MAINT-HEATING & AIR	523,974	606,571	17,404	195,529	111,095	294,827
436202 REP & MAINT -AUTO	64,260	71,988	3,187	21,614	7,728	42,646
436203 REP & MAINT-COMPUTERS	401,420	521,420	-	250,197	138,626	132,597
437200 EQUIPMENT RENTAL	87,869	87,869	7,179	48,446	6,815	32,608
437300 REAL ESTATE RENTAL	343,575	343,575	24,523	265,229	-	78,346
439100 CLAIMS, AWARDS, INDEMNITIES	25,750	25,750	-	-	-	25,750
439600 TRASH REMOVAL	80,000	84,793	6,111	57,800	11,493	15,500
439601 SNOW REMOVAL	419,910	419,910	-	156,250	95,250	168,410
439602 LAWN & LANDSCAPING	343,082	355,162	34,854	191,114	68,222	95,826
439800 DUES & MEMBERSHIPS	58,880	60,195	200	24,570	-	39,625
439901 COMPUTER SERVICES	566,634	458,696	54,227	221,435	9,791	227,470
439902 PAYROLL SERVICES	145,000	145,000	8,867	96,013	-	48,987
439903 SECURITY SERVICES	1,255,543	916,808	36	677,876	380,775	1,157
439904 BANK FEES/CREDIT CARD FEES	68,289	68,289	2,881	50,713	-	17,576
439905 OTHER CONTRACTUAL SERVICES	687,476	1,040,570	62,060	564,092	238,712	228,966
439906 RECRUITMENT EXPENSES	44,000	44,000	2,647	13,729	21,000	9,271
439907 EVENTS & PR	77,200	107,515	6,403	68,454	1,625	37,436
439910 PROGRAMMING	77,950	77,950	3,694	27,326	21,430	29,194
439911 PROGRAMMING-JUV.	150,750	153,800	1,537	49,469	27,540	76,791
439912 PROGRAMMING ADULT - CENTRAL	25,000	25,000	4,600	6,600	4,800	13,600
439913 PROGRAMMING EXHIBITS - CENTRAL	5,000	5,000	475	1,400	-	3,600
439930 MATERIALS CONTRACTUAL	3,260,296	3,284,896	202,231	2,220,461	-	1,064,435
451100 AUDIT FEES	15,000	30,000	-	12,136	15,000	2,864
452000 TRANSFERS IN/OUT	250,000	250,000	-	-	-	250,000
452002 TRANSFERS IN/OUT						
OTHER SERVICES AND CHARGES TOTAL	16,587,199	17,682,202	1,045,214	10,466,466	2,782,085	4,404,084
CAPITAL						
445100 CAPITAL - FURNITURE	50,000	55,797	6,967	35,930	-	19,867
445301 COMPUTER EQUIPMENT	-	5,965	-	-	-	5,965
445301 COMPUTER EQUIPMENT	200,000	200,000	-	84,006	12,819	103,175
449000 BOOKS & MATERIALS	3,002,000	3,008,571	147,514	2,015,829	-	992,742
449200 ART & EXHIBITS	-	19,500	-	-	19,500	-
CAPITAL Total	3,252,000	3,289,833	154,481	2,135,764	32,319	1,121,749
EXPENSE Total	52,306,077	53,872,621	3,428,180	36,634,702	2,940,665	14,261,771

Indianapolis-Marion County Public Library
Cashflow Projections - Operating Fund
January 1 - December 31, 2022

	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	\$ 36,055,821	\$ 33,774,506	\$ 31,323,579	\$ 27,717,750	\$ 24,841,371	\$ 24,517,763	\$ 40,350,683	\$ 37,746,178	\$ 34,663,149	\$ 30,679,936	\$ 29,615,594	\$ 28,323,361	\$ 36,055,821	\$ 36,055,821	
Receipts:															
PROPERTY TAX	311000	-	-	1,076,000	2,248,000	17,670,446	-	-	-	1,712,000	2,361,603	14,429,593	39,497,642	39,360,044	137,598
PROPERTY TAX CAPS	311300	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E-RATE REVENUE	332200	13,151	13,151	13,151	13,151	27,738	16,896	15,880	-	33,107	40,640	10,958	210,972	240,000	(29,028)
FINANCIAL INSTITUTION TAX REV	335100	-	-	-	-	287,124	-	-	-	-	-	204,510	491,634	319,007	172,627
LICENSE EXCISE TAX REVENUE	335200	-	-	-	-	1,492,104	-	-	-	-	-	1,449,444	2,941,548	2,989,778	(48,230)
LOCAL OPTION INCOME TAX	335400	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	321,215	3,854,583	3,854,584	(1)
COUNTY OPTION INCOME TAX	335500	41,536	41,536	41,536	41,536	75,335	41,536	41,536	41,536	41,407	41,536	41,536	531,976	498,398	33,578
COMMERCIAL VEHICLE TAX REVENUE	335700	-	-	-	-	148,891	-	-	-	-	-	147,435	296,326	294,870	1,456
IN LIEU OF PROP. TAX	339000	-	-	-	-	8,762	-	-	-	-	-	12,246	21,008	21,238	(230)
COPY MACHINE REVENUE	347600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC PRINTING REVENUE	347601	19,917	22,043	28,862	28,819	24,908	24,046	25,470	27,093	25,350	22,048	21,013	297,945	280,000	17,945
FAX TRANSMISSION REVENUE	347602	8,047	7,808	9,998	8,462	7,252	7,962	7,173	9,171	8,765	7,778	5,768	5,721	93,906	74,468
PROCTORING EXAMS	347603	28	109	85	100	50	88	63	160	163	190	225	225	1,260	4,130
PLAC. CARD DISTRIBUTION REVENUE	347604	-	-	-	-	-	-	-	42,255	-	-	-	-	42,255	55,000
USAGE FEE REVENUE	347605	-	20	5,134	2,202	2,217	2,222	20	4,364	2,202	2,202	2	1,354	21,940	2,500
SET-UP & SERVICE - TAXABLE	347606	-	150	492	2,488	3,525	1,850	1,300	4,275	2,910	2,300	342	1,710	21,423	248
SET-UP & SERVICE - NON-TAXABLE	347607	-	975	630	4,670	3,750	2,326	1,645	3,525	4,245	2,135	3,080	2,311	29,291	17,167
SECURITY SERVICES REVENUE	347608	-	360	750	2,880	2,220	1,410	750	2,670	3,720	1,320	3,329	5,383	24,792	33,183
EVENT SECURITY	347609	-	27	240	924	1,320	720	1,680	1,068	924	-	-	7,623	-	7,623
PARKING REVENUE	347610	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAFE REVENUE	347620	611	524	575	-	-	-	-	-	-	2,203	2,027	5,940	16,325	(10,385)
CATERING REVENUE	347621	2,123	-	-	3,363	545	3,306	20,244	4,787	13,918	6,000	18,000	72,286	78,840	(6,554)
FINES	351200	8,406	7,856	11,813	12,918	8,347	8,715	8,262	9,818	7,326	6,706	8,101	8,319	106,585	115,622
OTHER CARD REVENUE	351201	325	325	130	195	195	260	260	260	65	243	139	2,397	1,385	1,012
HEADSET REVENUE	351202	242	206	224	239	265	336	290	349	307	326	597	623	4,004	6,795
USB REVENUE	351203	231	178	430	369	224	328	327	318	262	290	368	399	3,724	5,332
LIBRARY TOTES	351204	87	118	148	97	107	178	105	161	88	77	157	139	1,461	1,867
MISCELLANEOUS REVENUE	360000	126	105	135	361	122	1,131	251	(222)	321	96	129	-	2,554	5,434
REVENUE ADJUSTMENT	360001	-	-	-	-	177	(177)	-	(1)	2,080	121	-	-	2,200	2,200
INTEREST INCOME	361000	2,907	2,805	3,799	4,438	7,459	11,208	20,639	32,891	34,806	4,997	5,210	187,493	69,610	117,883
FACILITY RNTL REV - TAXABLE	362000	8,964	13,118	12,650	8,129	14,638	8,602	1,123	10,049	25,750	4,004	32,934	2,938	142,898	(9,986)
FACILITY RENTAL REV - NONTAX	362001	1	1,629	-	3,080	630	2,460	1,439	4,398	2,468	534	8,679	7,889	33,208	43,499
EQUIPMENT RENTAL REV - TAXABLE	362002	-	300	450	1,710	2,850	1,400	1,400	2,850	2,820	1,990	1,587	1,905	19,262	21,505
EQUIPMENT RENTAL REV - NONTAX	362003	-	150	-	600	-	-	-	150	300	-	-	-	1,200	2,801
FOUNDATION CONTRIBUTION	367000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OTHER GRANTS	367004	-	-	-	-	-	-	225,000	-	-	-	-	-	225,000	225,000
TRANSFER IN	391000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SALE OF SURPLUS PROPERTY	392100	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REFUNDS	396000	-	-	-	26,665	34,082	53,823	61,783	64,643	63,194	34,031	-	-	338,221	5,000
REIMBURSEMENT FOR SERVICES	399000	200	26,606	242	-	-	201	1,003	4,200	73,605	96,194	805	15,072	218,129	175,000
INSURANCE REIMBURSEMENTS	399001	-	175	-	-	-	-	-	-	-	-	-	175	-	175
Total Receipts	428,118	461,312	453,062	1,564,612	2,772,582	20,130,212	738,348	594,973	687,414	2,364,589	2,866,554	16,717,316	49,779,091	48,996,348	782,744
Expenditures:															
PERSONAL SERVICES & BENEFITS	41	2,120,679	1,609,960	2,588,848	3,177,617	2,202,652	2,285,203	2,102,365	2,105,096	2,847,430	2,148,141	2,400,631	2,400,631	27,989,252	31,208,200
SUPPLIES	42	46,464	38,560	93,234	18,365	115,401	77,230	60,525	189,602	124,754	104,890	104,890	1,054,259	1,258,678	204,419
OTHER SERVICES AND CHARGES (LIRF TRANSFER BELOW)	43	732,822	833,039	1,380,448	900,584	1,018,737	1,265,161	954,060	1,263,186	1,073,214	1,382,267	1,382,267	13,230,999	16,337,199	3,106,200
LIBRARY MATERIALS CAPITAL OUTLAY	44	5,601	140,249	218,059	219,977	194,585	230,585	226,432	381,693	364,102	271,000	728,717	3,135,481	3,252,000	116,519
Total Expenditures	2,905,566	2,621,807	4,280,590	4,316,544	3,531,375	3,858,179	3,343,383	3,939,577	4,409,500	3,428,180	4,158,787	4,616,504	45,409,992	52,056,077	6,646,086
Change in Payables/Petty Cash/Correction* Transfer Out (LIRF FUND)	196,133	(290,432)	221,699	(124,447)	435,186	(439,113)	529	261,575	(261,127)	(751)			(748)	250,000	250,000
Ending Balance	\$ 33,774,506	\$ 31,323,579	\$ 27,717,750	\$ 24,841,371	\$ 24,517,763	\$ 40,350,683	\$ 37,746,178	\$ 34,663,149	\$ 30,679,936	\$ 29,615,594	\$ 28,323,361	\$ 40,174,172	\$ 40,174,172	\$ 32,746,092	

Indianapolis-Marion County Public Library
Receipts & Disbursements
Month Ended October 31, 2022

FUND	CASH AND INVESTMENTS 9/30/2022	RECEIPTS	DISBURSEMENTS	CASH AND INVESTMENTS 10/31/2022
101 Total Operating	30,679,936	2,364,588.68	3,428,931	29,615,594
104 Total Fines	(84)	45,007.73	45,008	(84)
226 Total Parking Garage	662,646	18,636.11	579	680,703
230 Total Grant	421,982	298.36	90,818	331,462
245 Total Rainy Day	7,723,658	5,096.36	-	7,728,754
270 Total Shared System	161,871	643.00	9,229	153,285
276 Total Cares Grant Fund	-	-	-	-
277 Total ARP Grant	(0)	0.00	-	(0)
301 Total BIRF 1	(137,950)	1,777	-	(136,173)
321 Total BIRF 2	1,806,549	-	-	1,806,549
471 Total Library Improvement Reserve Fund	2,444,079	2,606	-	2,446,685
472 Total Construction	-	-	-	-
479 Total 2018A Bond - AHS/ILS/Fac Improvmts	932,156	-	1,685	930,471
480 Total 2018 BBond - West Perry Branch	-	-	-	-
481 Total 2019 Bond - LAW WAY Renovation	(0)	-	-	(0)
482 Total 2020 Bond - Fac Renov Equip Acq	3,369,010	-	296,868	3,072,142
483 Total 2021A Bond Glendale BR	11,601,276	16,667	575,492	11,042,451
484 Total 2021B Bond FT Harrison BR	9,913,794	13,585	1,470,077	8,457,302
485 Total 2021C Bond Energy Cons	5,288,518	-	196,705	5,091,813
486 Total 202c Bond Energy Cons LT MT	5,571,347	-	1,500	5,569,847
701 Total Self-Insurance Fund	0	315,700	315,700	0
800 Total Gift	2,592,970	88,333	127,266	2,554,037
806 Total Payroll Liabilities	100,872	104,799	147,863	57,807
812 Total Foundation Agency Fund	2,831	716	-	3,547
813 Total Staff Association Agency Fund	31	-	-	31
814 Total Sales Tax Agency Fund	2,425	991	2,629	788
815 Total PLAC Card Revenue Agency Fund	19,469	3,575	-	23,044
Grand Total	83,157,385	2,983,020	6,710,351	79,430,054

**Indianapolis Marion County Public Library
Status of the Treasury
Investment Report
Month Ended October 31, 2022**

Chase Savings Account

	Balance October 31, 2022	Interest Earned October 31, 2022
Operating Fund	\$ 7,033,478	\$ 10,820
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 411,048	\$ 631
Bond & Interest Redemption Fd	\$ -	\$ -
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 406,547	\$ 624
Gift Fund	\$ 929	\$ 298
2021A Bond (Glendale)	\$ 9,548,931	\$ 16,667
2021B Bond (Fort Harrison)	\$ 7,541,682	\$ 13,585
Total Chase Savings Account	\$ 25,149,395	\$ 42,626

The average savings account rate for October was 1.85%

Previous Month's Chase Savings Account Activity

	Balance September 30, 2022	Interest Earned September 30, 2022
Operating Fund	\$ 7,022,658	\$ 7,220
Grant Fund	\$ 193,395	\$ -
Parking Garage	\$ 410,417	\$ 421
Bond & Interest Redemption Fd	\$ -	\$ -
Bond & Interest Redemption Fd 2	\$ 13,386	\$ -
Rainy Day Fund	\$ 405,922	\$ 417
Gift Fund	\$ 631	\$ 199
2021A Bond (Glendale)	\$ 11,032,264	\$ 11,321
2021B Bond (Fort Harrison)	\$ 9,028,097	\$ 9,264
Total Chase Savings Account	\$ 28,106,770	\$ 28,842

The average savings account rate for September was 1.25%

Fifth Third Bank Investment Account

	Balance October 31, 2022	Interest Earned October 31, 2022
Library Improvement Reserve Fd	\$ 2,245,260	\$ 2,606
Rainy Day Fund	\$ 3,484,236	\$ 4,044
Total Fifth Third Bank	\$ 5,729,495	\$ 6,650

The average investment account rate for October was 1.39%

Previous Month's Fifth Third Bank Investment Account

	Balance September 30, 2022	Interest Earned September 30, 2022
Library Improvement Reserve Fd	\$ 2,242,654	\$ 2,518
Rainy Day Fund	\$ 3,480,192	\$ 3,908
Total Fifth Third Bank	\$ 5,722,845	\$ 6,427

The average investment account rate for September was 1.35%

Hoosier Fund Account Income

	Balance October 31, 2022	Interest Earned October 31, 2022
Operating Fund	\$ 8,929,461	\$ 21,139
Rainy Day Fund	\$ 181,545	\$ 428
2017A Brightwood Project Fund	\$ -	\$ -
2018B West Perry Project Fund	\$ -	\$ -
2018A Multi-Project Fund	\$ 751,796	\$ -
Bond & Interest Redemption Fd	\$ 34,930	\$ 1,777
2019 Lawrence/Wayne Project Fund	\$ -	\$ -
Total Hoosier Fund Account	\$ 9,897,732	\$ 23,345

The average Hoosier Fund account rate for October was 2.80%

Previous Month's Hoosier Fund Account Income

	Balance September 30, 2022	Interest Earned September 30, 2022
Operating Fund	\$ 8,908,322	\$ 14,892
Rainy Day Fund	\$ 181,117	\$ 302
2017A Brightwood Project Fund	\$ -	\$ -
2018B West Perry Project Fund	\$ -	\$ -
2018A Multi-Project Fund	\$ 751,796	\$ -
Bond & Interest Redemption Fd	\$ 33,153	\$ 1,254
2019 Lawrence/Wayne Project Fund	\$ -	\$ -
Total Hoosier Fund Account	\$ 9,874,387	\$ 16,448

The average Hoosier Fund account rate for September was 2.03%

TrustIndiana

	Balance October 31, 2022	Interest Earned October 31, 2022
Operating Fund	\$ 6,861,117	\$ 18,199
2015 RFID Project Fund	\$ -	\$ -
2017A Brightwood Project Fund	\$ -	\$ -
2017B Eagle Project Fund	\$ -	\$ -
2018B West Perry Project Fund	\$ -	\$ -
Bond & Interest Redemption Fd 2	\$ 90,897	\$ -
Bond & Interest Redemption Fd	\$ 450,251	\$ -
Total TrustIndiana Account	\$ 7,402,265	\$ 18,199

The average TrustIndiana account rate for October was 2.90%

Previous Month's TrustIndiana

	Balance September 30, 2022	Interest Earned September 30, 2022
Operating Fund	\$ 6,842,918	\$ 12,690
2015 RFID Project Fund	\$ -	\$ -
2017A Brightwood Project Fund	\$ -	\$ -
2017B Eagle Project Fund	\$ -	\$ -
2018B West Perry Project Fund	\$ -	\$ -
Bond & Interest Redemption Fd 2	\$ 90,897	\$ -
Bond & Interest Redemption Fd	\$ 450,251	\$ -
Total TrustIndiana Account	\$ 7,384,066	\$ 12,690

The average TrustIndiana account rate for September was 2.09%

U. S. Bank

	Balance October 31, 2022	Interest Earned October 31, 2022
Operating Fund	\$ 5,059,586	\$ 6,178
Total U. S. Bank	\$ 5,059,586	\$ 6,178

The average U. S. Bank account rate for October was 2.00%

Previous Month's U.S. Bank

	Balance September 30, 2022	Interest Earned September 30, 2022
Operating Fund	\$ 5,053,409	\$ 5
Total U. S. Bank	\$ 5,053,409	\$ 5

The average U. S. Bank account rate for September was 0.005%

Indianapolis-Marion County Public Library
Fund 301 and 321 - Bond and Interest Funds - Detailed Income Statement
Month Ended October 31, 2022

	ORIGINAL BUDGET	REVISED BUDG.	MTD	YTD	P.O.	AVAILABLE BUDG.
REVENUES						
Property Taxes						
311000 PROPERTY TAX	14,757,882	14,757,882	-	8,116,058	-	6,641,824
Property Taxes Total	14,757,882	14,757,882	-	8,116,058	-	6,641,824
Intergovernmental						
335100 FINANCIAL INSTITUTION T	92,051	92,051	-	83,156	-	8,895
335200 LICENSE EXCISE TAX REVE	891,429	891,429	-	430,508	-	460,921
335700 COMMERCIAL VEHICLE TAX	85,087	85,087	-	43,122	-	41,965
339000 IN LIEU OF PROP. TAX	7,594	7,594	-	2,745	-	4,849
Intergovernmental Total	1,076,161	1,076,161	-	559,531	-	516,630
Miscellaneous						
361000 INTEREST INCOME	-	-	1,254	4,853	-	(4,853)
Miscellaneous Total	-	-	1,254	4,853	-	(4,853)
REVENUES Total	15,834,043	15,834,043	1,254	8,680,441	-	7,153,602
EXPENSES						
Other Services and Charges						
439904 BANK FEES/CREDIT CARD F	14,750	14,750	-	1,500	-	13,250
438100 PRINCIPAL	14,480,000	14,480,000	-	8,940,000	-	5,540,000
438200 INTEREST	2,037,991	2,037,991	-	1,117,915	-	920,076
452002 TRANSFERS IN/OUT	-	-	-	(10,909)	-	10,909
Other Services and Charges Total	16,532,741	16,532,741	-	10,048,506	-	6,484,234
EXPENSES Total	16,532,741	16,532,741	-	10,048,506	-	6,484,234

Indianapolis-Marion County Public Library
Fund 245 - Rainy Day Fund - Detailed Income Statement
Month Ended October 31, 2022

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	5,096	25,763	-	(25,763)
MISCELLANEOUS Total	-	-	5,096	25,763	-	(25,763)
OTHER FINANCING SRCS						
399000 REIMBURSEMENT FOR SERVICES	-	-	-	2,395,917	-	(2,395,917)
OTHER FINANCING SRCS Total	-	-	-	2,395,917	-	(2,395,917)
REVENUE Total	-	-	5,096	2,421,679	-	(2,421,679)
EXPENSE						
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	100,000	100,000	-	-	-	100,000
431200 ENGINEERING & ARCHITECTURAL	400,000	441,343	-	-	40,543	400,800
431500 CONSULTING SERVICES	-	2,116	-	-	-	2,116
438400 ISSUANCE COSTS	-	225	-	225	-	-
OTHER SERVICES AND CHARGES TOTAL	500,000	543,684	-	225	40,543	502,916
CAPITAL						
441000 LAND	1,000,000	1,000,000	-	-	-	1,000,000
443500 BUILDING	1,500,000	1,500,000	-	-	-	1,500,000
CAPITAL Total	2,500,000	2,500,000	-	-	-	2,500,000
EXPENSE Total	3,000,000	3,043,684	-	225	40,543	3,002,916

Indianapolis-Marion County Public Library
Fund 471 - Library Improvement Reserve Fund - Detailed Income Statement
Month Ended October 31, 2022

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
MISCELLANEOUS						
361000 INTEREST INCOME	-	-	2,606	14,441	-	(14,441)
MISCELLANEOUS Total	-	-	2,606	14,441	-	(14,441)
REVENUE Total	-	-	2,606	14,441	-	(14,441)
EXPENSE						
CAPITAL						
444501 COMPUTER SOFTWARE	250,000	250,000	-	-	-	250,000
CAPITAL Total	250,000	250,000	-	-	-	250,000
EXPENSE Total	250,000	250,000	-	-	-	250,000

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2022

	MTD	YTD
REVENUE		
MISCELLANEOUS		
332205 EMERGENCY CONNECTIVITY FUND		59,929
334700 GRANTS - LSTA		7,442
334720 GRANTS - STATE	18,500	27,355
334752 GRANTS - IMLS FEDERAL FUNDED		20,000
360000 MISCELLANEOUS REVENUE		-
360001 REVENUE ADJUSTMENT		-
361000 INTEREST INCOME	199	543
367000 FOUNDATION CONTRIBUTION	146,415	1,870,041
367002 FOUNDATIONS - DESIGNATED GIFTS		-
367004 OTHER GRANTS	(33,709)	147,545
396000 REFUNDS		-
399000 REIMBURSEMENT FOR SERVICES		-
MISCELLANEOUS Total	131,405	2,132,855

REVENUE Total	131,405	2,132,855
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EXPENSE		
00005011 - PROGRAM FOOD PDSA		36
00005012 - AQUARIUM MAINTENANCE MULTI-BRANCH	386	5,403
00015001 - CENTRAL UNRESTRICTED GIFT		70
00015007 - CBLC CENTER FOR BLACK LIT & CULTURE	45,228	159,464
00025001 - COLLEGE UNRESTRICTED GIFT	480	3,375
00035001 - GLENDALE UNRESTRICTED GIFT		963
00045001 - IRVINGTON UNRESTRICTED GIFT		1,997
00055001 - BRIGHTWOOD UNRESTRICTED GIFT		563
00065001 - DECATUR UNRESTRICTED GIFT		558
00075001 - EAGLE UNRESTRICTED GIFT		216
00085001 - E. 38TH STREET UNRESTRICTED GIFT		766
00095001 - E. WASHINGTON UNRESTRICTED GIFT		1,671
00125001 - HAUGHVILLE UNRESTRICTED GIFT	39	1,876
00135001 - LAWRENCE UNRESTRICTED GIFTS		761
00145001 - NORA UNRESTRICTED GIFTS		1,010
00155001 - PIKE UNRESTRICTED GIFTS		150
00165001 - GARFIELD PARK UNRESTRICTED GIFTS	89	233
00185001 - SPADES PRK UNRESTRICTED GIFTS		160
00195001 - WAYNE UNRESTRICTED GIFTS		373
00205001 - W. INDIANAPOLIS UNRESTRICTED GIFTS		50

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2022

	MTD	YTD
00215001 - FRANKLIN RD UNRESTRICTED GIFTS		75
00225001 - WARREN UNRESTRICTED GIFTS		13
00255001 - OUTREACH UNRESTRICTED GIFT FUND		65
00275001 - MICHIGAN RD UNRESTRICTED GIFTS		46
00285001 - BEECH GROVE UNRESTRICTED GIFTS		3,949
00295001 - W. PERRY UNRESTRICTED GIFTS		14
00405001 - CEO UNRESTRICTED GIFTS	(15,750)	(3,429)
00405010 - DIGITAL ENCYCLOPEDIA OF INDPLS DEOI		112,807
00425002 - LIBRARY MATERIALS MEMORIAL FUND	349	1,632
00425010 - LILLY CITY DIGITIZATION	17,573	137,386
18055010 - GROW WITH GOOGLE	1,637	63,686
20005030 - VOX BOOKS		40
19425022 - SIMON LOVE OF READING		11,921
20125011 - HVL DEVICE LENDING EXPANSION		2,127
20245014 - ASPIRE FELLOWSHIP INFOZONE		709
20415014 - MCFADDEN LECTURE PUBLIC SERVICES	12,000	12,000
20425012 - CATALOGING & PROCESSING EITELJORG		2,495
20425015 - ANTI-RACISM BOOKS		9,590
20425017 - AXIS 360 HIGH SCHOOL EBOOKS		7,981
20425018 - AXIS 360 COVID EXPANSION EBOOKS		22,330
20455022 - SALUTE TO BLACK MEN IN WHITE COATS	1,313	1,313
21002041 - TEEN ADVISORY GROUP		23
21005016 - ADULT SUMMER READING PROGRAM	181	181
21005026 - TEEN ZONE WRN IRV PIK		1,579
21005029 - INDYPL SEED LIBRARY		621
21005031 - INDIANA YOUTH GROUP RAINBOW READERS	1,117	1,117
21005034 - LGBTQ+ COMPETENCY TRAINING WITH IND		900
21005036 - PRESCHOOL PACKAGED PROGRAMS		505
21005037 - CONCERT SERIES		300
21005038 - MONUMENT CIRCLE BOOK STATION TO CEN		20,750
21005039 - ON THE ROAD TO READING R2R		6,962
21005040 - HOMESCHOOL CAP 2021 BIPOC COLLECTIO		423
21005041 - INCENTIVES FOR STAFF PARTICIPATION		2,494
21015015 - CURVESIDE RIDE CEN CURVE 2021	775	775
21015016 - SIMPLE AND AFFORDABLE PLANT BASED C		243
21015038 - POP UP COMPUTER LAB CEN/E38		3,617
21015039 - CODING AND TECHNOLOGY FOR ADULTS CE		2,633
21045041 - CENTRAL AUTHOR ENGRAVINGS		9,319
21085022 - GRAB AND GO CRAFTS E38		174

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2022

	MTD	YTD
21085023 - ROBLOX CODING AT E38		2,400
21085024 - E38TH STREET YOUTH ART SERIES	325	325
21135010 - ADULT BOOK DISCUSSIONS - LAW		457
21135011 - CULTURE HISTORY AND SOCIETY LAW		3
21225010 - SNACKS AND STORIES		959
21225013 - EXPRESS YOURSELF	565	565
21225014 - TEEN TECH DAY	1,100	1,100
21225015 - TEEN GAMING AND ART	1,302	1,302
21225016 - FANDOM AT THE LIBRARY	884	884
21245011 - GROWING GLOBAL CITIZENS	72	72
21245013 - POCKET PARK STORYWALK TCM		1,098
21305010 - IPS AND CHARTER SCHOOL LIBRARY CARD	31	14,789
21415014 - MCFADDEN	5,000	5,000
21425011 - INDYPL HISTORIC DOCUMENT DIGITIZATI		350
21425012 - MARION COUNTY INTERNET LIBRARY MCIL	58,650	58,650
21425014 - GENERAL DIGITIZATION 2021		2,158
21425020 - BOOKS ABOUT ARAB AMERICANS & ARABS	166	635
21425021 - BRANCHES MAGAZINE DIGITIZATION PROJ		900
21425022 - LSTA HERRON MORTON NEIGHBORH'D ASOC		318
21425023 - MINDTRUST HIGH SCHOOL EBOOKS		5,817
21445011 - EMERGENCY CONNECTIVITY FUNDING -ECF	3,672	67,736
21455012 - WORLD LANGUAGE COMPUTER CLASS 2021		7,650
21455014 - CAREER CENTER		5,518
21455018 - FIT LIT BOOK DISCUSSION AND LECTURE		387
21455028 - TEEN COMMUNITY BOOK CLUBS		3,052
21455033 - ADULTING 101		3,350
21455034 - INTERNATIONAL FESTIVALS AND CELEBRA		7,751
21455039 - SUMMER WORKSHOPS		(205)
21455040 - AUTHOR VISITS FOR FAMILIES PDA		4,650
21455041 - A PLACE TO CALL HOME PODCAST		1,500
21455042 - CONVERSATION CIRCLES		1,100
21455043 - 1000 BOOKS BY KINDERGARTEN R2R		1,122
21455044 - LSTA POP UP TECH LABS		6,123
22005011 - LITTLE LIBRARIES		27
22005013 - SUMMER READING PROGRAM	14,249	182,233
22005015 - FALL FEST SLAMMIN RHYMES CHALLENGE	5,505	5,505
22005029 - INDYPL SEED LIBRARY 2022		2,610
22005034 - LGBTQ+ COMPETENCY TRAINING W IYG		300
22005036 - PRESCHOOL PACKAGED PROGRAMS R2R	1,170	13,908

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2022

	MTD	YTD
22005037 - CONCERT SERIES		10,237
22005039 - ON THE ROAD TO READING R2R	301	3,930
22235010 - HOMESCHOOL COMMITTEE 2022	495	495
22015011 - NONPROFIT WORKSHOPS		1,530
22015016 - SIMPLE AND AFFORDABLE PLANT-BASED C		1,000
22015039 - CODING AND TECHNOLOGY FOR ADULTS		136
22045010 - TEEN ZONE IRVINGTON		157
22085011 - GARDENING WITHOUT A GARDEN		297
22135011 - CULTURE HISTORY & SOCIETY		340
22155010 - TEEN ZONE AT PIKE		254
22165011 - CONNECTING TO PERSONAL HEALTH & WEL		948
22165013 - DISCOVERY ARTS SERIES GPK		500
22165014 - BASIC CAREER AND WORKPLACE RESOURCE		598
22225017 - INDIANA YOUTH GROUP RAINBOW READER		891
22225018 - TEEN AFTERNOONS AT WRN		49
22235010 - HOMESCHOOL COMMITTEE 2022		9,016
22295010 - TEEN TUESDAYS AT WEST PERRY		19
22295011 - HEALTH AND WELLNESS AT WPR	100	950
22295012 - ESCAPE THE LIBRARY	440	440
22415014 - MCFADDEN LECTURE 2022	3,505	5,790
22425012 - MARION COUNTY INTERNET LIBRARY 2023	536,479	536,479
22425014 - 2022 GENERAL DIGITIZATION	526	3,602
22455010 - MEET THE ARTIST XXXIV #BLKLIVESMATT		36,547
22455028 - TEEN COMMUNITY BOOK CLUBS		2,736
22455035 - YA AUTHOR VISITS PUB		4,526
22455036 - WORLD LANGUAGE BOOK GIVEAWAYS		176
22455038 - ANIMAL PROGRAMS		24,114
22455042 - CONVERSATION CIRCLES 2022	575	2,075
22455043 - 1000 BOOKS BEFORE KINDERGARTEN		1,576
22455045 - PATHWAYS TO LITERACY	1,120	3,360
22455046 - SPANISH BOOK CLUB		600
22455047 - INTERNATIONAL FESTIVALS & CELEBRATI		6,775
22455048 - READING READY TIME	225	4,490
22455051 - HOTSPOT FILTERING SOFTWARE		5,458
22455052 - ADULT SUMMER READING PROGRAM	926	10,650
22455053 - EARLY CHILDHOOD EDUCATORS WORKSHOP		6,974
22455055 - REACH OUT AND READ - ROAR		13,295
22455056 - BILINGUAL STORYTIME PDA	960	3,460
22455057 - SUMMER READING KICK OFF		563

Indianapolis-Marion County Public Library
Fund 800 & 230 - Gift and Grant - Detailed Income Statement
Month Ended October 31, 2022

	MTD	YTD
22455058 - ADDRESSING THE DIGITAL DIVIDE CHROM	33	33
22455061 - WORLD LANGUAGE COMPUTER CLASS 2022	350	350
EXPENSE Total	704,142	1,736,572

Indianapolis-Marion County Public Library
Fund 226 - Parking Garage - Detailed Income Statement
Month Ended October 31, 2022

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347610 PARKING REVENUE	120,000	120,000	2,518	72,900	-	47,100
347611 EVENTS PARKING	8,000	8,000	1,510	9,110	-	(1,110)
CHARGES FOR SERVICES Total	128,000	128,000	4,028	82,010	-	45,990
MISCELLANEOUS						
360001 REVENUE ADJUSTMENT	-	-	53	237	-	(237)
361000 INTEREST INCOME	100	100	421	1,148	-	(1,048)
MISCELLANEOUS Total	100	100	474	1,385	-	(1,285)
REVENUE Total	128,100	128,100	4,502	83,395	-	44,705
EXPENSE						
SUPPLIES						
421200 PRINTER SUPPLIES	3,500	3,500	-	1,731	-	1,769
421500 OFFICE SUPPLIES - FAC/PURCH	3,000	3,000	140	1,440	-	1,560
422310 CLEANING & SANITATION	100	100	-	-	-	100
SUPPLIES Total	6,600	6,600	140	3,172	-	3,428
OTHER SERVICES AND CHARGES						
431100 LEGAL SERVICES	2,500	2,500	-	-	-	2,500
431500 CONSULTING SERVICES	5,000	7,915	-	-	2,915	5,000
431501 PARKING GARAGE CONTRACTUAL	12,000	12,000	1,000	9,000	-	3,000
432200 POSTAGE	100	100	-	-	-	100
432400 DATA COMMUNICATIONS	5,000	5,000	99	944	-	4,056
434201 EXCESS LIABILITY	5,000	5,000	398	4,959	-	41
436100 REP & MAINT-STRUCTURE	457,500	388,235	-	-	-	388,235
436110 CLEANING SERVICES	5,000	15,000	-	8,117	-	6,883
436200 REP & MAINT-EQUIPMENT	4,000	4,000	-	-	-	4,000
436201 REP & MAINT-HEATING & AIR	12,500	12,500	-	-	-	12,500
439904 BANK FEES/CREDIT CARD FEES	3,500	3,500	245	3,735	-	(235)
439905 OTHER CONTRACTUAL SERVICES	10,000	69,265	3,202	38,084	-	31,181
OTHER SERVICES AND CHARGES TOTAL	522,100	525,015	4,943	64,839	2,915	457,261
CAPITAL						
445300 CAPITAL - EQUIPMENT	10,000	10,000	-	-	-	10,000
CAPITAL Total	10,000	10,000	-	-	-	10,000
EXPENSE Total	538,700	541,615	5,083	68,010	2,915	470,690

Indianapolis-Marion County Public Library
Fund 270 - Shared System - Detailed Income Statement
Month Ended October 31, 2022

	Original Budget	Revised Budget	MTD	YTD	P.O.	Available Budget
REVENUE						
CHARGES FOR SERVICES						
347640 SHARED SYSTEM REVENUE	-	-	643	100,865	-	(100,865)
CHARGES FOR SERVICES Total	-	-	643	100,865	-	(100,865)
REVENUE Total	-	-	643	100,865	-	(100,865)
EXPENSE						
PERSONAL SERVICES						
411000 SALARIES APPOINTED STAFF			5,034	55,124	-	(55,124)
413100 FICA AND MEDICARE			352	3,671	-	(3,671)
413300 PERF/INPRS			1,069	7,803	-	(7,803)
PERSONAL SERVICES Total	-	-	6,455	66,598	-	(66,598)
SUPPLIES						
421600 LIBRARY SUPPLIES			2,774	3,639		(3,639)
SUPPLIES Total	-	-	2,774	3,639	-	(3,639)
OTHER SERVICES AND CHARGES						
431500 CONSULTING SERVICES				225	-	(225)
432300 TRAVEL				-	-	-
432501 IN HOUSE CONFERENCE				-	-	-
439901 COMPUTER SERVICES				-	-	-
439907 EVENTS & PR				-	-	-
439909 REIMBURSEMENT FOR SERVI				73,068	-	(73,068)
439930 MATERIALS CONTRACTUAL				3,544	-	(3,544)
OTHER SERVICES AND CHARGES TOTAL	-	-	-	76,837	-	(76,837)
EXPENSE Total	-	-	9,229	147,074	-	(147,074)

Indianapolis-Marion County Public Library
Summary of Construction Fund Cash Balances
Month Ended October 31, 2022

Construction Fund Cash Balances - Does Not Include Retainage Withheld

Fund 479 - Restricted - Multiple Projects	930,471.48
Fund 480 - Restricted - West Perry Project	0.00
Fund 481 - Restricted - Lawrence/ Wayne Projects	0.00
Fund 482 - Restricted - Multiple Projects 2	3,072,142.04
Fund 483 - Restricted - Glendale Project	10,755,971.88
Fund 484 - Restricted - Fort Harrison Project	8,038,708.62
Fund 485 - Restricted - Multiple Projects 3	5,091,813.18
** Fund 486 - Restricted - Multiple Projects 4	5,569,846.60
Total Construction Fund Cash Balances	<u><u>33,458,953.80</u></u>

Construction Fund Classification Breakdown

Fund 479 - Restricted - Multiple Projects	930,471.48
Fund 480 - Restricted - West Perry Project	0.00
Fund 481 - Restricted - Lawrence/ Wayne Projects	0.00
Fund 482 - Restricted - Multiple Projects 2	3,072,142.04
Fund 483 - Restricted - Glendale Project	10,755,971.88
Fund 484 - Restricted - Fort Harrison Project	8,038,708.62
Fund 485 - Restricted - Multiple Projects 3	5,091,813.18
** Fund 486 - Restricted - Multiple Projects 4	5,569,846.60
Total Construction Fund Breakdown	<u><u>33,458,953.80</u></u>

Summary of Classifications

Total Restricted	33,458,953.80
Total Assigned	0.00
Total of All Classifications	<u><u>33,458,953.80</u></u>

Summary of Project Activity

<u>PROJECT</u>	<u>* ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>OPEN P.O.</u>	<u>UNEXPENDED</u>
* Fund 479 - Restricted - Multiple Projects	5,000,000.00	1,685.00	210,707.39	4,069,528.52	49,185.00	881,286.48
* Fund 480 - Restricted - West Perry Project	9,600,000.00	0.00	311,748.47	9,600,000.00	0.00	0.00
* Fund 481 - Restricted - Lawrence/ Wayne Projects	3,183,628.84	0.00	11,456.96	3,183,628.84	0.00	0.00
* Fund 482 - Restricted - Multiple Projects II	5,349,512.62	296,868.22	294,641.53	2,277,370.58	150,197.52	2,921,944.52
Fund 483 - Restricted - Glendale Project	15,557,542.03	637,386.39	4,669,328.42	4,790,501.57	9,058,527.52	1,708,512.94
Fund 484 - Restricted - Fort Harrison Project	14,357,506.70	1,513,498.78	6,079,911.13	6,300,480.23	7,076,066.29	980,960.18
Fund 485 - Restricted - Multiple Projects 3	5,574,116.45	196,705.00	426,433.50	482,303.27	52,089.47	5,039,723.71
Fund 486 - Restricted - Multiple Projects 4	5,573,456.60	1,500.00	3,610.00	3,610.00	0.00	5,569,846.60
Total Expenditures	<u><u>64,195,763.24</u></u>	<u><u>2,647,643.39</u></u>	<u><u>12,007,837.40</u></u>	<u><u>30,707,423.01</u></u>	<u><u>16,386,065.80</u></u>	<u><u>17,102,274.43</u></u>

	<u>ADJUSTED ORIGINAL BUDGET</u>	<u>CURRENT MONTH</u>	<u>CURRENT YEAR</u>	<u>PROJECT TO DATE</u>	<u>BUDGET BALANCE</u>
Appropriated Interest Earnings - Fund 480	189,043.46	0.00	0.00	189,043.46	0.00
Appropriated Interest Earnings - Fund 481	9,917.50	0.00	0.00	9,917.50	0.00
Appropriated Interest Earnings - Fund 483	60,000.00	16,667.14	48,920.08	48,931.42	11,068.58
Appropriated Interest Earnings - Fund 484	60,000.00	13,585.25	41,671.62	41,682.15	18,317.85

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



Board Action Request

5b

To: IMCPL Board

Meeting Date: November 28, 2022

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 28, 2022

Subject: Resolution 65-2022 – Transfer between Classifications and Accounts

Recommendation: Authorize the adoption of Resolution 65-2022

Background: The first transfer in the Operating fund is to move funds from Events & PR to Department Office Supplies. This transfer will allow the Library to purchase various camera components, lenses, and digital media tools for use by its Communications department.

The second transfer will move funds from Department Office Supplies to Other Contractual Services in order for the InfoZone to pay for subscriptions to services that support their technology programming.

The third transfer will move funds from Repair & Maintenance Computers to Other Office Supplies so that the IT department can purchase laptops for Public Services' Job/Career Center.

Strategic/Fiscal Impact: This transfer has no impact on the total budget for 2022 as the funds are moving from one account to another.



Board Resolution

5b

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 65-2022
TRANSFER BETWEEN CLASSIFICATIONS AND ACCOUNTS
November 28, 2022**

WHEREAS, certain conditions have developed since the Adoption of the 2022 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:

2. SUPPLIES	10102024-421700	DEPARTMENT OFFICE SUPPLIES	\$ (2,000.00)
3. OTHER SERVICES & CHARGES	10126160-439907	EVENTS & PR	(8,800.00)
	10126110-436203	REP & MAINT., COMPUTERS	<u>(71,000.00)</u>
			<u>(81,800.00)</u>

Increase

TO:

2. SUPPLIES	10126160-421700	DEPARTMENT OFFICE SUPPLIES	8,800.00
	10126110-421500	OTHER OFFICE SUPPLIES	71,000.00
3. OTHER SERVICES & CHARGES	10102024-439905	OTHER CONTRACTUAL SERVICES	2,000.00
			<u>\$ 81,800.00</u>

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

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Action Request

5c

To: IMCPL Board

Meeting Date: November 28, 2022

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 28, 2022

Subject: E-magazine subscription renewal - Resolution 66-2022

Recommendation: Authorize the approval of Resolution 66-2022

Background: As an important component of the library's "virtual branch" collection, e-magazines have become a popular format since the pandemic and more users accessing our online collection. Additionally, many magazines are only available online, including popular magazines like Newsweek, Popular Science and Entertainment Weekly.

With availability to unlimited simultaneous users, this is a much easier way to read magazines like Indianapolis Monthly for free. Usage for 2022 is on track to reach 73,250 issue checkouts which is comparable to last year's usage.

The library's OverDrive e-magazine has 4,331+ 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 January 1, 2023 – December 2023.

Strategic/Fiscal Impact:

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



Board Resolution

5c

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 66-2022
APPROVAL OF OVERDRIVE E-MAGAZINE RENEWAL
November 28, 2022**

WHEREAS, the Indianapolis-Marion County Public Library ("IndyPL") provides 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 Interim Chief Executive Officer to execute a purchase order for renewal with the selected Vendor for an annual cost not to exceed \$80,000 for the period January 31, 2023 to January 30, 2024.

Adopted this 28th day of November, 2002.

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

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Action Request

5d

To: IMCPL Board

Meeting Date: November 28, 2022

From: Finance Committee

**Approved by the
Library Board:**

Effective Date: November 28, 2022

Subject: Data Axle Reference Solution subscription database renewal - Resolution 67-2022

Recommendation: Authorize the approval of Resolution 67-2022

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

The Data Axle Reference Solutions annual subscription database, formerly known as ReferenceUSA, has been one of the top databases used by the library for 10+ years. The annual cost for this core reference tool has stayed flat at \$58,534 since 2017. At about 25,000 searches and about 300,000 retrievals year-to-date in 2022, it is one of our most used and valuable databases at \$0.20 per retrieval. Data Axle is a sole source provider for this type of business reference resource, with quality data collection and verification methods. The library acquires the database through MCLS (Midwest Consortium Library Services) at a 20% discount.

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

The subscription period for the renewal runs from Jan 31, 2023 - Jan 30, 2024.

Strategic/Fiscal Impact:

IndyPL shall award the purchase order pursuant to IC § 5-22-8. The annual Data Axle database cost of \$58,534 will be funded from Operating Funds (10126120-439930 MATERIALS CONTRACTUAL).



Board Resolution

5d

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 67-2022
Data Axle Reference Solutions Subscription Database Renewals
November 28, 2022**

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

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

BE IT RESOLVED the Data Axle subscription database renewals, as quoted, are approved and the Board of Trustees authorizes the Interim Chief Executive Officer to execute a purchase order for renewal with the selected Vendor for an annual cost not to exceed \$58,534 for the period January 31, 2023 to January 30, 2024.

Approved this 28th day of November, 2022.

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

AYE

NAY

ATTEST: _____
Secretary of the Board



Board Action Request

6a

To: IMCPL Board **Meeting Date:** November 28, 2022

From: Diversity, Policy and HR Committee **Approved by the Library Board:** November 28, 2021

Effective Date: December 18, 2022

Subject: Approval of Resolution 68-2022 Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees.

Recommendation: We recommend that the Library Board approve Resolution 68- 2022 (Resolution Adopting a Schedule of Pay Grades, Staff Positions and Benefits for Library Employees).

Background: Resolution 68-2022 is a routine procedural document that approves the bi-weekly salaries, staff positions and benefits for Library employees for the next year.

The following information reflects some changes:

- Pay grade changes 1-20- Changes have been made to expand paygrades.
- Tuition Reimbursement amount- Increase amount for tuition reimbursement and certification reimbursement
- New Holiday- Indigenous People’s Day
- Increase in the HSA contribution

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2023.



Board Resolution

6a

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 68-2022

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

RESOLVED, that Resolution 61-2021 approved by this Board of Trustees (“Board”) on November 22, 2021, adopting a schedule of library employee positions and pay grades, page and hourly compensation rates, and establishing special regulations and benefits for employees of the Indianapolis-Marion County Public Library, be, and the same hereby is, replaced and superseded by this Resolution effective December 18, 2022 except as otherwise herein provided.

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

FURTHER RESOLVED, that the attached Pay Structure schedule setting forth the schedules of pay grades, employee positions and compensation ranges is hereby approved and adopted to become effective the first pay period of 2023, which begins December 18, 2022; any Pay Structure adjustments are subject to the subsequent availability of Board funds for such purposes, and the provisions of this resolution involving monetary expenditures may be rescinded at any time by action of this Board.

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

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

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

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

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

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

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

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

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

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

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

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

For 2023, 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 2023, 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 INSURANCE – Group short-term disability insurance is offered on a voluntary basis. The plan begins paying benefits on the 15th day of disability to a maximum of 24 weeks. Premium deductions per pay are based on .59 per \$10 of weekly benefit based on 66 and 2/3% of the employee's weekly salary.

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

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

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

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

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

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

TUITION ASSISTANCE – The Library offers a tuition assistance program to employees who are pursuing an additional job related degree. The assistance is limited to an annual maximum of \$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 28th day of November, 2022.

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

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 Public Services Officer	19	49.87	103,730	62.34	129,662	74.81	155,594
Dir., Information Technology	19	49.87	103,730	62.34	129,662	74.81	155,594
Dir., Collection Management	18	47.78	99,386	59.73	124,232	71.67	149,079
Dir., Communications	18	47.78	99,386	59.73	124,232	71.67	149,079
Dir., Facilities	18	47.78	99,386	59.73	124,232	71.67	149,079
Dir., Human Resources	18	47.78	99,386	59.73	124,232	71.67	149,079
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 - Youth Services	16	36.02	74,922	45.03	93,652	54.03	112,382
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-Central	16	36.02	74,922	45.03	93,652	54.03	112,382
Controller	15	34.63	72,027	43.29	90,034	51.94	108,041
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., Organizational Learning and Developm	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., 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
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., Outreach Services & Volunteer Resource	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., 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, Digital Inclusion	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
Hrly Human Resources Generalist	11	25.80	53,664	32.25	67,080	38.70	80,496
Human Resources Generalist	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
Managing Editor	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., Central Services	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., Circulation	11	25.80	53,664	32.25	67,080	38.70	80,496
Mgr., Learning Curve	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
PC/Lan Specialist	11	25.80	53,664	32.25	67,080	38.70	80,496
Program Specialist	11	25.80	53,664	32.25	67,080	38.70	80,496
Program Specialist - Early Childhood Literacy	11	25.80	53,664	32.25	67,080	38.70	80,496
Project Manager	11	25.80	53,664	32.25	67,080	38.70	80,496
Public Relations Specialist	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
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
Facilities Technical 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
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	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
Organizational Learning/Developmnt Coordin	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	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
Supervisor, Shipping and Receiving	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
Human Resources Assistant	8	20.47	42,568	25.58	53,211	30.69	63,853
Library Security Assistant Supervisor	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
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
Artist-in-Residence	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	17.70	36,816	21.54	44,810	25.85	53,772
Administrative Assistant I	6	17.70	36,816	21.54	44,810	25.85	53,772
Editorial Associate	6	17.70	36,816	21.54	44,810	25.85	53,772
Hrly Public Services Associate II	6	17.70	36,816	21.54	44,810	25.85	53,772
Indy Library Store Assistant Coordinator	6	17.70	36,816	21.54	44,810	25.85	53,772
Program Associate-Outreach	6	17.70	36,816	21.54	44,810	25.85	53,772
Program Billing and Budget Specialist	6	17.70	36,816	21.54	44,810	25.85	53,772
Public Services Associate II	6	17.70	36,816	21.54	44,810	25.85	53,772
Public Services Associate II - Floater	6	17.70	36,816	21.54	44,810	25.85	53,772
Serials Specialist	6	17.70	36,816	21.54	44,810	25.85	53,772
Circulation Coordinator	5	16.47	34,267	20.59	42,834	24.71	51,401
Control Room Technician	5	16.47	34,267	20.59	42,834	24.71	51,401
Hrly Control Room Technician	5	16.47	34,267	20.59	42,834	24.71	51,401
Hrly Indy Library Store Online Bookseller	5	16.47	34,267	20.59	42,834	24.71	51,401
Hrly Public Services Associate I	5	16.47	34,267	20.59	42,834	24.71	51,401
Lead Office Assistant	5	16.47	34,267	20.59	42,834	24.71	51,401
Library Assistant III	5	16.47	34,267	20.59	42,834	24.71	51,401
Order Specialist	5	16.47	34,267	20.59	42,834	24.71	51,401
Processing Accounts Assistant	5	16.47	34,267	20.59	42,834	24.71	51,401
Processing Assistant II	5	16.47	34,267	20.59	42,834	24.71	51,401
Processing Assistant II (Shared System)	5	16.47	34,267	20.59	42,834	24.71	51,401

Purchasing Order Specialist	5	16.47	34,267	20.59	42,834	24.71	51,401
	5	16.47	34,267	20.59	42,834	24.71	51,401
Bkmo Driver/Clerk							
Computer Assistant II	4	15.93	33,134	19.91	41,418	23.89	49,702
Hrly Bkmo Driver/Clerk	4	15.93	33,134	19.91	41,418	23.89	49,702
Hrly Computer Assistant II	4	15.93	33,134	19.91	41,418	23.89	49,702
Hrly Processing Assistant I	4	15.93	33,134	19.91	41,418	23.89	49,702
Library Security Assistant	4	15.93	33,134	19.91	41,418	23.89	49,702
Office Assistant	4	15.93	33,134	19.91	41,418	23.89	49,702
Processing Assistant I	4	15.93	33,134	19.91	41,418	23.89	49,702
Hrly Computer Assistant I	3	15.32	31,876	19.16	39,844	22.98	47,813
Hrly Events Asisstant	3	15.32	31,876	19.16	39,844	22.98	47,813
Hrly Library Assistant II	3	15.32	31,876	19.16	39,844	22.98	47,813
Inter-Library Loan Assistant	3	15.32	31,876	19.16	39,844	22.98	47,813
Library Assistant II	3	15.32	31,876	19.16	39,844	22.98	47,813
Library Assistant II-Outreach	3	15.32	31,876	19.16	39,844	22.98	47,813
Hrly Library Assistant I	2	15.17	31,560	18.97	39,450	22.76	47,340
Library Assistant I	2	15.17	31,560	18.97	39,450	22.76	47,340
Page	1	\$ 15.00	\$ 31,200	18.00	37,440	\$ 21.00	\$ 43,680



Board Action Request

6b

To: IMCPL Board **Meeting Date:** November 28, 2022

From: Diversity, Policy and Human Resources Committee **Approved by the Library Board:** November 28, 2022

Effective Date: December 18, 2022

Subject: 2023 Appointment List

Recommendation: Approval of Resolution 69-2022 Appointment List

Background: Resolution 69-2022 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 Indianapolis-Marion County Public 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 69-2022, and any other adjustments that may be recommended, and rescinds Resolution 69-2022.

Strategic/Fiscal Impact: The financial impact has already been accounted for in the budget for 2023.



Board Resolution

6b

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 69-2022

APPOINTMENT LIST

NOVEMBER 28, 2022

WHEREAS, the Interim 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 Interim Chief Executive Officer’s appointments to the Library staff and makes adjustments of 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 67-202.

Adopted this 28th day of November, 2022.

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

AYE

NAY

ATTEST: _____
Secretary of the Board

2023 Appointment List

December 18, 2022- December 16,2023

NON-EXEMPT POSITIONS

Job Title	Pay Grade	Base Hours	Hourly Rate
Library Assistant I	2	24	\$ 19.54
Library Assistant I	2	40	\$ 19.54
Library Assistant I	2	24	\$ 19.54
Library Assistant I	2	24	\$ 19.54
Library Assistant II	3	40	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	40	\$ 15.32
Library Assistant II	3	40	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	20	\$ 15.32
Library Assistant II	3	24	\$ 15.93
Library Assistant II	3	24	\$ 15.93
Library Assistant II	3	40	\$ 15.93
Library Assistant II	3	20	\$ 15.93
Library Assistant II	3	40	\$ 15.93
Library Assistant II	3	20	\$ 15.93
Library Assistant II	3	40	\$ 15.93
Library Assistant II	3	20	\$ 15.93
Library Assistant II	3	40	\$ 16.02
Library Assistant II	3	40	\$ 16.02
Library Assistant II	3	20	\$ 16.02
Library Assistant II	3	24	\$ 16.02
Library Assistant II	3	20	\$ 16.02
Library Assistant II	3	40	\$ 16.02
Library Assistant II	3	20	\$ 16.02
Library Assistant II	3	24	\$ 16.02
Library Assistant II	3	40	\$ 16.16
Library Assistant II	3	40	\$ 16.41
Library Assistant II	3	24	\$ 16.41
Library Assistant II	3	20	\$ 16.41
Library Assistant II	3	20	\$ 16.48
Library Assistant II	3	40	\$ 16.48
Library Assistant II-Outreach	3	20	\$ 16.48
Library Assistant II	3	20	\$ 16.62
Library Assistant II	3	20	\$ 16.76
Library Assistant II	3	40	\$ 16.80
Library Assistant II	3	40	\$ 16.80
Library Assistant II	3	40	\$ 16.80
Library Assistant II	3	40	\$ 16.80
Library Assistant II	3	20	\$ 16.80
Library Assistant II	3	40	\$ 16.80
Library Assistant II	3	20	\$ 16.80

Job Title	Pay Grade	Base Hours	Hourly Rate
Inter-Library Loan Assistant	3	40	\$ 16.83
Library Assistant II	3	40	\$ 17.19
Library Assistant II	3	40	\$ 17.19
Library Assistant II	3	40	\$ 17.19
Library Assistant II	3	20	\$ 17.19
Library Assistant II	3	40	\$ 17.59
Library Assistant II	3	40	\$ 17.59
Library Assistant II	3	20	\$ 17.59
Library Assistant II	3	40	\$ 17.59
Library Assistant II	3	40	\$ 17.98
Library Assistant II	3	20	\$ 17.98
Library Assistant II	3	20	\$ 18.37
Library Assistant II	3	40	\$ 18.37
Library Assistant II	3	40	\$ 18.37
Library Assistant II	3	40	\$ 18.76
Library Assistant II	3	40	\$ 19.15
Library Assistant II	3	40	\$ 19.15
Library Assistant II	3	40	\$ 19.54
Library Assistant II	3	40	\$ 19.54
Library Assistant II	3	40	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II	3	40	\$ 19.54
Library Assistant II	3	40	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II	3	40	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II	3	40	\$ 19.54
Library Assistant II	3	20	\$ 19.54
Library Assistant II-Outreach	3	40	\$ 19.54
Library Assistant II	3	24	\$ 19.93
Library Assistant II	3	20	\$ 19.93
Library Security Assistant	4	40	\$ 15.93
Library Security Assistant	4	20	\$ 15.93
Computer Assistant II	4	20	\$ 15.93
Computer Assistant II	4	20	\$ 15.93
Computer Assistant II	4	20	\$ 15.93
Computer Assistant II	4	20	\$ 15.93
Processing Assistant I	4	40	\$ 15.93
Computer Assistant II	4	40	\$ 15.93
Library Security Assistant	4	20	\$ 15.93
Library Security Assistant	4	20	\$ 15.93
Computer Assistant II	4	20	\$ 15.93
Library Security Assistant	4	20	\$ 15.93
Library Security Assistant	4	20	\$ 15.93
Library Security Assistant	4	20	\$ 15.93
Library Security Assistant	4	20	\$ 15.93
Computer Assistant II	4	20	\$ 15.93
Computer Assistant II	4	40	\$ 16.02

Job Title	Pay Grade	Base Hours	Hourly Rate
Library Security Assistant	4	20	\$ 16.02
Computer Assistant II	4	20	\$ 16.02
Library Security Assistant	4	20	\$ 16.02
Processing Assistant I	4	40	\$ 16.16
Processing Assistant I	4	40	\$ 16.16
Processing Assistant I	4	40	\$ 16.16
Computer Assistant II	4	40	\$ 16.16
Processing Assistant I	4	40	\$ 16.48
Processing Assistant I	4	20	\$ 16.48
Computer Assistant II	4	40	\$ 16.48
Computer Assistant II	4	20	\$ 16.48
Processing Assistant I	4	20	\$ 16.61
Computer Assistant II	4	20	\$ 16.80
Processing Assistant I	4	20	\$ 16.84
Bkmo Driver/Clerk	4	40	\$ 17.00
Library Security Assistant	4	40	\$ 18.18
Computer Assistant II	4	40	\$ 18.37
Processing Assistant I	4	20	\$ 18.76
Computer Assistant II	4	20	\$ 18.76
Processing Assistant I	4	40	\$ 19.54
Bkmo Driver/Clerk	4	40	\$ 19.54
Processing Assistant I	4	40	\$ 19.97
Processing Assistant I	4	40	\$ 21.10
Processing Assistant I	4	40	\$ 22.41
Office Assistant	5	40	\$ 16.47
Library Assistant III	5	40	\$ 16.47
Office Assistant	5	40	\$ 16.80
Circulation Coordinator	5	40	\$ 16.92
Library Assistant III	5	40	\$ 17.13
Processing Assistant II	5	40	\$ 17.37
Processing Accounts Assistant	5	40	\$ 17.47
Processing Assistant II	5	40	\$ 17.64
Control Room Technician	5	40	\$ 18.06
Control Room Technician	5	40	\$ 18.06
Control Room Technician	5	40	\$ 18.90
Purchasing Order Specialist	5	40	\$ 19.23
Library Assistant III	5	40	\$ 19.32
Processing Assistant II (Shared System)	5	40	\$ 19.39
Library Assistant III	5	40	\$ 19.74
Library Assistant III	5	40	\$ 21.00
Library Assistant III	5	40	\$ 21.00
Library Assistant III	5	40	\$ 21.00
Library Assistant III	5	40	\$ 21.00
Library Assistant III	5	40	\$ 21.00
Library Assistant III	5	24	\$ 21.00
Order Specialist	5	40	\$ 21.30
Order Specialist	5	40	\$ 21.54
Control Room Technician	5	40	\$ 22.26
Control Room Technician	5	40	\$ 23.10

Job Title	Pay Grade	Base Hours	Hourly Rate
Library Assistant III	5	40	\$ 23.10
Lead Office Assistant	6	40	\$ 17.37
Administrative Assistant I	6	40	\$ 17.71
Public Services Associate II	6	24	\$ 17.71
Public Services Associate II	6	20	\$ 17.71
Public Services Associate II	6	40	\$ 17.71
Public Services Associate II - Floater	6	40	\$ 17.71
Program Associate-Outreach	6	20	\$ 17.71
Serials Specialist	6	40	\$ 18.23
Editorial Associate	6	40	\$ 18.41
Public Services Associate II - Floater	6	40	\$ 18.41
Public Services Associate II - Floater	6	40	\$ 18.41
Public Services Associate II - Floater	6	40	\$ 18.41
Public Services Associate II - Floater	6	40	\$ 18.41
Public Services Associate II	6	40	\$ 18.41
Public Services Associate II	6	20	\$ 18.41
Indy Library Store Assistant Coordinator	6	20	\$ 18.41
Public Services Associate II	6	40	\$ 18.67
Public Services Associate II - Floater	6	40	\$ 18.67
Public Services Associate II - Floater	6	40	\$ 18.78
Administrative Assistant I	6	40	\$ 18.78
Public Services Associate II	6	20	\$ 18.78
Public Services Associate II	6	40	\$ 18.78
Public Services Associate II	6	20	\$ 18.78
Public Services Associate II	6	40	\$ 18.78
Program Associate-Outreach	6	20	\$ 18.78
Public Services Associate II	6	20	\$ 18.78
Public Services Associate II	6	40	\$ 18.78
Public Services Associate II	6	40	\$ 19.14
Public Services Associate II	6	40	\$ 19.15
Public Services Associate II	6	40	\$ 19.15
Public Services Associate II	6	20	\$ 19.15
Public Services Associate II	6	40	\$ 19.42
Public Services Associate II	6	20	\$ 19.42
Public Services Associate II	6	20	\$ 19.43
Public Services Associate II	6	40	\$ 19.47
Program Associate-Outreach	6	20	\$ 19.73
Program Associate-Outreach	6	20	\$ 19.73
Public Services Associate II	6	40	\$ 19.87
Administrative Assistant I	6	40	\$ 20.01
Administrative Assistant I	6	20	\$ 20.77
Public Services Associate II	6	40	\$ 22.58
Public Services Associate II	6	20	\$ 22.58
Public Services Associate II	6	40	\$ 22.74
Program Billing and Budget Specialist	6	40	\$ 23.10
Public Services Associate II	6	20	\$ 23.93
Technology Learning Specialist	7	40	\$ 19.84
Technology Learning Specialist	7	40	\$ 19.84
Technology Learning Specialist	7	40	\$ 19.84

Job Title	Pay Grade	Base Hours	Hourly Rate
Technology Learning Specialist	7	40	\$ 19.84
Technology Learning Specialist	7	40	\$ 19.84
Youth Multimedia Learning Specialist	7	20	\$ 19.90
Team Member, Shipping and Receiving	7	40	\$ 20.00
Team Member, Shipping and Receiving	7	40	\$ 20.00
Team Member, Shipping and Receiving	7	40	\$ 20.00
Team Member, Shipping and Receiving	7	40	\$ 20.00
Team Member, Shipping and Receiving	7	40	\$ 20.00
Team Member, Shipping and Receiving	7	40	\$ 20.00
Team Member, Shipping and Receiving	7	20	\$ 20.00
Youth Multimedia Learning Specialist	7	40	\$ 20.18
Youth Multimedia Learning Specialist	7	40	\$ 20.18
Accounting Assistant	7	40	\$ 20.59
Youth Multimedia Learning Specialist	7	40	\$ 21.51
Youth Multimedia Learning Specialist	7	40	\$ 21.51
Administrative Assistant II	7	40	\$ 21.81
Youth Multimedia Learning Specialist	7	40	\$ 21.84
Administrative Assistant II	7	40	\$ 22.15
Technical Support Assistant	7	40	\$ 22.50
Payroll Specialist	7	40	\$ 23.30
Library Security Assistant Supervisor	8	40	\$ 20.47
Human Resources Assistant	8	40	\$ 20.47
Team Lead, Shipping & Receiving	8	40	\$ 21.00
Assistant Managing Editor	8	40	\$ 21.28
Public Services Librarian-NE	9	20	\$ 22.00
Organizational Learning/Developmnt Coordinator	9	40	\$ 22.22
Strategy and Equity Specialist	9	40	\$ 22.87
Metadata Specialist	9	30	\$ 22.87
Public Services Librarian-NE	9	20	\$ 23.31
Public Services Librarian-NE	9	20	\$ 23.33
Public Services Librarian-NE	9	20	\$ 23.66
Public Services Librarian-NE	9	20	\$ 23.66
Public Services Librarian-NE	9	20	\$ 24.12
Project Coordinator	9	40	\$ 24.68
Public Services Librarian-NE	9	20	\$ 24.68
Public Services Librarian-NE	9	20	\$ 25.24
Public Services Librarian	9	40	\$ 26.53
Supervisor, Shipping and Receiving	9	40	\$ 27.49
Public Services Librarian-NE	9	20	\$ 27.49
Public Services Librarian-NE	9	20	\$ 28.05
Supervisor, Building Systems	9	40	\$ 30.85
Digital Media Specialist	10	40	\$ 23.65
Technical Training Specialist	10	40	\$ 27.89
Supervisor Librarian-NE	10	20	\$ 30.15
Supervisor Librarian-NE	10	20	\$ 32.56
Managing Editor	11	40	\$ 34.47
Executive Assistant	13	40	\$ 38.24

Job Title	Pay Grade	Hourly Rate
Page	1	\$ 16.49
Page	1	\$ 16.49
Hrly Library Assistant I	2	\$ 19.54
Hrly Library Assistant II	3	\$ 15.32
Hrly Events Assistant	3	\$ 15.32
Hrly Library Assistant II	3	\$ 15.93
Hrly Library Assistant II	3	\$ 15.93
Hrly Library Assistant II	3	\$ 15.93
Hrly Library Assistant II	3	\$ 15.93
Hrly Library Assistant II	3	\$ 15.93
Hrly Events Assistant	3	\$ 15.93
Hrly Library Assistant II	3	\$ 15.93
Hrly Computer Assistant I	3	\$ 16.02
Hrly Library Assistant II	3	\$ 16.16
Hrly Library Assistant II	3	\$ 16.16
Hrly Library Assistant II	3	\$ 16.57
Hrly Library Assistant II	3	\$ 16.80
Hrly Library Assistant II	3	\$ 16.80
Hrly Library Assistant II	3	\$ 17.19
Hrly Library Assistant II	3	\$ 17.19
Hrly Library Assistant II	3	\$ 17.19
Hrly Library Assistant II	3	\$ 17.59
Hrly Library Assistant II	3	\$ 17.98
Hrly Library Assistant II	3	\$ 17.98
Hrly Library Assistant II	3	\$ 18.76
Hrly Library Assistant II	3	\$ 19.54
Hrly Library Assistant II	3	\$ 19.54
Hrly Computer Assistant II	4	\$ 15.93
Hrly Computer Assistant II	4	\$ 17.19
Hrly Processing Assistant I	4	\$ 17.98
Hrly Public Services Associate I	5	\$ 16.47
Hrly Public Services Associate I	5	\$ 17.13
Hrly Public Services Associate I	5	\$ 17.86
Hrly Public Services Associate I	5	\$ 18.48
Hrly Public Services Associate I	5	\$ 18.90
Hrly Public Services Associate I	5	\$ 19.32
Hrly Public Services Associate I	5	\$ 19.32
Hrly Public Services Associate I	5	\$ 19.32
Hrly Indy Library Store Online Bookseller	5	\$ 20.16
Hrly Control Room Technician	5	\$ 20.58
Hrly Public Services Associate I	5	\$ 21.00
Hrly Public Services Associate I	5	\$ 21.00
Hrly Technology Learning Specialist	7	\$ 20.14
Hrly Auditorium Assistant	7	\$ 21.84
Hrly Youth Multimedia Learning Specialist	7	\$ 22.15

EXEMPT POSITIONS

Job Title	Pay Grade	Base Hours	Bi-weekly Salary
Auditorium Technician	7	40.00	\$ 1,913.19
Interim - Circulation Supervisor I	8	40.00	\$ 1,653.46
Interim - Circulation Supervisor I	8	40.00	\$ 1,653.46
Circulation Supervisor I	8	40.00	\$ 1,696.80
Circulation Supervisor I	8	40.00	\$ 1,702.09
Circulation Supervisor I	8	40.00	\$ 1,760.61
Circulation Supervisor I	8	40.00	\$ 1,760.94
Circulation Supervisor I	8	40.00	\$ 1,770.53
Circulation Supervisor I	8	40.00	\$ 1,785.02
Circulation Supervisor I	8	40.00	\$ 1,785.40
Circulation Supervisor I	8	40.00	\$ 1,836.80
Circulation Supervisor I	8	40.00	\$ 1,920.00
Circulation Supervisor I	8	40.00	\$ 2,087.20
Circulation Supervisor I	8	40.00	\$ 2,087.20
Circulation Supervisor I	8	40.00	\$ 2,087.20
Circulation Supervisor I	8	40.00	\$ 2,254.40
Public Services Librarian-E	9	40.00	\$ 1,760.08
Public Services Librarian-E	9	40.00	\$ 1,760.08
Public Services Librarian-E	9	40.00	\$ 1,760.08
Public Services Librarian-E	9	40.00	\$ 1,760.08
Public Services Librarian-E	9	40.00	\$ 1,760.08
Public Services Librarian-E	9	40.00	\$ 1,795.29
Public Services Librarian-E	9	40.00	\$ 1,829.79
Circulation Supervisor II	9	40.00	\$ 1,829.79
Public Services Librarian-E	9	40.00	\$ 1,829.79
Public Services Librarian-E	9	40.00	\$ 1,829.79
Public Services Librarian-E	9	40.00	\$ 1,829.79
Public Services Librarian-E	9	40.00	\$ 1,829.79
Public Services Librarian-E	9	40.00	\$ 1,830.81
Public Services Librarian-E	9	40.00	\$ 1,840.00
Public Services Librarian-E	9	40.00	\$ 1,855.93
Public Services Librarian-E	9	40.00	\$ 1,855.93
Public Services Librarian-E	9	40.00	\$ 1,866.01
Public Services Librarian-E	9	40.00	\$ 1,866.01
Public Services Librarian-E	9	40.00	\$ 1,866.01
Public Services Librarian-E	9	40.00	\$ 1,866.01
Public Services Librarian-E	9	40.00	\$ 1,866.01
Public Services Librarian-E	9	40.00	\$ 1,866.01
Public Services Librarian-E	9	40.00	\$ 1,866.01
Circulation Supervisor II	9	40.00	\$ 1,882.07
Circulation Supervisor II, OS&VR	9	40.00	\$ 1,884.80
Public Services Librarian-E	9	40.00	\$ 1,892.67
Public Services Librarian-E	9	40.00	\$ 1,903.34
Public Services Librarian-E	9	40.00	\$ 1,906.15
Circulation Supervisor II	9	40.00	\$ 1,919.32
Public Services Librarian-E	9	32.00	\$ 1,543.68
Public Services Librarian-E	9	40.00	\$ 1,929.60
Public Services Librarian-E	9	40.00	\$ 1,929.60
Public Services Librarian-E	9	40.00	\$ 1,929.60
Public Services Librarian-E	9	40.00	\$ 1,930.52

Job Title	Pay Grade	Base Hours	Bi-weekly Salary
Supervisor Librarian	10	40.00	\$ 2,122.40
Supervisor Librarian	10	40.00	\$ 2,267.20
Supervisor Librarian	10	40.00	\$ 2,446.68
Social Worker	10	40.00	\$ 2,495.77
Cataloging and Metadata Librarian	11	40.00	\$ 2,064.00
Cataloging and Metadata Librarian	11	40.00	\$ 2,064.00
Interim-Human Resources Generalist	11	40.00	\$ 2,074.27
Mgr., Central Services	11	40.00	\$ 2,114.54
Program Specialist	11	40.00	\$ 2,114.54
PC/Lan Specialist	11	40.00	\$ 2,144.75
Cataloging and Metadata Librarian	11	40.00	\$ 2,154.40
Collection Development Librarian	11	40.00	\$ 2,156.43
Public Relations Specialist	11	40.00	\$ 2,156.43
Mgr., Neighborhood Branch	11	40.00	\$ 2,156.43
Venue Coordinator	11	40.00	\$ 2,177.99
Program Specialist	11	40.00	\$ 2,197.61
Cataloging and Metadata Librarian	11	40.00	\$ 2,199.20
Indy Library Store Coordinator	11	40.00	\$ 2,199.57
Program Specialist - Early Childhood Literacy	11	40.00	\$ 2,202.87
Program Specialist	11	40.00	\$ 2,226.00
Mgr., Neighborhood Branch	11	40.00	\$ 2,230.40
Digital Projects Coordinator	11	40.00	\$ 2,230.99
Human Resources Generalist	11	40.00	\$ 2,236.10
Mgr., Learning Curve	11	40.00	\$ 2,277.53
Mgr., Neighborhood Branch	11	40.00	\$ 2,281.60
Mgr., Circulation	11	40.00	\$ 2,316.42
Electronic Resources Librarian	11	40.00	\$ 2,333.60
Interim Manager, CBLC	11	40.00	\$ 2,353.85
Mgr., Neighborhood Branch	11	40.00	\$ 2,380.22
Collection Development Librarian	11	40.00	\$ 2,489.60
Collection Development Librarian	11	40.00	\$ 2,489.60
Collection Development Librarian	11	40.00	\$ 2,489.60
Mgr., Processing	11	40.00	\$ 2,489.60
Program Specialist	11	40.00	\$ 2,592.80
Web Developer	11	40.00	\$ 2,660.74
Cataloging and Metadata Librarian	11	40.00	\$ 2,692.80
Collection Development Librarian	11	40.00	\$ 2,696.80
Front End Web Developer	11	40.00	\$ 2,716.95
Project Manager	11	40.00	\$ 2,750.92
Mgr., Neighborhood Branch	11	40.00	\$ 2,773.70
Business Analyst	11	40.00	\$ 2,852.80
Mgr., Community Branch	12	40.00	\$ 2,285.60
Mgr., Community Branch	12	40.00	\$ 2,302.80
Supervisor, Volunteer Resources	12	40.00	\$ 2,318.16
Mgr., Community Branch	12	40.00	\$ 2,364.52
Mgr., Community Branch	12	40.00	\$ 2,384.39
Supervisor, Digital Inclusion	12	40.00	\$ 2,397.60
Mgr., Community Branch	12	40.00	\$ 2,428.20
Mgr., Community Branch	12	40.00	\$ 2,465.86

Job Title	Pay Grade	Base Hours	Bi-weekly Salary
Mgr., Events	12	40.00	\$ 2,495.77
Mgr., Community Branch	12	40.00	\$ 2,505.06
Manager, Digital Marketing	12	40.00	\$ 2,522.65
Mgr., Community Branch	12	40.00	\$ 2,580.19
Mgr., Digital Projects	12	40.00	\$ 2,662.15
Mgr., Buildings and Grounds	12	40.00	\$ 2,676.00
Senior Accountant	12	40.00	\$ 2,692.31
Manager, Website	12	40.00	\$ 2,876.05
Lan Administrator	12	40.00	\$ 3,115.92
Software Engineer	12	40.00	\$ 3,289.60
Network Systems Analyst	12	40.00	\$ 3,289.60
Interim - Mgr., Regional Branch	13	40.00	\$ 2,373.82
Interim - Mgr., Regional Branch	13	40.00	\$ 2,373.82
Interim Mgr., Regional Branch	13	40.00	\$ 2,397.11
Mgr., Regional Branch	13	40.00	\$ 2,443.64
Mgr., Regional Branch	13	40.00	\$ 2,468.08
Mgr., Outreach Services & Volunteer Resources	13	40.00	\$ 2,491.20
Mgr., Regional Branch	13	40.00	\$ 2,492.03
Mgr., Acquisitions	13	40.00	\$ 2,559.26
Mgr., Regional Branch	13	40.00	\$ 2,578.19
Interim - Mgr., Central Adult Services	13	40.00	\$ 2,589.25
Mgr., Regional Branch	13	40.00	\$ 2,655.52
Mgr., Regional Branch	13	40.00	\$ 2,692.92
Mgr., Cataloging and Metadata	13	40.00	\$ 2,996.00
Mgr., Shared Systems	13	40.00	\$ 2,996.00
Mgr., Regional Branch	13	40.00	\$ 2,996.00
Mgr., Regional Branch	13	40.00	\$ 2,996.00
Mgr., Central Adult Services	13	40.00	\$ 3,056.00
Mgr., Accounting	13	40.00	\$ 3,109.77
Project Manager, Innovation & Technology	14	40.00	\$ 3,072.12
Mgr., Payroll	14	40.00	\$ 3,367.31
Mgr., Special Projects	14	40.00	\$ 3,551.59
Mgr., Organizational Learning and Development	15	40.00	\$ 3,072.12
Mgr., Purchasing and Supplier Diversity	15	40.00	\$ 3,076.92
Mgr., Budget	15	40.00	\$ 3,230.77
Mgr., Business Systems Analyst	15	40.00	\$ 3,382.34
Mgr., Data & Web Services	15	40.00	\$ 3,872.12
Mgr., Facilities Projects	15	40.00	\$ 4,023.67
Interim Area Resource Manager-Branches	16	40.00	\$ 2,881.60
Area Resource Manager-Adult Services	16	40.00	\$ 3,107.70
Area Resource Manager - Youth Services	16	40.00	\$ 3,107.70
Interim - Area Resource Manager-Central	16	40.00	\$ 3,141.60
Area Resource Manager-Central	16	40.00	\$ 3,301.92
Area Resource Manager-Branches	16	40.00	\$ 3,318.27
Area Resource Manager-Branches	16	40.00	\$ 3,367.31
Strategic Planning & Assessment Officer	17	40.00	\$ 3,573.84
Mgr., Sys/Network Infrastructure	17	40.00	\$ 4,169.56
Interim-Dir., Human Resources	18	40.00	\$ 3,822.81
Dir., Communications	18	40.00	\$ 4,053.67

Job Title	Pay Grade	Base Hours	Bi-weekly Salary
Dir., Facilities	18	40.00	\$ 4,119.23
Dir., Collection Management	18	40.00	\$ 4,760.98
Interim-Chief Public Services Officer	19	40.00	\$ 4,069.60
Dir., Information Technology	19	40.00	\$ 4,308.99
Chief Financial Officer	19	40.00	\$ 5,166.55
Interim-Chief Executive Officer	20	40.00	\$ 5,296.16



Board Action Request

6c

To: IMCPL Board

Meeting Date: November 28, 2022

From: Diversity, Policy and Human Resources Committee

Approved by the Library Board: November 28, 2022

Effective Date: December 3, 2022

Subject: Resolution 70 - 2022 (Approval of Additional Compensation)

Recommendation: Approval of Resolution 70-2022 (Approval of Additional Compensation)

Background: Resolution 70 -2022 is an action to provide a one-time, end of the year payment of additional compensation to employees currently on the active payroll based on each employee's status as full time, part time, non-exempt, or exempt in amounts determined by management.

The Library has accumulated a surplus in the Personal Services category of the Operating Fund due to the accumulated balances from vacant positions and related benefits not expended during the year. Based on the identified surplus, management recommends to the Board that the Library make a one-time payment of additional compensation for 2022 to employees currently on the active payroll based on each employee's status as full time, part time, non-exempt, or exempt in amounts approximately of \$525,375.30 surplus (\$436,200.00 payment amount to employees, plus appropriate amounts for FICA and PERF as applicable) be used to provide an end of year. Management has determined and proposes that the 2022 additional compensation payments be made according to the list of employees attached to the resolution subject to all applicable wage withholding for taxes, FICA, PERF and other benefits.

Benefit: The employees will receive a payment on December 16th, 2022.

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



Board Resolution

6c

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 70- 2022

APPROVAL OF ADDITIONAL PAYMENTS TO EMPLOYEES FOR YEAR END

WHEREAS, the Library has generated a surplus in the Personal Services category of its Operating Fund for 2022 due to the accumulated balances from vacant positions and related benefits not expended during the year; and

WHEREAS, due to the 2022 surplus, management has determined that funding for additional compensation is available and recommends that one-time additional compensation for 2022 be made available to all active staff with final gross payments to vary depending on whether an employee is full time, part time or an hourly employee; now therefore,

BE IT RESOLVED, that \$525,375.30 (\$436,200.00 payment amount to employees, plus appropriate amounts for FICA and PERF) of those funds, already appropriated in the Personal Section of the 2022 Operating Fund Budget, be allocated according to the attached list of employees and distributed through the end of year process, with payments to be made via direct deposit or check, subject to all applicable withholding for taxes, and subject to the appropriate PERF contribution if a PERF covered position.

Adopted this 28 day of November, 2022.

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

AYE

NAY

ATTEST: _____
Secretary of the Board

Name	Job Title	Amount	Schedule
Acs Loewen, Alexandra	Interim-Supervisor Librarian	\$ 1,000.00	full time
Adrian, Amy	Public Services Librarian-E	\$ 1,000.00	full time
Alam, Fahmida Imran	Processing Assistant I	\$ 1,000.00	full time
Allensworth, Naomi Renee	Mgr., Community Branch	\$ 1,000.00	full time
Allison, Bethany Akerhielm	Mgr., Community Branch	\$ 1,000.00	full time
Andersen, Kimberly S	Project Manager	\$ 1,000.00	full time
Armour, Stephanie R	Interim-Mgr., Regional Branch	\$ 1,000.00	full time
Ashkevron, Gwedyonn M	Processing Assistant I	\$ 1,000.00	full time
Backe, Joseph D	Dir., Communications	\$ 1,000.00	full time
Bacone, Kathryn N	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Baker, Brinley Diane	Library Assistant II	\$ 1,000.00	full time
Barnes, Bryanna Shalouise	Public Services Associate II	\$ 1,000.00	full time
Barnes, Laura Ann	Library Assistant II	\$ 1,000.00	full time
Barnes, Marcella A	Circulation Supervisor I	\$ 1,000.00	full time
Barnett, Catrina	Processing Assistant II	\$ 1,000.00	full time
Barreno-Quintanar, Adrian Jose	PC/Lan Specialist	\$ 1,000.00	full time
Bartholomew, Suzanne Gail	Library Assistant II	\$ 1,000.00	full time
Batt, Sarah Jane	Mgr., Shared Systems	\$ 1,000.00	full time
Battaglia, Zoe	Public Services Associate II - Floater	\$ 1,000.00	full time
Baughman, Andrea L	Circulation Supervisor II	\$ 1,000.00	full time
Beasley, Maureen	Library Assistant II	\$ 1,000.00	full time
Beatty, Cristal Joi	Library Assistant II	\$ 1,000.00	full time
Bell, Priscilla I	Circulation Supervisor I	\$ 1,000.00	full time
Bellamy, Tess McCall	Public Services Librarian-E	\$ 1,000.00	full time
Benton, Bruce V	Bkmo Driver/Clerk	\$ 1,000.00	full time
Berry II, Jackie Arnold	Processing Assistant I	\$ 1,000.00	full time
Bilal, Lashelle M	Interim-Circulation Supervisor I	\$ 1,000.00	full time
Blandford, Rebecca A	Circulation Supervisor II	\$ 1,000.00	full time
Bolden, Gregory Dante	Technical Training Specialist	\$ 1,000.00	full time
Bolling, David Christopher	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Borley, Cassandra Hope	Library Assistant II	\$ 1,000.00	full time
Bradburn, Elaine Marie	Processing Accounts Assistant	\$ 1,000.00	full time
Brandon, Michelline	Circulation Supervisor I	\$ 1,000.00	full time
Brewer, Jacquelyn	Administrative Assistant I	\$ 1,000.00	full time
Brocklehurst, Mary E	Library Assistant II	\$ 1,000.00	full time
Brookins, Christine Mari	Public Services Librarian-E	\$ 1,000.00	full time
Brown Harden, Kimberly Ann	Mgr., Organizational Learning and Development	\$ 1,000.00	full time
Buell, Amy Elizabeth	Public Services Associate II	\$ 1,000.00	full time
Bulloff, Kathryn Anne	Mgr., Digital Marketing	\$ 1,000.00	full time
Cage, Kimberly R	Public Services Librarian-E	\$ 1,000.00	full time
Cain, Charles Wells	Technology Learning Specialist	\$ 1,000.00	full time
Campbell, Lolita Denise	Chief Financial Officer	\$ 1,000.00	full time
Carlson, Amanda Sue	Circulation Supervisor I	\$ 1,000.00	full time
Carson, Angela Michelle	Mgr., Processing	\$ 1,000.00	full time
Carter, Bria Djienne	Library Assistant II	\$ 1,000.00	full time
Carter, Jennifer L	Mgr., Budget	\$ 1,000.00	full time

Castaneda, Ross Patrick	Library Assistant II	\$ 1,000.00	full time
Chandler, Emily L	Collection Development Librarian	\$ 1,000.00	full time
Chekoff, Kendra Dee	Mgr., Accounting	\$ 1,000.00	full time
Childers, Chad	Library Assistant II	\$ 1,000.00	full time
Childress, Thomas B	Circulation Supervisor I	\$ 1,000.00	full time
Choplin, Virginia Kate	Public Services Associate II	\$ 1,000.00	full time
Clinkingbeard, Alix Nicole	Public Services Librarian-E	\$ 1,000.00	full time
Coghlan, Charles Michael	Mgr., Facilities Projects	\$ 1,000.00	full time
Cole, William S.	Library Security Assistant	\$ 1,000.00	full time
Coleman, Theresa Anne	Interim-Supervisor Librarian	\$ 1,000.00	full time
Conrad, Joanna	Public Services Librarian-E	\$ 1,000.00	full time
Conrow, Katharine Louise	Library Assistant III	\$ 1,000.00	full time
Cope, Andrew	Circulation Supervisor II	\$ 1,000.00	full time
Corbin, Dianne Alice	Bkmo Driver/Clerk	\$ 1,000.00	full time
Crain, Josh	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Crawford-Cottonham, Theresa Dale	Public Services Associate II - Floater	\$ 1,000.00	full time
Cunningham, Ian L.	Technology Learning Specialist	\$ 1,000.00	full time
Cunningham, Todd A	Control Room Technician	\$ 1,000.00	full time
Curlin, Mark Dominic	Supervisor, Building Systems	\$ 1,000.00	full time
Davis, Andrew M	Public Services Librarian-E	\$ 1,000.00	full time
Davis, Jason Conrad	Public Services Librarian-E	\$ 1,000.00	full time
Davitto, Kaylie	Public Services Associate II	\$ 1,000.00	full time
Delehanty, Reid James	Library Assistant II	\$ 1,000.00	full time
Dhasmana, Shivani	Office Assistant	\$ 1,000.00	full time
Diebold, Margaret Ann	Library Assistant III	\$ 1,000.00	full time
Dinnage, Keith B	Public Services Librarian-E	\$ 1,000.00	full time
Dollar, Janette Marie Greene	Library Assistant II	\$ 1,000.00	full time
Donnelly, Ryan M	Public Services Librarian-E	\$ 1,000.00	full time
Donoho, Kelly Price	Digital Media Specialist	\$ 1,000.00	full time
Duke, Fiona	Mgr., Regional Branch	\$ 1,000.00	full time
Dunbar, Megan Noel	Processing Assistant I	\$ 1,000.00	full time
Duncan, Tim A	Network Systems Analyst	\$ 1,000.00	full time
Dunham, Zachary T	Library Assistant III	\$ 1,000.00	full time
Dunten, Brian P	Software Engineer	\$ 1,000.00	full time
Durchholz, Mary A	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Dyer, David John	Public Services Librarian-E	\$ 1,000.00	full time
Ebacher, Meegan Barbara	Public Services Associate II	\$ 1,000.00	full time
Edminster, Jeffrey P	Mgr., Data & Web Services	\$ 1,000.00	full time
Edminster, Tami M	Public Services Librarian-E	\$ 1,000.00	full time
Edwards, Jill Bumpus	Program Specialist	\$ 1,000.00	full time
Ehret, Deborah Deanne	Public Services Librarian-E	\$ 1,000.00	full time
Ehret, Michael Lee	Indy Library Store Coordinator	\$ 1,000.00	full time
Elmawardy, Ramsey M	Control Room Technician	\$ 1,000.00	full time
Esche, Laurie S	Control Room Technician	\$ 1,000.00	full time
Ewers, Kimberly Ann Jones	Diversity Fellow	\$ 1,000.00	full time
Farmer, Kathryn Alyce	Digital Projects Coordinator	\$ 1,000.00	full time
Faust, Debbie Jo	Library Assistant III	\$ 1,000.00	full time

Fesler, Alyssa Elaine	Administrative Assistant II	\$ 1,000.00	full time
Fesler, John Jason	Control Room Technician	\$ 1,000.00	full time
Fischer, Jessica Erin	Editorial Associate	\$ 1,000.00	full time
Fleming, Erin Melissa	Circulation Supervisor II	\$ 1,000.00	full time
Flexman, Ellen	Public Services Librarian-E	\$ 1,000.00	full time
Foland, Kristen	Public Services Librarian-E	\$ 1,000.00	full time
Fore, Julie A	Library Assistant II	\$ 1,000.00	full time
Fox, Darlene J	Electronic Resources Librarian	\$ 1,000.00	full time
Fox, Jeanine Marie	Public Services Librarian-E	\$ 1,000.00	full time
Friedman, Amy G	Public Services Librarian-E	\$ 1,000.00	full time
Fuqua, Sakura	Program Specialist	\$ 1,000.00	full time
Galarce Bernardy, Tisha Marie	Interim-Dir., Human Resources	\$ 1,000.00	full time
Genovese, Carri Ann	Interim-Mgr., Regional Branch	\$ 1,000.00	full time
George, Janelle Ann	Mgr., Events	\$ 1,000.00	full time
German, Gay Nell Garoutte	Public Services Librarian-E	\$ 1,000.00	full time
Gilbert, Mary Angela	Executive Assistant	\$ 1,000.00	full time
Gilbert, Todd P	Mgr., Community Branch	\$ 1,000.00	full time
Gomez, Alvaro	Computer Assistant II	\$ 1,000.00	full time
Gossett, William A	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Gould, Janice Kristeen	Mgr., Community Branch	\$ 1,000.00	full time
Graam Pavan, Shelby Danielle	Public Services Librarian-E	\$ 1,000.00	full time
Gray, Judy A	Mgr., Regional Branch	\$ 1,000.00	full time
Green, Demetrius	Interim-Mgr., Business Systems Analyst	\$ 1,000.00	full time
Green, Jacquelyn Denise	Circulation Coordinator	\$ 1,000.00	full time
Green, John Michael	Control Room Technician	\$ 1,000.00	full time
Greenawalt, Mary Kay	Public Services Librarian-E	\$ 1,000.00	full time
Haddix, Lindsay Sherer	Mgr., Community Branch	\$ 1,000.00	full time
Haddox, Marie A	Public Services Librarian-E	\$ 1,000.00	full time
Hale, Carrie Louise	Library Assistant II	\$ 1,000.00	full time
Hampton, Alexander Parker	Technology Learning Specialist	\$ 1,000.00	full time
Hankerson, Dianne	Processing Assistant I	\$ 1,000.00	full time
Hanks, Robin Lynne	Public Services Librarian-E	\$ 1,000.00	full time
Hawkins, Riley	Venue Coordinator	\$ 1,000.00	full time
Hayes, Kaelynn Marie	Library Assistant II	\$ 1,000.00	full time
Hayes, Nichelle Marie	Interim-Chief Executive Officer	\$ 1,000.00	full time
Heilman, Susan Walker	Supervisor Librarian	\$ 1,000.00	full time
Helmond, Kathy J	Interim-Mgr., Central Adult Services	\$ 1,000.00	full time
Hendzlik, Jennifer Lynn	Mgr., Acquisitions	\$ 1,000.00	full time
Heyward, Shanika Renekia	Dir., Information Technology	\$ 1,000.00	full time
Hill, Gregory A	Interim-Chief Public Services Officer	\$ 1,000.00	full time
Hill, Katherine	Public Services Associate II	\$ 1,000.00	full time
Hinojosa, Cordero Roberto	Library Assistant II	\$ 1,000.00	full time
Hoffman, Melanie Lynn	Library Assistant II	\$ 1,000.00	full time
Hogsett, Christopher	Mgr., Regional Branch	\$ 1,000.00	full time
Hollandbeck, Michael Gary	Senior Accountant	\$ 1,000.00	full time
Hollenbach, Natasha	Mgr., Digital Projects	\$ 1,000.00	full time
Holmer, Heidi L	Supervisor Librarian	\$ 1,000.00	full time

Horton, Kevin Joseph	Public Services Associate II - Floater	\$ 1,000.00	full time
Huber-Hopkins, Holley S	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Hudson, Ciera Quinn	Library Assistant II-Outreach	\$ 1,000.00	full time
Hunt, Alexis Monet	Organizational Learning&Develpmnt Coordinato	\$ 1,000.00	full time
Hunt, Jordan William	Public Services Librarian-E	\$ 1,000.00	full time
Hurt, Stacy Lynn	Public Services Librarian-E	\$ 1,000.00	full time
Hutson, Jennifer L	Circulation Supervisor II	\$ 1,000.00	full time
Irish, Erica Nichole	Administrative Assistant I	\$ 1,000.00	full time
Jamerson, Vanessa Marnita	Mgr., Regional Branch	\$ 1,000.00	full time
Jamieson, Rachel Marie	Supervisor Librarian	\$ 1,000.00	full time
Jennings, Stephanie	Processing Assistant I	\$ 1,000.00	full time
Johnson, Bradley A	Supervisor, Shipping and Receiving	\$ 1,000.00	full time
Johnson, Mary Helen	Library Security Assistant	\$ 1,000.00	full time
Johnson, Wendy Lynn	Supervisor, Volunteer Resources	\$ 1,000.00	full time
Jones, Deborah Anne	Public Services Librarian-E	\$ 1,000.00	full time
Jourdan, Katherine M.	Library Assistant II	\$ 1,000.00	full time
Joya Detorre, Richard M.	Public Services Librarian-E	\$ 1,000.00	full time
Kelley, Robin L	Mgr., Central Adult Services	\$ 1,000.00	full time
Kesterson-Yates, Maureen E	Library Assistant II	\$ 1,000.00	full time
Khawaja, Komal	Human Resources Assistant	\$ 1,000.00	full time
Kim, Leah Rae	Supervisor Librarian	\$ 1,000.00	full time
Kopernak, Linda J	Interim-Mgr., Regional Branch	\$ 1,000.00	full time
Koriath, Anna	Circulation Supervisor I	\$ 1,000.00	full time
Kruppa, Marianne H	Interim-Area Resource Manager-Branches	\$ 1,000.00	full time
Lafave, Valerie Annora	Public Services Associate II	\$ 1,000.00	full time
LaFerney, Ryan Timothy	Public Services Associate II	\$ 1,000.00	full time
Lake, Anna Joyce	Supervisor Librarian	\$ 1,000.00	full time
Laker, Jill Entrekin	Circulation Supervisor I	\$ 1,000.00	full time
Lambert, Debra Anne	Dir., Collection Management	\$ 1,000.00	full time
Laratte, Reginald	Interim-Human Resources Generalist	\$ 1,000.00	full time
Lawrence, Jessica Marie	Collection Development Librarian	\$ 1,000.00	full time
Leverton, Jacob Curtis	Library Assistant II	\$ 1,000.00	full time
Lewis, Angie Michele	Public Services Librarian-E	\$ 1,000.00	full time
Liang, Sailan	Public Services Librarian-E	\$ 1,000.00	full time
Light, Moon	Library Assistant II	\$ 1,000.00	full time
Lucas, Sarah Hannah	Supervisor Librarian	\$ 1,000.00	full time
Luna, Ashley Lynn	Circulation Supervisor I	\$ 1,000.00	full time
Lutholtz, Joseph Francis	Public Services Librarian-E	\$ 1,000.00	full time
Luzader, Mary Catherine	Program Billing and Budget Specialist	\$ 1,000.00	full time
Lynn, Emilie Marie Van Sloun	Public Services Librarian-E	\$ 1,000.00	full time
Maddox, Cheryl M	Public Services Librarian-E	\$ 1,000.00	full time
Mahoney, Patrick James	Lan Administrator	\$ 1,000.00	full time
Malcom, Amira	Interim-Mgr., CBLC	\$ 1,000.00	full time
Malone, Denyce	Mgr., Community Branch	\$ 1,000.00	full time
Marbley, Debra Jean	Office Assistant	\$ 1,000.00	full time
Martin, Chase Raymond	Public Services Librarian-E	\$ 1,000.00	full time
Martin, Jason Corey	Library Security Supervisor-E	\$ 1,000.00	full time

Mason, Garrett L	Strategic Planning & Assessment Officer	\$ 1,000.00	full time
Mattix, Jena	Mgr., Community Branch	\$ 1,000.00	full time
Mattox, Jessica	Library Assistant II	\$ 1,000.00	full time
McEntire, Keshia Renee	Public Relations Specialist	\$ 1,000.00	full time
McFadden, Brittany Nicole	Library Assistant II	\$ 1,000.00	full time
McGrath, Elena	Inter-Library Loan Assistant	\$ 1,000.00	full time
McGraw, Yanna	Social Worker	\$ 1,000.00	full time
McKenzie, Marianne Elizabeth	Supervisor, Digital Inclusion	\$ 1,000.00	full time
McKenzie, Stephen P	Circulation Supervisor I	\$ 1,000.00	full time
McKune, Hope A	Library Assistant III	\$ 1,000.00	full time
McWilliams, Brian E	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Meeker, Liana Kay	Public Services Associate II - Floater	\$ 1,000.00	full time
Megerle Barker, Montoya Janice	Special Collections Librarian	\$ 1,000.00	full time
Messenger, Daniel Lee	Library Assistant II	\$ 1,000.00	full time
Meyers, James William	Auditorium Technician	\$ 1,000.00	full time
Michaelis, Michelle Elaine	Library Assistant I	\$ 1,000.00	full time
Millikan, Kathryn Ann	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Miner, Corinna	Team Lead, Shipping & Receiving	\$ 1,000.00	full time
Mladenovic, James D	Public Services Librarian-E	\$ 1,000.00	full time
Mohler, Elizabeth	Library Assistant II	\$ 1,000.00	full time
Montoya, Savannah Ranee	Technical Support Assistant	\$ 1,000.00	full time
Moore, Alexandria Elizabeth	Interim-Mgr., Community Branch	\$ 1,000.00	full time
Moore, Karen	Technology Learning Specialist	\$ 1,000.00	full time
Moore, Ramona Lynn	Library Assistant II	\$ 1,000.00	full time
Moralez, Yolanda	Processing Assistant II	\$ 1,000.00	full time
Morrison, Emily Grace	Public Services Librarian-E	\$ 1,000.00	full time
Morrison, Robert Bruce	Administrative Assistant II	\$ 1,000.00	full time
Mullican, Melinda Kay	Mgr., Regional Branch	\$ 1,000.00	full time
Munkacsi, Orsolya	Circulation Supervisor I	\$ 1,000.00	full time
Murphy, Erin Michal	Supervisor Librarian	\$ 1,000.00	full time
Murray, Christopher James	Collection Development Librarian	\$ 1,000.00	full time
Muterspaw, Allison Kay	Public Services Librarian-E	\$ 1,000.00	full time
Nathaniel, Stressca M	Library Assistant II	\$ 1,000.00	full time
Neeb-Smith, Jessica Leigh	Program Specialist	\$ 1,000.00	full time
Newell, Genira L.	Human Resources Generalist	\$ 1,000.00	full time
Nieves, Linda Margarita	Computer Assistant II	\$ 1,000.00	full time
North, Devery	Program Specialist	\$ 1,000.00	full time
O'Donnell, Shannon Maria	Public Services Librarian-E	\$ 1,000.00	full time
Olaniyi, Olanike	Collection Development Librarian	\$ 1,000.00	full time
Olaniyi, Olutimilehin	Purchasing Order Specialist	\$ 1,000.00	full time
O'Leary, Barbara A	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Oliver, Rhonda Sue	Interim-Area Resource Manager-Central	\$ 1,000.00	full time
Osborn, Kristina Margaret	Public Services Librarian-E	\$ 1,000.00	full time
Osmundson, Daniel R	Front End Web Developer	\$ 1,000.00	full time
Osting, Lori Ann	Public Services Librarian-E	\$ 1,000.00	full time
Panighetti, Kasey	Public Services Librarian-E	\$ 1,000.00	full time
Parker, Briana Marie	Public Services Librarian-E	\$ 1,000.00	full time

Parsons, Adam	Dir., Facilities	\$ 1,000.00	full time
Patterson, Michele E	Public Services Librarian-E	\$ 1,000.00	full time
Patterson, Tarya Katrina	Library Assistant II-Outreach	\$ 1,000.00	full time
Pauly, Peter	Mgr., Sys/Network Infrastructure	\$ 1,000.00	full time
Pea, Bambi Cathelina	Supervisor Librarian	\$ 1,000.00	full time
Peak, Shelby Suzanne	Mgr., Regional Branch	\$ 1,000.00	full time
Perez, Gloriany Mari	Public Services Associate II	\$ 1,000.00	full time
Perkins, Michael I	Public Services Librarian-E	\$ 1,000.00	full time
Petrie, April	Public Services Librarian-E	\$ 1,000.00	full time
Pintal, Beth Ann	Public Services Librarian-E	\$ 1,000.00	full time
Polley, Claudine Marie	Circulation Supervisor I	\$ 1,000.00	full time
Poudrier, Renee Francine	Library Assistant II	\$ 1,000.00	full time
Powell, Tammy Lynn O'Neal	Processing Assistant II (Shared System)	\$ 1,000.00	full time
Quartuch, Shannon Loreen	Computer Assistant II	\$ 1,000.00	full time
Quebe, Julie Ann	Library Assistant III	\$ 1,000.00	full time
Rankin, Ruth	Metadata Specialist	\$ 1,000.00	full time
Reeser, Kyle Joseph	Circulation Supervisor I	\$ 1,000.00	full time
Reid, Jarrod M	Public Services Librarian-E	\$ 1,000.00	full time
Rice, Kera Rene	Library Assistant II	\$ 1,000.00	full time
Rich Mansfield, Shellie Rene	Mgr., Learning Curve	\$ 1,000.00	full time
Rinker, Jessica	Library Assistant II	\$ 1,000.00	full time
Roberts, Cameron Reid	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Roberts, Kathryn M	Processing Assistant I	\$ 1,000.00	full time
Roman, Alycia Nicole	Public Services Librarian-E	\$ 1,000.00	full time
Rosier, Irene E	Order Specialist	\$ 1,000.00	full time
Ruiz III, Miguel Angel	Project Manager, Innovation & Technology	\$ 1,000.00	full time
Schabel, Gipson	Public Services Librarian-E	\$ 1,000.00	full time
Scharfenberger, William Patrick	Public Services Librarian-E	\$ 1,000.00	full time
Schoettle, Elizabeth	Area Resource Manager-Branches	\$ 1,000.00	full time
Scott, Constance Elaine	Area Resource Manager-Central	\$ 1,000.00	full time
Senior, Austin Scott	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Sharp, Michelle Nicole	Area Resource Manager-Adult Services	\$ 1,000.00	full time
Simmons, Gwendolyn M	Mgr., Purchasing and Supplier Diversity	\$ 1,000.00	full time
Sims-Barnes, Alexus	Administrative Assistant I	\$ 1,000.00	full time
Smith, Carly Janese	Team Member, Shipping and Receiving	\$ 1,000.00	full time
Smith, Mikaela	Circulation Supervisor II	\$ 1,000.00	full time
Smither, Doriene K.	Mgr., Community Branch	\$ 1,000.00	full time
Smither, William D	Public Services Librarian-E	\$ 1,000.00	full time
Sorrell, Katherine	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Sparrow, Masada Leighanne	Public Services Librarian-E	\$ 1,000.00	full time
Spaulding, Janet M	Collection Development Librarian	\$ 1,000.00	full time
Spicklemire, Leila	Library Assistant II	\$ 1,000.00	full time
Spurrier, Amy L	Business Analyst	\$ 1,000.00	full time
Staley, Rebecca	Order Specialist	\$ 1,000.00	full time
Stanish, Jeremy	Technology Learning Specialist	\$ 1,000.00	full time
Stevenson, Isaiah Alfonso	Public Services Associate II	\$ 1,000.00	full time
Stewart, Darren M	Public Services Librarian-E	\$ 1,000.00	full time

Stewart, Kathleen Marie	Public Services Librarian-E	\$ 1,000.00	full time
Strizu, Meredith M	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Strong, Christina Michelle	Library Assistant II	\$ 1,000.00	full time
Summers, Kevin L	Public Services Librarian-E	\$ 1,000.00	full time
Swaidner, Pamela Sue	Mgr., Cataloging and Metadata	\$ 1,000.00	full time
Switzer, Shaina Leigh	Library Assistant II	\$ 1,000.00	full time
Taboada, Monica Patricia	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Tadsen, Sarah Beth	Public Services Associate II	\$ 1,000.00	full time
Takacs, Lorette S	Library Assistant II	\$ 1,000.00	full time
Talbott, Mary Elizabeth	Library Assistant III	\$ 1,000.00	full time
Tanner, Blake Duane	Circulation Supervisor II	\$ 1,000.00	full time
Tarr, Elizabeth Kay	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Tate, Felecia E	Serials Specialist	\$ 1,000.00	full time
Tatlock, Billie Jean	Library Assistant II	\$ 1,000.00	full time
Terrell, Staci L	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Terrio, Nicholas John	Public Services Associate II - Floater	\$ 1,000.00	full time
Terry, Kellie Marie	Project Coordinator	\$ 1,000.00	full time
Thomas, Emily Meagan	Public Services Associate II	\$ 1,000.00	full time
Thomas, Isabella Nissan	Library Assistant II	\$ 1,000.00	full time
Thomas, Kevin Clarence	Mgr., Buildings and Grounds	\$ 1,000.00	full time
Thorne, Lauren E	Circulation Supervisor II, OS&VR	\$ 1,000.00	full time
Todd, Adam Bartley	Mgr., Regional Branch	\$ 1,000.00	full time
Torres, Michael M	Public Services Associate II	\$ 1,000.00	full time
Turner-Booker, Tanya Nichole	Library Assistant II	\$ 1,000.00	full time
Underwood, Kathleen	Circulation Supervisor II	\$ 1,000.00	full time
Utterback, Sherry J	Public Services Librarian-E	\$ 1,000.00	full time
Van Allen, Elizabeth J	Mgr., Editor	\$ 1,000.00	full time
Van Pelt, Tony Michael	Computer Assistant II	\$ 1,000.00	full time
Verderame, Jyoti Avinash	Assistant Managing Editor	\$ 1,000.00	full time
Vollmer, Timothy Joseph	Public Services Librarian-E	\$ 1,000.00	full time
Walker, Sarah S	Public Services Librarian-E	\$ 1,000.00	full time
Wallace, Patty M	Public Services Librarian-E	\$ 1,000.00	full time
Walsh, Kathleen M	Library Assistant III	\$ 1,000.00	full time
Walters, Jayne Wescott	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Ward, Margaret E	Mgr., Outreach Services & Volunteer Resources	\$ 1,000.00	full time
Warrener, Kathryn Elizabeth	Public Services Librarian-E	\$ 1,000.00	full time
Waterson, Carrie E	Mgr., Website	\$ 1,000.00	full time
Watkins, Cordia J	Mgr., Circulation	\$ 1,000.00	full time
Waymire, Joshua D	Web Developer	\$ 1,000.00	full time
Weaver, Kirsten Tenille	Program Specialist	\$ 1,000.00	full time
Weber, Nathaniel Lee	Strategy and Equity Specialist	\$ 1,000.00	full time
Wehr, Margaret A	Area Resource Manager-Branches	\$ 1,000.00	full time
Weidenbach, Shael	Area Resource Manager-Youth Services	\$ 1,000.00	full time
Wetnight, Jill M	Mgr., Regional Branch	\$ 1,000.00	full time
White, Jared Anthony	Public Services Librarian-E	\$ 1,000.00	full time
Williams, Anika D	Supervisor Librarian	\$ 1,000.00	full time
Williams, Deandra	Public Services Associate II	\$ 1,000.00	full time

Williams, Michael Alan	Mgr., Special Projects	\$ 1,000.00	full time
Winfrey, Kimberly J	Processing Assistant I	\$ 1,000.00	full time
Winston, Brandi Rochelle	Mgr., Central Services	\$ 1,000.00	full time
Wire, Sara A	Cataloging and Metadata Librarian	\$ 1,000.00	full time
Wisemiller, Kristen Leigh	Payroll Specialist	\$ 1,000.00	full time
Wissel, Bryce Nelson	Public Services Associate II - Floater	\$ 1,000.00	full time
Wood, Rachel Nevada	Public Services Librarian-E	\$ 1,000.00	full time
Wood-Gebhart, Robin Marie	Accounting Assistant	\$ 1,000.00	full time
Woodruff, Sarah Gardner	Public Services Librarian-E	\$ 1,000.00	full time
Wright, Juli Emma	Computer Assistant II	\$ 1,000.00	full time
Wright, Pamela	Processing Assistant I	\$ 1,000.00	full time
Wynne Ayers, Tia Jah	Mgr., Neighborhood Branch	\$ 1,000.00	full time
Yarde, O'Brian Elijah	Youth Multimedia Learning Specialist	\$ 1,000.00	full time
Youngworth, Robin	Public Services Associate II	\$ 1,000.00	full time
Zavala, Consuelo	Library Assistant III	\$ 1,000.00	full time
Zemanek, Alysha	Circulation Supervisor I	\$ 1,000.00	full time
Zimmermann, Marina A	Mgr., Payroll	\$ 1,000.00	full time
Aguiar, Raquel O	Program Associate-Outreach	\$ 500.00	part time
Andrews, Darla J	Public Services Associate II	\$ 500.00	part time
Baker, Barbara	Library Security Assistant	\$ 500.00	part time
Ballesteros, Marissa Renee	Library Assistant II	\$ 500.00	part time
Biles Jr., Willie Lee	Library Security Assistant	\$ 500.00	part time
Bolinger, Sara Jane	Library Assistant II	\$ 500.00	part time
Brandon, Danny Charles	Library Security Assistant	\$ 500.00	part time
Breach, Teresa Dawn	Program Associate-Outreach	\$ 500.00	part time
Buchanan, Tamara Jo Phillips	Public Services Librarian-NE	\$ 500.00	part time
Burriss, Natalie R	Public Services Librarian-NE	\$ 500.00	part time
Chmeliwskyj, Kimberli Linn	Library Assistant II	\$ 500.00	part time
Cooper-Perez, Jennifer Ann	Public Services Associate II	\$ 500.00	part time
Crabtree, Blaine Colson	Library Assistant II	\$ 500.00	part time
Culver, Blessing Anne	Library Assistant II	\$ 500.00	part time
Day, Amberly	Computer Assistant II	\$ 500.00	part time
Dillenback, Cheryl Lynne	Library Assistant II	\$ 500.00	part time
Dollar, Zoe Greene	Library Assistant II	\$ 500.00	part time
Duncan, Michelle A	Computer Assistant II	\$ 500.00	part time
Edwards, Chelsea L.	Library Assistant II	\$ 500.00	part time
Engelking, Frank Henry	Library Assistant I	\$ 500.00	part time
English, Mary Joann	Library Assistant II	\$ 500.00	part time
Evans, Grace Kelly	Indy Library Store Assistant Coordinator	\$ 500.00	part time
Evans, Valerie Lynne	Processing Assistant I	\$ 500.00	part time
Fancher, Laurie Michelle	Library Assistant II	\$ 500.00	part time
Farrell, Erin S	Library Assistant III	\$ 500.00	part time
Frick, Julia Diane	Library Assistant II	\$ 500.00	part time
Gaston, Shawnte Princess	Library Assistant II	\$ 500.00	part time
Goodloe, Thelma Marie	Library Assistant I	\$ 500.00	part time
Griffitts, Joan Kathryn	Public Services Librarian-NE	\$ 500.00	part time
Habegger, Annabella Claire	Youth Multimedia Learning Specialist	\$ 500.00	part time

Hamilton, Opal Jane	Library Assistant II	\$ 500.00	part time
Hargreaves, Liam Carroll	Team Member, Shipping and Receiving	\$ 500.00	part time
Houdek, Ryan A.	Public Services Librarian-NE	\$ 500.00	part time
House, Cera Jo	Library Assistant II	\$ 500.00	part time
Jacobson, Ashley Melissa	Library Assistant II	\$ 500.00	part time
Jarvis, Joshua David	Computer Assistant II	\$ 500.00	part time
Khei, Paw	Library Assistant II	\$ 500.00	part time
King, Kathryn	Public Services Associate II	\$ 500.00	part time
Klopp, Kathleen Denise	Public Services Librarian-NE	\$ 500.00	part time
Koning, Jack P.	Library Assistant II	\$ 500.00	part time
Lane, Margaret Frances	Library Assistant II	\$ 500.00	part time
Lewandowski, Dennis J	Library Security Assistant	\$ 500.00	part time
Liebhaber, Sara A	Administrative Assistant I	\$ 500.00	part time
Lin, Xiaolin	Library Assistant I	\$ 500.00	part time
Lu, Zhenjie	Library Assistant II	\$ 500.00	part time
Masson-Randall, Sarah Anne	Public Services Associate II	\$ 500.00	part time
Maxey, Regina A	Lead Office Assistant	\$ 500.00	part time
McGehee, Lydia	Library Assistant II	\$ 500.00	part time
Miller, Jennifer Ann	Public Services Associate II	\$ 500.00	part time
Minton, Holly S.	Library Assistant II	\$ 500.00	part time
Miotke, Anne Catherine	Library Assistant II	\$ 500.00	part time
Mitchell, Jamie Kristine	Library Assistant II	\$ 500.00	part time
Modory, Taylor Ann	Library Assistant II	\$ 500.00	part time
Moore, Paul Alexander	Library Assistant II	\$ 500.00	part time
Mosely, Rosa Margarita	Processing Assistant I	\$ 500.00	part time
Muzzall, Jonathan	Public Services Librarian-NE	\$ 500.00	part time
Newell, Dameika Annese	Library Security Assistant	\$ 500.00	part time
Owens, Lexi	Library Assistant II	\$ 500.00	part time
Poppleton, Nancy Elizabeth	Public Services Librarian-NE	\$ 500.00	part time
Powell, Amber Luran	Computer Assistant II	\$ 500.00	part time
Ratz, Deborah I	Library Assistant II	\$ 500.00	part time
Ridge, John Holland	Supervisor Librarian-NE	\$ 500.00	part time
Robertson-Taylor, Sylvia J	Public Services Associate II	\$ 500.00	part time
Rouzaud, Brandon Kyle	Library Assistant II	\$ 500.00	part time
Scheib, Catherine Janel	Supervisor Librarian-NE	\$ 500.00	part time
Schmucker, Melanie Lynn Histan	Program Associate-Outreach	\$ 500.00	part time
Segal, Carol Fay	Public Services Associate II	\$ 500.00	part time
Sever, Donna Marie	Public Services Librarian-NE	\$ 500.00	part time
Shaffer, Amanda Lynne	Library Assistant II	\$ 500.00	part time
Shepherd, Megan	Public Services Associate II	\$ 500.00	part time
Shipp, Ann Bridget	Library Assistant II	\$ 500.00	part time
Shrestha, Shakila	Computer Assistant II	\$ 500.00	part time
Skaggs, Tami Anna	Library Security Assistant	\$ 500.00	part time
Small, Sally Ann	Library Assistant II	\$ 500.00	part time
Smith, Carrie Ann	Public Services Librarian-NE	\$ 500.00	part time
Smith, Cierra Bianca	Computer Assistant II	\$ 500.00	part time
Smitley, Adam D	Computer Assistant II	\$ 500.00	part time

Snodgrass, Daniel Nathan	Computer Assistant II	\$ 500.00	part time
Stockard, Perrena Ann	Computer Assistant II	\$ 500.00	part time
Strahan, Dilasia Christianna	Library Assistant II	\$ 500.00	part time
Stull, Thomas Henry	Library Security Assistant	\$ 500.00	part time
Taylor, Kyala Corrine Summer	Computer Assistant II	\$ 500.00	part time
Thawng, Vanbawi	Computer Assistant II	\$ 500.00	part time
Thompson III, Charles Edward	Library Security Assistant	\$ 500.00	part time
Torres, Matilda Kaye	Library Assistant II	\$ 500.00	part time
Trebajo, Elliot George Omandac	Processing Assistant I	\$ 500.00	part time
Wankat, Jennifer Glenn	Library Assistant II	\$ 500.00	part time
Washington, Sandra Dee	Program Associate-Outreach	\$ 500.00	part time
Watson-Juarez, Katherine E	Public Services Associate II	\$ 500.00	part time
Weasner, Rachel Lynn Schmitt	Public Services Librarian-NE	\$ 500.00	part time
Werle, Patricia J	Library Assistant II	\$ 500.00	part time
Winkle, Makiyah Jade	Library Assistant II	\$ 500.00	part time
Wos, Joanna H	Public Services Associate II	\$ 500.00	part time
Abel, Haley	Page	\$ 300.00	hourly
Adams, Paula J	Page	\$ 300.00	hourly
Adkins, Kylie	Page	\$ 300.00	hourly
Arnold, Laila Dawn	Page	\$ 300.00	hourly
Balde, Boubacar Cherif	Page	\$ 300.00	hourly
Barreno Jr., Sergio Filadelfo	Hrly Library Assistant I	\$ 300.00	hourly
Beyers, Megan	Page	\$ 300.00	hourly
Bilodeau, Amy C	Page	\$ 300.00	hourly
Black, Charles	Hrly Control Room Technician	\$ 300.00	hourly
Blunk, Anabel Marie	Page	\$ 300.00	hourly
Booker, Molly Ann	Page	\$ 300.00	hourly
Bottoms-Seals, Sandra Renee	Hrly Public Services Associate I	\$ 300.00	hourly
Bowman, Sophia Grace	Hrly Events Assisstant	\$ 300.00	hourly
Brady, Kay A	Hrly Library Assistant II	\$ 300.00	hourly
Bridge, Stephen W	Hrly Public Services Associate I	\$ 300.00	hourly
Brozo, Christopher S	Hrly Youth Multimedia Learning Specialist	\$ 300.00	hourly
Bulloff, Deborah Hargis	Hrly Public Services Associate I	\$ 300.00	hourly
Burris, Amaya Lorraine	Page	\$ 300.00	hourly
Burton, Jonathan D	Page	\$ 300.00	hourly
Carlisle, Devonna J.	Hrly Library Assistant II	\$ 300.00	hourly
Cobb, Mary K	Hrly Library Assistant II	\$ 300.00	hourly
Collins, Mallory D	Page	\$ 300.00	hourly
Cooper, Laura Suzanne	Hrly Library Assistant II	\$ 300.00	hourly
Cravens, Kali Mariah	Page	\$ 300.00	hourly
Dalton, Lindsey Hazel	Page	\$ 300.00	hourly
Davis, Dori Kelleher	Page	\$ 300.00	hourly
Davis, Sharon Sue	Hrly Library Assistant II	\$ 300.00	hourly
Deetz, Lucy Everley	Page	\$ 300.00	hourly
Detwiler, Ella Marie	Page	\$ 300.00	hourly
Dunne, James Daniel	Page	\$ 300.00	hourly
Durham, Ryder Lee	Page	\$ 300.00	hourly

El, Lashonda Denise	Page	\$ 300.00	hourly
Elmore, Kameron Dion	Hrly Library Assistant II	\$ 300.00	hourly
Farmer, Mary Laura	Page	\$ 300.00	hourly
Fogleman, Patricia	Page	\$ 300.00	hourly
Foster, Lillian Palmer	Page	\$ 300.00	hourly
Fowler, Carol J.	Page	\$ 300.00	hourly
Goffinet, Brooke Ashley	Page	\$ 300.00	hourly
Gonzalez, Rene	Page	\$ 300.00	hourly
Gordon, Mychael Alexandria	Page	\$ 300.00	hourly
Graham, Beverly Jane	Page	\$ 300.00	hourly
Greene, Rashida	Hrly Library Assistant II	\$ 300.00	hourly
Guthrie, Paula	Page	\$ 300.00	hourly
Harkness, Kara Joann	Page	\$ 300.00	hourly
Harp, Griffin	Page	\$ 300.00	hourly
Harris, Amanda Joy	Page	\$ 300.00	hourly
Harris, Leigh W.	Hrly Library Assistant II	\$ 300.00	hourly
Harrison, Keith C	Hrly Technology Learning Specialist	\$ 300.00	hourly
Hawkins, Dawn Marie	Hrly Library Assistant II	\$ 300.00	hourly
Helft, Margot Helen	Page	\$ 300.00	hourly
Hensley, Kayla	Page	\$ 300.00	hourly
Herold Short, Ann M	Hrly Public Services Associate I	\$ 300.00	hourly
Hochman Cadore, Linda Joyce	Page	\$ 300.00	hourly
Hoskin, Neva Adele	Hrly Indy Library Store Online Bookseller	\$ 300.00	hourly
Hunt, Thelma J	Hrly Library Assistant II	\$ 300.00	hourly
Johnson, Tanya Michelle	Page	\$ 300.00	hourly
Jones, Joshua D.	Hrly Public Services Associate I	\$ 300.00	hourly
Joyce, Betsy Ann	Hrly Library Assistant II	\$ 300.00	hourly
Kidder, Ross M	Hrly Library Assistant II	\$ 300.00	hourly
Kimbrew, Matthew Elijah	Page	\$ 300.00	hourly
Klick, Heather B.	Page	\$ 300.00	hourly
Koehring, Nancy L	Page	\$ 300.00	hourly
Koors, Angela C	Page	\$ 300.00	hourly
Kress, Sara	Page	\$ 300.00	hourly
Krug, Brennan Douglass	Page	\$ 300.00	hourly
Lampkins, Eustace Jayne Jumalon	Page	\$ 300.00	hourly
Laurie, Linda Lou	Hrly Library Assistant II	\$ 300.00	hourly
Lee, Tristen	Hrly Library Assistant II	\$ 300.00	hourly
Lewis, Sharon Ann	Hrly Public Services Associate I	\$ 300.00	hourly
Lewis, Valerie L	Page	\$ 300.00	hourly
Lott, David	Page	\$ 300.00	hourly
Luebke, Barbara	Page	\$ 300.00	hourly
Maggos, Christian Paul	Page	\$ 300.00	hourly
McNeil, Jason Andrew	Page	\$ 300.00	hourly
Miele, Brianna	Page	\$ 300.00	hourly
Miller, Barbara Joan	Page	\$ 300.00	hourly
Mixdorf, Kegan Thomas	Page	\$ 300.00	hourly
Morphew, Theresa Marie	Page	\$ 300.00	hourly

Murphy, Michael John	Page	\$ 300.00	hourly
Myers, Thomas Melvin	Page	\$ 300.00	hourly
Negrete, Ixhel	Hrly Library Assistant II	\$ 300.00	hourly
Norman, Debra A.	Page	\$ 300.00	hourly
O'Loughlin, Jeanette M	Hrly Library Assistant II	\$ 300.00	hourly
Orentlicher, Shayna	Page	\$ 300.00	hourly
Piper, Aria Lynn	Page	\$ 300.00	hourly
Pote, Patricia L	Hrly Library Assistant II	\$ 300.00	hourly
Powell, Lily Rayne	Page	\$ 300.00	hourly
Price, Timothy R	Page	\$ 300.00	hourly
Quebe, Arthur Frederick	Page	\$ 300.00	hourly
Raber, Katelyn Rose	Page	\$ 300.00	hourly
Radway, Jeremy C	Hrly Auditorium Assistant	\$ 300.00	hourly
Robinson, Susan Joy	Hrly Public Services Associate I	\$ 300.00	hourly
Roush, Kathy Ann	Hrly Public Services Associate I	\$ 300.00	hourly
Sahu, Punita	Hrly Computer Assistant I	\$ 300.00	hourly
Schantz, Danielle Annette	Page	\$ 300.00	hourly
See, Terri Lee	Page	\$ 300.00	hourly
Sellman, Patricia Lynn	Page	\$ 300.00	hourly
Shallon, Natasha	Page	\$ 300.00	hourly
Sherfick, Reagan	Page	\$ 300.00	hourly
Silvers, Georgia Ann	Hrly Public Services Associate I	\$ 300.00	hourly
Sloan, Sharon H	Page	\$ 300.00	hourly
Smith, Elexis Tatyiana	Page	\$ 300.00	hourly
Smith, Quentin Zerron	Hrly Library Assistant II	\$ 300.00	hourly
St John, Gwendolyn Sue	Page	\$ 300.00	hourly
Stokes, Angelina Mary	Page	\$ 300.00	hourly
Stringer, Isabella	Page	\$ 300.00	hourly
Swisher, Isaac Fallon	Page	\$ 300.00	hourly
Taft, Katie Elizabeth	Hrly Events Assisstant	\$ 300.00	hourly
Talib, Miles	Page	\$ 300.00	hourly
Tatum, Jeff S	Page	\$ 300.00	hourly
Taylor, Claire Athena	Page	\$ 300.00	hourly
Trulock, Barbara Perron	Hrly Library Assistant II	\$ 300.00	hourly
Tweedy, Rhonda Wray	Page	\$ 300.00	hourly
Vimos Suarez, Silvia Eugenia	Page	\$ 300.00	hourly
Vitello, Sarah	Page	\$ 300.00	hourly
Ward, Susan Lynn	Hrly Processing Assistant I	\$ 300.00	hourly
Warren, Zoe Jane	Page	\$ 300.00	hourly
Webb, Priest Xavier	Page	\$ 300.00	hourly
Webster, DeAnte Larenz Joe	Page	\$ 300.00	hourly
Weidenbach, Cole	Page	\$ 300.00	hourly
Wengerd, Jaclyn M.	Hrly Library Assistant II	\$ 300.00	hourly
Whaley, Caroline	Page	\$ 300.00	hourly
Williamson, Colleen Alexandra	Hrly Public Services Associate I	\$ 300.00	hourly
Williamson, Susan Clare	Page	\$ 300.00	hourly
Wilson, Eugenie Pfiffner	Hrly Library Assistant II	\$ 300.00	hourly

Wise, Diana Lynn	Page	\$ 300.00	hourly
Zaman, Mohammad Khaliquz	Page	\$ 300.00	hourly



Board Action Request

7a

To: IndyPL Board

Meeting Date: November 28, 2022

From: Facilities Committee

Approved by
The Library Board:
Effective Date:

Subject: **Resolution 60-2022**
Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project

Recommendation:

IndyPL Facilities Committee recommends Board approval for the attached action (Resolution 60-2022) to award a construction services contract for the Central Library Auditorium Video Upgrade Project to **Shoemaker Motion Picture Company, LLC, Indianapolis, Indiana**, for the total cost of \$143,280.00.

Strategic/Fiscal Impact:

This work is within the total Project budget of \$150,000. The Project will be funded by the Facilities Improvements Bond Fund (Fund 482.)

Background:

The projector and video control system at the Central Library Clowes Auditorium is from the original installation and has reached the end of its service life. The upgraded video system will use the same cable routes, projector lift, and screen mounting hardware. The work will be scheduled to not impact events and patron services.

The Project was estimated to be less than \$150,000 and was quoted 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 invited vendors and business development contracts on September 16, 2022. 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 video services.

Board Action Request

RE: Facilities Committee, Item 7a
Resolution 60-2022 Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project
Date: November 28, 2022

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 Invitation to Quote via e-mail:

City Certifications	Vendor
	Advanced Audio and Lighting
	Advanced Systems Group
	Bowen Technovation
	ESCO Communications
	Fairchild Communications
	Force Technology
	Mid-America Sound
DOBE	Seven Points Technology Group
	Shoemaker Motion Picture Co.
	The Blue Book
	Construct Connect
	Indy Black Chamber of Commerce
	Office of Minority and Women Business Development
	Indy Hispanic Chamber of Commerce
	State Minority and Women Business Enterprises
	Great Lakes Women’s Business Council
	Indy Chamber of Commerce
	National Association of Women’s Business Owner
	Mid-States Minority Suppliers
	Construction Journal

A Pre-quote Conference and Site Tour was held on September 22, 2022. One (1) vendor attended the Conference: Shoemaker.

IndyPL shall award the Project to the lowest, responsible, and responsive vendor pursuant to IC § 36-1-12-4.7.

The preliminary Project schedule targets starting on the first quarter of 2023. The equipment is known to be on back-order with significant delivery lead times.

Board Action Request

RE: Facilities Committee, Item 7a

Resolution 60-2022 Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project

Date: November 28, 2022

One (1) quote was received at the Library Services Center by the deadline of 11:00 am local time on October 5, 2022. A tabulation of the quote is included below:

Vendor	Shoemaker Motion Picture Company, LLC
Lump Sum Quote	\$ 143,280.00
Non-Collusion Affidavit	Yes
E-Verify Affidavit	Yes
Acknowledge Addendum 1	Yes
Detailed Equipment List	Yes
Vendor XBE Status	None
XBE Goals Plan Submitted	Yes
Proposed MBE Utilization %	0%
Proposed WBE Utilization %	0%
Proposed VBE Utilization %	0%
Proposed DOBE Utilization % Seven Points Technology Group	10%

Shoemaker Motion Picture Company, LLC will use **Seven Points Technology Group**, a certified DOBE, for installation services. The utilization of the MBE/WBE/VBE/DOBE vendor will be tracked during the term of the contract to ensure continuation of the good faith efforts to meet IndyPL utilization goals.

Shoemaker Motion Picture Company, LLC is an Indiana company with the knowledge, experience, and resources to satisfactorily complete the work as described in the quoting documents.



Board Resolution

7a

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 60-2022

APPROVAL TO AWARD A CONSTRUCTION SERVICES CONTRACT FOR THE CENTRAL LIBRARY AUDITORIUM VIDEO UPGRADE PROJECT

NOVEMBER 28, 2022

WHEREAS, the Indianapolis-Marion County Public Library (“IndyPL”) Central Library Auditorium video system has reached the end of the service life; and

WHEREAS, IndyPL staff prepared documents to solicit open, competitive, and sealed quotes for the Central Library Auditorium Video Upgrade Project. Lump-sum quotes were solicited by direct email beginning on September 16, 2022, from nine (9) vendors; and

WHEREAS, IndyPL received sealed quotes from one (1) vendor by the October 5, 2022, deadline; and

WHEREAS, based on the review of the quote IndyPL has determined **Shoemaker Motion Picture Company, LLC, Indianapolis, Indiana** to be the lowest, responsive, and responsible quoter and recommends award of the contract to **Shoemaker Motion Picture Company, LLC**.

IT IS THEREFORE RESOLVED the Central Library Auditorium Video Upgrade Project contract, as quoted, describing the scope of work and compensation, is approved and authorizes the Chief Executive Officer (“CEO”) to negotiate and execute an agreement with **Shoemaker Motion Picture Company, LLC**. The agreement will be based upon such terms described in the Draft Standard Agreement included in the Invitation to Quote Documents dated September 16, 2022, and as the CEO deems necessary or advisable based on the recommendations of IndyPL’s legal counsel. The agreement with **Shoemaker Motion Picture Company, LLC** will be for the total cost of One Hundred Forty Three Thousand Two Hundred Eighty Dollars (\$143,280.00) 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 60-2022
(Continued)**

**APPROVAL TO AWARD A CONSTRUCTION SERVICES CONTRACT FOR THE
CENTRAL LIBRARY AUDITORIUM
VIDEO UPGRADE PROJECT**

NOVEMBER 28, 2022

AYE

NAY

Adopted this 28th day of November 2022.

ATTEST: _____
Secretary of the Board



Board Action Request

7b

To: IndyPL Board **Meeting Date:** November 28, 2022

From: Facilities Committee **Approved by**
The Library Board:
Effective Date:

Subject: **Resolution 62-2022**
Approval to Award a Planning, Programming, and Design Services Contract
for the Nora Branch Renovation Project

Recommendation:

The IndyPL Facilities Committee recommends Board approval of the attached action (Resolution 62–2022) Approval to Award a Planning, Programming, and Design Services Contract for the Nora Branch Renovation Project to **Luminaut | Rowland**, Indianapolis, Indiana.

Fiscal and Strategic Impact:

The Project budget is \$2,250,00 with \$200,000 allocated for these services.

After the community engagement, planning and programming efforts are completed the Project scope will be finalized. The lump-sum fee for the required Services will be negotiated and consistent with the terms and conditions described in the draft agreement included in the RFQ and the SOQ.

The expense for the Services will be charged to the Series 2021C Bond Fund (Fund 485).

Background:

The services required for the Project include planning, programming, architectural, mechanical, plumbing, electrical, technology, fixtures, furniture, and equipment planning, selection, bidding, and construction observation.

The schedule for the Project is to complete the design and bidding work in the 3rd Quarter 2023, start construction in the 4th Quarter 2023, and complete the work in the 2nd Quarter 2024.

Architectural Design Services are required by IndyPL for the capital projects outlined in the Strategic Plan. Indy PL has sought Vendors whose combination of experience, processes, and

Board Action Request

RE: Facilities Committee, Item 7b
Resolution 62-2022 Approval to Award a Planning, Programming, and Design Services
Contract for the Nora Branch Renovation Project

Date: November 28, 2022

personnel will provide timely, cost-effective, and exemplary professional services to IndyPL for the Project. The Vendor shall have the following qualifications:

- Proven capabilities in the design of public library or similar facilities.
- Demonstrated track record in overall client satisfaction.
- Demonstrated track record working with community and neighborhood associations.
- Demonstrated track record in completing projects on time and on budget.
- Appropriate resources to satisfy the requirements of the Project.
- Licensed as an architect by the State of Indiana.
- Registered with the Indiana Secretary of State to do business in Indiana.

In accordance with Section 123.3 of the IndyPL Policy Manual, selection of a Vendor will be on the basis of provisions of the required services, experience, cost, and any other factors deemed appropriate to the services being secured.

IndyPL staff used the Request for Qualifications (“RFQ”) process pursuant to IC § 5-16-11.1 to solicit Statements of Qualifications (“SOQ”) from vendors for the Services.

Included in the RFQ were the IndyPL Utilization Goals for Goods and Services adopted as Policy by the IndyPL Board with Resolution 28-2020.

Per the Board Bylaws, Article IX Expenditures, all service agreements over \$50,000 in value are to be approved by the Board.

To secure the needed services, a RFQ was prepared and issued on August 19, 2022. IndyPL staff utilized the City’s Department of Minority & Women Business Development website to identify certified vendors capable of providing the Services.

Sixty-nine (69) known vendors were directly contacted, twelve (12) business development organizations were contacted, public notices per Statute were placed in the newspapers on August 23 and 30, 2022, and the RFQ was posted to the IndyPL website. A virtual Pre-SOQ conference was held for all prospective vendors on August 25, 2022, with six (6) vendors in attendance (Champlin Architecture, Four Point Design Partnership, HBM Architects, Lancer + Beebe, Luminaut Rowland, and Synthesis).

The IndyPL SOQ Evaluation Committee consisted of these persons:

- Branch Manager – Nora – Carri Genovese
- Area Resource Manager – West Region – Elizabeth Schoettle
- Area Resource Manager – North Region – Peggy Wehr
- Manager – Purchasing and Supplier Diversity – Gwen Simmons
- Director – Facilities – Adam Parsons

Board Action Request

RE: Facilities Committee, Item 7b

Resolution 62-2022 Approval to Award a Planning, Programming, and Design Services Contract for the Nora Branch Renovation Project

Date: November 28, 2022

Facilitating the evaluation was Mike Coghlan, Capital Project Manager – Facilities. Informing the discussion as a non-voting participant was Marianne Kruppa, former Nora Branch Manager and current Area Resource Manager – Mid Region.

The Library received SOQs from six (6) vendors by the deadline of September 12, 2022. A tabulation sheet of the received SOQs is included below.

Vendor	Introduction and Cover Letter	Vendor Qualification Sheet	Receive Addenda 1	E-Verify Affidavit	Company Profile	Vendor Experiences	Company References	Conflicts of Interest and Claims	Financial Documentation	Basis for the Range of Fees	Attachment E Utilization Goals Plan	15%	8%	3%	1%
												Proposed MBE Utilization	Proposed WBE Utilization	Proposed VBE Utilization	Proposed DOBE Utilization
HBM with Loftus and, JQOL, and V&J	X	X	X	X	X	X	X	X	X	X	X	1-2%	12-20%	2-3%	0%
LANCER + BEEBE with JQOL, Loftus, and Design 27	X	X	X	X	X	X	X	X	X	X	-	?	?	0%	0%
Lohr Design with Design Aire and Design 27	X	X	X	X	X	X	X	X	X	X	X	0%	20%	50%	30%
Luminaut Rowland with CES, Four Point, Seven Points, Guidon, and RLR	X	X	X	X	X	X	X	X	X	X	X	15%	8%	3%	1%
METICULOUS with Guidon, KBSO, Shrewsbury, and Engaging Solutions	X	X	X	X	X	X	X	X	X	X	X	74-82%	2-8%	2-4%	0%
Synthesis with Loftus, JPS, Herd Strategies, Veteran Strategies, and Seven Points	X	X	X	X	X	X	X	X	X	X	X	20.5%	66.5%	7.5%	5.5%

Board Action Request

RE: Facilities Committee, Item 7b

Resolution 62-2022 Approval to Award a Planning, Programming, and Design Services Contract for the Nora Branch Renovation Project

Date: November 28, 2022

The IndyPL SOQ Evaluation Committee reviewed all the SOQs received and requested additional information from two (2) vendors.

Per Statute the selection of the Vendor was based upon the criteria established in the RFQ. The criteria include:

- Attainment of the stated IndyPL Utilization Goals.
- Expertise in the design of public libraries or similar facilities.
- Satisfaction level of current and former customers of Vendor.
- Basis for determining the range of fees.
- Other criteria deemed relevant by IndyPL.

After completing their review, the SOQ Evaluation Committee recommends **Luminaut | Rowland** be awarded the contract as the Vendor that best meets the criteria as defined in the Request for Qualifications.

The team proposed by **Luminaut | Rowland** includes:

- Creative Engineering Solutions (MBE) for electrical engineering services.
- Four Point Design (WBE) interior design/wellbeing consulting services.
- Seven Points Technology Group (DOBE) for technology integration services.
- RLR Associates (MBE) for experiential graphic design services.
- Guidon (VBE) for sustainability consulting services.



Board Resolution

7b

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 62-2022

APPROVAL TO AWARD A APPROVAL TO AWARD A PLANNING, PROGRAMMING, AND DESIGN SERVICES CONTRACT FOR THE NORA BRANCH RENOVATION PROJECT

NOVEMBER 28, 2022

WHEREAS, in support of the Strategic Plan, planning, programming and design Services are required by the Indianapolis-Marion County Public Library (“IndyPL”) during the planning, design, and construction stages of the improvements and capital projects outlined in the Strategic Plan; and

WHEREAS, IndyPL issued a Request for Qualifications (“RFQ”) on August 19, 2022, seeking vendors whose combination of experience, processes, and personnel will provide timely, cost-effective, and exemplary professional Services for the Nora Branch Renovation Project; and

WHEREAS, IndyPL received six (6) Statements of Qualifications (“SOQ”) to the RFQ by the submission deadline of September 12, 2022, from qualified vendors; and

WHEREAS, the IndyPL Statement of Qualifications Evaluation Committee has reviewed the responses and requested additional information from two (2) selected Vendors; and

WHEREAS, the IndyPL Statement of Qualifications Evaluation Committee has determined that **Luminaut | Rowland**, Indianapolis, Indiana is the vendor that best meets the criteria as outlined in the RFQ and recommends IndyPL award the contract to **Luminaut | Rowland**.

IT IS THEREFORE RESOLVED that the Board of Trustees authorizes the Chief Executive Officer to negotiate and sign a contract with **Luminaut | Rowland** for Planning, Programming and Design Services for the Nora Branch Renovation Project, substantially in the form of the terms and conditions included in the RFQ and the SOQ and as the Chief Executive Officer deems necessary or advisable based on the recommendations of IndyPL’s legal counsel.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA

RESOLUTION 62-2022
(Continued)

APPROVAL TO AWARD A
PLANNING, PROGRAMMING, AND DESIGN SERVICES CONTRACT FOR THE
NORA BRANCH RENOVATION PROJECT

NOVEMBER 28, 2022

AYE

NAY

Adopted this 28th day of November 2022.

ATTEST: _____
Secretary of the Board



Board Action Request

7c

To: IndyPL Board

Meeting Date: November 28, 2022

From: Facilities Committee

Approved by
The Library Board:
Effective Date:

Subject: Resolution 63-2022
Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project

Recommendation:

The IndyPL Facilities Committee recommends Board approval of the attached action (Resolution 63–2022) Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project to **Luminaut | Rowland**, Indianapolis, Indiana.

Fiscal Impact:

The budget for the entire Project is \$2,250,000, with \$200,000 allocated for these services.

After the community engagement, planning and programming efforts are completed the Project scope will be finalized. The lump-sum fee for the required Services will be negotiated and consistent with the terms and conditions described in the draft agreement included in the RFQ and the SOQ.

The expense for the Services will be charged to the Series 2021C Bond Fund (Fund 485).

Background:

The services required for the Project include planning, programming, architectural, mechanical, plumbing, electrical, technology, fixtures, furniture, and equipment planning, selection, bidding, and construction observation.

The schedule for the Project is to complete the design work in the 3rd Quarter 2023, start construction in the 4th Quarter 2023, and complete the work in the 2nd Quarter 2024.

Architectural Design Services are required by IndyPL for the capital projects outlined in the Strategic Plan. Indy PL has sought Vendors whose combination of experience, processes, and

Board Action Request

RE: Facilities Committee, Item 7c

Resolution 63 - 2022 Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project

Date: November 28, 2022

personnel will provide timely, cost-effective, and exemplary professional services to IndyPL for the Project. The Vendor shall have the following qualifications:

- Proven capabilities in the design of public library or similar facilities.
- Demonstrated track record in overall client satisfaction.
- Demonstrated track record working with community and neighborhood associations.
- Demonstrated track record in completing projects on time and on budget.
- Appropriate resources to satisfy the requirements of the Project.
- Licensed as an architect by the State of Indiana.
- Registered with the Indiana Secretary of State to do business in Indiana.

In accordance with Section 123.3 of the IndyPL Policy Manual, selection of a Vendor will be on the basis of provisions of the required services, experience, cost, and any other factors deemed appropriate to the services being secured.

IndyPL staff used the Request for Qualifications (“RFQ”) process pursuant to IC § 5-16-11.1 to solicit Statements of Qualifications (“SOQ”) from Vendors for the Services.

Included in the RFQ were the IndyPL Utilization Goals for Goods and Services adopted as Policy by the IndyPL Board with Resolution 28-2020.

Per the Board Bylaws, Article IX Expenditures, all service agreements over \$50,000 in value are to be approved by the Board.

To secure the needed services, a RFQ was prepared and issued on August 19, 2022. IndyPL staff utilized the City’s Department of Minority & Women Business Development website to identify certified Vendors capable of providing the Services.

Sixty-nine (69) known vendors were directly contacted, twelve (12) business development organizations were contacted, public notices per Statute were placed in the newspapers on August 23 and 30, 2022, and the RFQ was posted to the IndyPL website. A virtual Pre-SOQ conference was held for all prospective vendors on August 25, 2022, with six (6) vendors in attendance (Champlin Architecture, Four Point Design Partnership, HBM Architects, Lancer + Beebe, Luminaut Rowland, and Synthesis).

The IndyPL SOQ Evaluation Committee consisted of these persons:

- Branch Manager – Nora – Carri Genovese
- Area Resource Manager – West Region – Elizabeth Schoettle
- Area Resource Manager – North Region – Peggy Wehr
- Manager – Purchasing and Supplier Diversity – Gwen Simmons
- Director – Facilities – Adam Parsons

Board Action Request

RE: Facilities Committee, Item 7c

Resolution 63 - 2022 Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project

Date: November 28, 2022

Facilitating the evaluation was Mike Coghlan, Capital Project Manager – Facilities. Informing the discussion as a non-voting participant was Marianne Kruppa, former Nora Branch Manager and current Area Resource Manager – Mid Region.

The Library received SOQs from Six (6) Vendors by the deadline of September 12, 2022. A tabulation sheet of the received SOQs is included below.

Vendor	Introduction and Cover Letter	Vendor Qualification Sheet	Receive Addenda 1	E-Verify Affidavit	Company Profile	Vendor Experiences	Company References	Conflicts of Interest and Claims	Financial Documentation	Basis for the Range of Fees	Attachment E Utilization Goals Plan	15%	8%	3%	1%
												Proposed MBE Utilization	Proposed WBE Utilization	Proposed VBE Utilization	Proposed DOBE Utilization
HBM with Loftus and, JQOL, and V&J	X	X	X	X	X	X	X	X	X	X	X	1-2%	12-20%	2-3%	0%
LANCER + BEEBE with JQOL, Loftus, and Design 27	X	X	X	X	X	X	X	X	X	X	-	?	?	0%	0%
Lohr Design with Design Aire and Design 27	X	X	X	X	X	X	X	X	X	X	X	0%	20%	50%	30%
Luminaut Rowland with CES, Four Point, Seven Points, Guidon, and RLR	X	X	X	X	X	X	X	X	X	X	X	15%	8%	3%	1%
METICULOUS with Guidon, KBSO, Shrewsberry, and Engaging Solutions	X	X	X	X	X	X	X	X	X	X	X	74-82%	2-8%	2-4%	0%
Synthesis with Loftus, JPS, Herd Strategies, Veteran Strategies, and Seven Points	X	X	X	X	X	X	X	X	X	X	X	20.5%	66.5%	7.5%	5.5%

Board Action Request

RE: Facilities Committee, Item 7c

Resolution 63 - 2022 Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project

Date: November 28, 2022

The IndyPL SOQ Evaluation Committee reviewed all the SOQs received and requested additional information from two (2) vendors.

Per Statute the selection of the Vendor was based upon the criteria established in the RFQ. The criteria include:

- Attainment of the stated IndyPL Utilization Goals.
- Expertise in the design of public libraries or similar facilities.
- Satisfaction level of current and former customers of Vendor.
- Basis for determining the range of fees.
- Other criteria deemed relevant by IndyPL.

After completing their review, the SOQ Evaluation Committee recommends **Luminaut | Rowland** be awarded the contract as the Vendor that best meets the criteria as defined in the Request for Qualifications.

The team proposed by **Luminaut | Rowland** include:

- Creative Engineering Solutions (MBE) for electrical engineering services.
- Four Point Design (WBE) interior design/wellbeing consulting services.
- Seven Points Technology Group (DOBE) for technology integration services.
- RLR Associates (MBE) for experiential graphic design services.
- Guidon (VBE) for sustainability consulting services.



Board Resolution

7c

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY RESOLUTION 63-2022

APPROVAL TO AWARD A PLANNING, PROGRAMMING, AND DESIGN SERVICES CONTRACT FOR THE PIKE BRANCH RENOVATION PROJECT

NOVEMBER 28, 2022

WHEREAS, in support of the Strategic Plan, planning, programming and design Services are required by the Indianapolis-Marion County Public Library (“IndyPL”) during the planning, design, and construction stages of the improvements and capital projects outlined in the Strategic Plan; and

WHEREAS, IndyPL issued a Request for Qualifications (“RFQ”) on August 19, 2022, seeking vendors whose combination of experience, processes, and personnel will provide timely, cost-effective, and exemplary professional Services for the Pike Branch Renovation Project; and

WHEREAS, IndyPL received six (6) Statements of Qualifications (“SOQ”) to the RFQ by the submission deadline of September 12, 2022, from qualified vendors; and

WHEREAS, the IndyPL Statement of Qualifications Evaluation Committee has reviewed the responses and requested additional information from two (2) selected Vendors; and

WHEREAS, the IndyPL Statement of Qualifications Evaluation Committee has determined **Luminaut | Rowland**, Indianapolis, Indiana is the vendor that best meets the criteria as outlined in the RFQ and recommends IndyPL award the contract to **Luminaut | Rowland**.

IT IS THEREFORE RESOLVED the Board of Trustees authorizes the Chief Executive Officer to negotiate and sign a contract with **Luminaut | Rowland** for Planning, Programming and Design Services for the Pike Branch Renovation Project, substantially in the form of the terms and conditions included in the RFQ and the SOQ and as the Chief Executive Officer deems necessary or advisable based on the recommendations of IndyPL’s legal counsel.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
INDIANAPOLIS, INDIANA

RESOLUTION 63-2022
(Continued)

APPROVAL TO AWARD A
PLANNING, PROGRAMMING, AND DESIGN SERVICES CONTRACT FOR THE
PIKE BRANCH RENOVATION PROJECT

NOVEMBER 28, 2022

AYE

NAY

Adopted this 28th day of November 2022.

ATTEST: _____
Secretary of the Board



Board Action Request

7d

To: IndyPL Board

Meeting Date: November 28, 2022

From: Facilities Committee

Approved by
The Library Board:
Effective Date:

Subject: **Resolution 71-2022**
Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project

Recommendation:

The IndyPL Facilities Committee recommends Board approval of the attached action (Resolution 71–2022) approval to award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project to **KPC Architectural Projects**, Lexington, Kentucky for \$164,003.15.

Fiscal Impact:

This work is within the total Project budget of \$650,000. The work will be funded by the Project Bond Fund (Fund 483).

Background:

The Invitation to Quote documents were prepared by IndyPL and krM Architecture+ to procure, provide and install the cantilevered metal shelving for the new replacement Branch facility.

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

The Invitation to Quote documents were issued to quoters on October 18, 2022.

IndyPL staff and the architect solicited open, competitive, and sealed public quotes for the Glendale Branch Replacement Shelving Project. Notice of the Project was posted on the IndyPL website.

Board Action Request

RE: Facilities Committee, Item 7d

Resolution 71-2022 Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project

Date: November 28, 2022

IndyPL staff used the Indianapolis Office of Minority & Women Business Development website to identify vendors in the library shelving industry. The Notice to Quoters 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
WBE	KPC Architectural Products - Estey/Tennsco
	Library Bureau Steel
	Office 360
MBE	Officeworks
	PC & A Business Environments
	RDS Office Furniture
	RH Contract
	RJE
WBE	Solutions + Design
	Spacesaver
	Workspace Technologies
	Office of Minority and Women Business Development
	Indy Black Chamber of Commerce
	State Minority and Women Business Enterprises
	Great Lakes Women's Business Council
	Indy Chamber of Commerce
	National Association of Women Business Owners
	Mid-States Minority Suppliers
	Construct Connect
	Dodge Data and Analytics

Board Action Request

RE: Facilities Committee, Item 7d

Resolution 71-2022 Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project

Date: November 28, 2022

Three (3) sealed quotes were received at the Library Services Center by the deadline of 11:30 am EDT on November 8, 2022. Per Statute, the quotes were opened and read aloud publicly. A tabulation of the quotes is included below.

Vendor	Bradford Systems (Spacesaver)	KPC Architectural Products (Estay /Tennsco)	Officeworks (Library Bureau Steel)
Lump Sum Quote	\$ 194,470.00	\$ 164,003.15	\$ 179,180.11
Addenda 1 and 2	X	X	X
Completion Time	X	X	X
Non-Collusion Affidavit	X	X	X
E-Verify Affidavit	X	X	X
Utilization Goals Plan	X	X	X
Vendor XBE Status	None	WBE	MBE
Self-Perform %	100%	100%	100%
Proposed MBE Utilization %	0%	0%	100%
Proposed WBE Utilization %	0%	100%	0%
Proposed VBE Utilization %	0%	0%	0%
Proposed DOBE Utilization %	0%	0%	0%

Board Action Request

RE: Facilities Committee, Item 7d

Resolution 71-2022 Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project

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IndyPL and krM Architecture+ completed a detailed review of the quotes and requested the 72-hour post-quote information, including the Application for MBE/WBE/VBE/DOBE Program Waiver, from all three (3) quoters.

KPC Architectural Projects is a company with the knowledge, experience, and resources to satisfactorily complete the work as described in the Invitation to Quote documents. They have recently successfully provided the shelving for the West Perry Branch Project.

KPC Architectural Projects is a Certified WBE. The contract to **KPC Architectural Projects** will be for \$164,003.15.

The Project requires compliance with Requirements for Contactors on Public Works Projects IC §5-16-13 including, liability insurance, qualification, E-Verify, and records retention.

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



Board Resolution

7d

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

RESOLUTION 71-2022

APPROVAL TO AWARD A FURNITURE, FURNISHINGS, AND EQUIPMENT CONTRACT FOR THE GLENDALE REPLACEMENT BRANCH SHELVING PROJECT

NOVEMBER 28, 2022

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 library shelving required for the Glendale Branch Replacement Project; and

WHEREAS, IndyPL and the architect, have solicited open, public, and competitive quotes for the library shelving required for the Glendale Branch Replacement Project; and

WHEREAS, IndyPL received responsible and responsive quotes pursuant to IC §36-1-12 from three (3) Vendors; and

WHEREAS, based on the review of the quotes, IndyPL and the architect have determined **KPC Architectural Products**, Lexington, Kentucky, to be the lowest, responsive, and responsible quoter and recommends award of the contract to **KPC Architectural Products**.

IT IS THEREFORE RESOLVED the Glendale Replacement Branch Shelving Project contract, as quoted describing the scope of work and compensation, is approved and authorizes the Chief Executive Officer (“CEO”) to negotiate and execute an agreement with to **KPC Architectural Products**. The agreement will be based upon such terms described in the Draft Standard Agreement included in the Invitation to Quote Documents dated October 18, 2022, and as the CEO deems necessary or advisable based on the recommendations of IndyPL’s legal counsel. The agreement with to **KPC Architectural Products** will be for the total cost of One Hundred Sixty Four Thousand Three Dollars and Fifteen Cents (\$164,003.15) and any such agreement execution and delivery effected be, and hereby is, confirmed and approved.

RESOLUTION 71-2022
(Continued)

APPROVAL TO AWARD FURNITURE, FURNISHINGS, AND
EQUIPMENT CONTRACT FOR THE
GLENDALE BRANCH REPLACEMENT SHELVING PROJECT

NOVEMBER 28, 2022

AYE

NAY

Adopted this 28th day of November 2022.

ATTEST: _____
Secretary of the Board



Board Briefing Report

8

To: IndyPL Board **Meeting Date:** 11/28/2022
From: The Indianapolis Public Library Foundation
Subject: November 2022 Update

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

News

The Library Foundation wrapped up the 2022 Staff Campaign, Giving Thanks. The preliminary total of \$20,489.76 was contributed by 129 Library and Foundation staff members. Thank you to all staff who participated! We would also like to thank the following Library staff for serving on the staff campaign committee this year: Katie Bulloff, Mike Ehret, Emilie Lynn, Stacie Terrell, Mike Coghlan, Chris Hogsett, Olanike Olaniyi and Leah Kim.

Congratulations to the African-American History Committee for the success of Fall Fest 2022. The Library Foundation was proud to fund this program with support from FORVIS, the J. Steve and Donna D. Talley Fund and Friends of the Library.

The Library Foundation’s Board of Directors passed the 2023 budget. The Foundation is proud to support the Library with \$2.17 million in 2023.

Donors

We thank the 220 donors who made gifts last month. The following are our top corporate and foundation donors: Ascension St. Vincent, AT&T Foundation, CD-COM Systems Midwest, Inc., Clark, Quinn, Moses, Scott & Grahn, LLP, Corteva, Eli Lilly and Company Foundation, Inc., Griffith Family Foundation, Inc., Indiana Education Savings Authority, Indiana Humanities, and Ritz Charles. If you should have an opportunity to thank these donors, we would be grateful.

Program Support

This month, we are proud to provide more than \$98,000 to the Library. Examples of major initiatives supported include 100 Books Before Kindergarten, Early Literacy Specialist, Fall Fest 2022 Slammin’ Rhymes Challenge XVI-Overcomers, Teen Zone at Irvington and Pike Aquarium.



Board Action Request

9a1

To: IMCPL Board **Meeting Date:** November 28, 2022

From: Nichelle M. Hayes, Interim CEO **Approved by the Library Board:**

Effective Date: November 28, 2022

Subject: Finances, Personnel and Travel Resolution 72-2022

Recommendation: Approve Finances, Personnel and Travel Resolution 72-2022

Background: The Finances, Personnel and Travel Resolution 72-2022 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 2022.

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

RESOLUTION 72 - 2022

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 2022 pursuant to the Annual Resolution.

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

Warrant numbers **76497** through **76687** for a total of
\$1,553,247.59 were issued from the operating bank accounts.

EFT numbers **1693** through **1706** and
306170 through **306188** and
306191 through **306213** and
306218 through **306250**
306252 through **306276** for a total of
\$3,107,336.96 were issued from the operating bank accounts.

Warrant numbers **967** through **981** for a total of
\$602.92 was issued from the fines bank account.

Warrant numbers **8590** through **8678** for a total of
\$49,259.70 were issued from the gift bank account.

EFT numbers **306189** through **306190** and
306061 through **306062** and
306214 through **306217** and
306251 and
306277 for a total of
\$89,379.26 were issued from the gift bank account.

Warrant numbers **269523** through **269556** for a total of
\$6,882.04 were issued for employee payroll

Direct deposits numbers **410001** through **410539** and
430001 through **430538** for a total of

\$1,098,251.10 were issued for employee payroll
Electronic transfers for payment of taxes and garnishments for a total of
\$408,239.62 were issued for employee payroll

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

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

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

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

Raymond J. Biederman

Dr. TD Robinson

Curtis W. Bigsbee

Hope C. Tribble

Dr. Khaula Murtadha

Judge Jose D. Salinas

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

Patricia A. Payne

Lolita Campbell
Treasurer of the Library Board

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
OPERATING ACCOUNTS

No.	Type	Date	Reference	Amount
1693	EFT	10/03/2022	FIDELITY INVESTMENTS	4,660.25
1694	EFT	10/03/2022	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	112,619.66
1695	EFT	10/13/2022	FIDELITY INVESTMENTS	4,660.25
1696	EFT	10/13/2022	AMERICAN UNITED LIFE INSURANCE CO	2,280.69
1697	EFT	10/14/2022	ADP, INC.	5,908.44
1698	EFT	10/14/2022	ADP, INC.	2,095.56
1699	EFT	10/14/2022	ADP, INC.	863.36
1700	EFT	10/17/2022	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	112,075.12
1701	EFT	10/20/2022	BARBARA CHEYENNE ARROWSLING	3,106.50
1702	EFT	10/20/2022	REGINA WHITTINGTON	5.60
1703	EFT	10/21/2022	INDIANA DEPARTMENT OF REVENUE	2,408.06
1704	EFT	10/27/2022	FIDELITY INVESTMENTS	4,010.25
1705	EFT	10/27/2022	AMERICAN UNITED LIFE INSURANCE CO	2,280.69
1706	EFT	10/31/2022	PUBLIC EMPLOYEES' RETIREMENT FUND OF INDIANA	112,377.49
76497	CHECK	10/06/2022	ALGOLIA, INC.	5,172.96
76498	CHECK	10/06/2022	ARTE MEXICANO EN INDIANA, INC.	2,500.00
76499	CHECK	10/06/2022	AT&T	1,802.65
76500	CHECK	10/06/2022	AT&T	1,461.18
76501	CHECK	10/06/2022	AT&T	1.30
76502	CHECK	10/06/2022	AT&T	379.73
76503	CHECK	10/06/2022	AT&T	127.49
76504	CHECK	10/06/2022	ATC GROUP SERVICES, LLC DEPOSITORY	581.70
76505	CHECK	10/06/2022	BUSINESS FURNITURE CORPORATION	6,966.59
76506	CHECK	10/06/2022	CITIZENS ENERGY GROUP	1,560.63
76507	CHECK	10/06/2022	DACO GLASS & GLAZING INC	225.00
76508	CHECK	10/06/2022	DELL MARKETING L.P.	380.00
76509	CHECK	10/06/2022	DEVERY NORTH	44.94
76510	CHECK	10/06/2022	EILEEN L MAH	100.00
76511	CHECK	10/06/2022	ESSENTIAL ARCHITECTURAL SIGNS, INC	142.00
76512	CHECK	10/06/2022	FACILITY COMMISSIONING GROUP, INC	1,025.00
76513	CHECK	10/06/2022	FORCE TECHNOLOGY SOLUTIONS, LLC	10,652.73
76514	CHECK	10/06/2022	GUARDIAN	16,089.10
76515	CHECK	10/06/2022	IBJ MEDIA	58.28
76516	CHECK	10/06/2022	INTERNATIONAL MARKETPLACE COALITION	25.00
76517	CHECK	10/06/2022	JENNIFER K HASH	150.00
76518	CHECK	10/06/2022	MARIANNE MCKENZIE	1,000.00
76519	CHECK	10/06/2022	MARKET STREET GROUP, INC	4,000.00
76520	CHECK	10/06/2022	OFFICEWORKS	355.32
76521	CHECK	10/06/2022	PITNEY BOWES, INC.	264.00
76522	CHECK	10/06/2022	PROVIDENCE OUTDOOR	430.00
76523	CHECK	10/06/2022	SIEMENS INDUSTRY, INC.	5,082.00
76524	CHECK	10/06/2022	SOUTHPORT (PETTY CASH)	24.86
76525	CHECK	10/06/2022	IMCPL - THE SKILLMAN CORPORATION - RETAINAGE- FBH	43,421.90
76526	VOID	10/13/2022	AFSCME COUNCIL IKOC 962	-
76527	VOID	10/13/2022	AIR WORX	-
76528	VOID	10/13/2022	AMERICAN UNITED LIFE INSURANCE CO	-
76529	VOID	10/13/2022	AT&T MOBILITY	-
76530	VOID	10/13/2022	CITIZENS ENERGY GROUP	-
76531	VOID	10/13/2022	DRIESSEN WATER INC	-
76532	VOID	10/13/2022	DYNAMARK GRAPHICS GROUP	-
76533	VOID	10/13/2022	EXHIBIT HOUSE, INC.	-
76534	VOID	10/13/2022	GALE GROUP THE	-
76535	VOID	10/13/2022	GREEN PLAQUE, LLC	-
76536	VOID	10/13/2022	GRM INFORMATION MANAGEMENT SERVICES OF INDIANA	-
76537	VOID	10/13/2022	ICC FLOORS	-
76538	VOID	10/13/2022	INDIANA LIBRARY FEDERATION	-
76539	VOID	10/13/2022	INDIANAPOLIS POWER & LIGHT COMPANY	-
76540	VOID	10/13/2022	INDY CURB APPEAL ASPHALT, INC	-
76541	VOID	10/13/2022	INFOR (US), INC	-

No.	Type	Date	Reference	Amount
76542	VOID	10/13/2022	INFORMATION TODAY, INC.	-
76543	VOID	10/13/2022	KANOPY LLC	-
76544	VOID	10/13/2022	LAKESHORE EQUIPMENT COMPANY	-
76545	VOID	10/13/2022	LEGALSHIELD	-
76546	VOID	10/13/2022	LYNGSOE SYSTEMS INC.	-
76547	VOID	10/13/2022	MATTHEW BENDER & CO.	-
76548	VOID	10/13/2022	MICHAEL A. REUTER CONSULTING SERVICES, INC.	-
76549	VOID	10/13/2022	MORNINGSTAR	-
76550	VOID	10/13/2022	MULTI CULTURAL BOOKS AND VIDEO	-
76551	VOID	10/13/2022	NRP DIRECT	-
76552	VOID	10/13/2022	IMCPL - POWERS & SONS - RETAINAGE - GLD	-
76553	VOID	10/13/2022	REPROGRAPHIX, INC	-
76554	VOID	10/13/2022	REPUBLIC WASTE SERVICES	-
76555	VOID	10/13/2022	BHE DESIGN LLC	-
76556	VOID	10/13/2022	VOLGISTICS, INC.	-
76557	VOID	10/13/2022	WIKSTROM ENGINEERING CONSULTING, P.C.	-
76558	CHECK	10/13/2022	AFSCME COUNCIL IKOC 962	3,732.28
76559	CHECK	10/13/2022	AIR WORX	8,530.13
76560	CHECK	10/13/2022	AMERICAN UNITED LIFE INSURANCE CO	2,708.11
76561	CHECK	10/13/2022	AT&T MOBILITY	3,254.67
76562	CHECK	10/13/2022	CITIZENS ENERGY GROUP	10,555.47
76563	CHECK	10/13/2022	DRIESSEN WATER INC	134.00
76564	CHECK	10/13/2022	DYNAMARK GRAPHICS GROUP	58.48
76565	CHECK	10/13/2022	EXHIBIT HOUSE, INC.	82,813.62
76566	CHECK	10/13/2022	GALE GROUP THE	150.00
76567	CHECK	10/13/2022	GREEN PLAQUE, LLC	664.00
76568	CHECK	10/13/2022	GRM INFORMATION MANAGEMENT SERVICES OF INDIANA	401.69
76569	CHECK	10/13/2022	ICC FLOORS	99,872.00
76570	CHECK	10/13/2022	INDIANA LIBRARY FEDERATION	2,640.00
76571	CHECK	10/13/2022	INDIANAPOLIS POWER & LIGHT COMPANY	98,121.64
76572	CHECK	10/13/2022	INDY CURB APPEAL ASPHALT, INC	18,200.00
76573	CHECK	10/13/2022	INFOR (US), INC	4,640.00
76574	CHECK	10/13/2022	INFORMATION TODAY, INC.	319.73
76575	CHECK	10/13/2022	KANOPY LLC	49,000.00
76576	CHECK	10/13/2022	LAKESHORE EQUIPMENT COMPANY	201.93
76577	CHECK	10/13/2022	LEGALSHIELD	236.15
76578	CHECK	10/13/2022	LYNGSOE SYSTEMS INC.	89,175.00
76579	CHECK	10/13/2022	MATTHEW BENDER & CO.	110.43
76580	CHECK	10/13/2022	MICHAEL A. REUTER CONSULTING SERVICES, INC.	700.00
76581	CHECK	10/13/2022	MORNINGSTAR	12,048.00
76582	CHECK	10/13/2022	MULTI CULTURAL BOOKS AND VIDEO	5,676.00
76583	CHECK	10/13/2022	NRP DIRECT	399.00
76584	CHECK	10/13/2022	IMCPL - POWERS & SONS - RETAINAGE - GLD	61,894.14
76585	CHECK	10/13/2022	REPROGRAPHIX, INC	2.84
76586	CHECK	10/13/2022	REPUBLIC WASTE SERVICES	6,110.80
76587	CHECK	10/13/2022	BHE DESIGN LLC	130.00
76588	CHECK	10/13/2022	VOLGISTICS, INC.	179.00
76589	CHECK	10/13/2022	WIKSTROM ENGINEERING CONSULTING, P.C.	1,350.00
76590	CHECK	10/20/2022	3D PROFESSIONAL CONTRACTING, INC.	185,820.00
76591	CHECK	10/20/2022	ALLISON CONDIE LOUTHAIN	100.00
76592	CHECK	10/20/2022	ANTHEM INSURANCE COMPANIES, INC	315,700.00
76593	CHECK	10/20/2022	ANTHONY RADFORD	150.00
76594	CHECK	10/20/2022	ARAB TERMITE AND PEST CONTROL INC	128.00
76595	CHECK	10/20/2022	ASI SIGNAGE INNOVATIONS	292.00
76596	CHECK	10/20/2022	AT&T MOBILITY	1,437.00
76597	CHECK	10/20/2022	BETTER IMPACT USA IN	1,940.00
76598	CHECK	10/20/2022	INDIANAPOLIS PUBLIC SCHOOLS	3,850.00
76599	CHECK	10/20/2022	BOWEN TECHNOVATION	3,765.00
76600	CHECK	10/20/2022	BRIGHT IDEAS IN BROAD RIPPLE	1,650.00
76601	CHECK	10/20/2022	BRUMFIELD LABS	3,000.00
76602	CHECK	10/20/2022	BUSINESS FURNITURE CORPORATION	37.34
76603	CHECK	10/20/2022	CARAHSOFT TECHNOLOGY CORPORATION	625.24
76604	CHECK	10/20/2022	CELTIC MOTION	100.00

No.	Type	Date	Reference	Amount
76605	CHECK	10/20/2022	CHANTEL MASSEY	100.00
76606	CHECK	10/20/2022	CITIZENS ENERGY GROUP	2,791.48
76607	CHECK	10/20/2022	COMPLETE WELLNESS SOLUTIONS LLC	540.00
76608	CHECK	10/20/2022	COMPSULTING LLC	641.59
76609	CHECK	10/20/2022	COMPUTYPE INC.	338.96
76610	CHECK	10/20/2022	CONSTELLATION NEWENERGY - GAS DIVISION, LLC	1,397.40
76611	CHECK	10/20/2022	CROSSROADS DOCUMENT SERVICES	4,524.28
76612	CHECK	10/20/2022	DACO GLASS & GLAZING INC	187.50
76613	CHECK	10/20/2022	DELL MARKETING L.P.	1,313.00
76614	CHECK	10/20/2022	DELL MARKETING L.P.	14,400.00
76615	CHECK	10/20/2022	DELL MARKETING L.P.	39,480.00
76616	CHECK	10/20/2022	DYNAMARK GRAPHICS GROUP	1,248.72
76617	CHECK	10/20/2022	ELLIS MECHANICAL & ELECTRICAL	8,662.29
76618	CHECK	10/20/2022	FULLER ENGINEERING CO., LLC	1,280.00
76619	CHECK	10/20/2022	GANNETT SATELLITE INFORMATION NETWORK, LLC	5,445.90
76620	CHECK	10/20/2022	HOOSIER AQUATIC CARE	820.00
76621	CHECK	10/20/2022	TALKING TECH	8,717.21
76622	CHECK	10/20/2022	IMMIGRANT WELCOME CENTER	150.00
76623	CHECK	10/20/2022	INDIANA ASSOCIATION OF CHINESE AMERICANS	150.00
76624	CHECK	10/20/2022	INDIANA THERAPEUTIC MASSGE SCHOOL LLC	1,050.00
76625	CHECK	10/20/2022	INDY CURB APPEAL ASPHALT, INC	9,800.00
76626	CHECK	10/20/2022	JENNIFER K HASH	600.00
76627	CHECK	10/20/2022	JULIA ROSE O'NEIL HARVEY	100.00
76628	CHECK	10/20/2022	KOORSEN FIRE & SECURITY	554.39
76629	CHECK	10/20/2022	MAIN EVENT SOUND & LIGHTING	2,945.20
76630	CHECK	10/20/2022	MARSHALL & SWIFT/BOECKH, LLC	1,060.15
76631	CHECK	10/20/2022	WFYI TV FYI PRODUCTIONS	3,500.00
76632	CHECK	10/20/2022	MULTI CULTURAL BOOKS AND VIDEO	1,170.00
76633	CHECK	10/20/2022	OCLC INC	29,641.14
76634	CHECK	10/20/2022	ORBIS	2,774.30
76635	CHECK	10/20/2022	PHOENIX PRESS	2,962.00
76636	CHECK	10/20/2022	PROVIDENCE OUTDOOR	2,285.00
76637	CHECK	10/20/2022	SYNTHESIS INCORPORATED	1,995.20
76638	CHECK	10/20/2022	THE HARMON HOUSE L.L.C.	1,025.00
76639	CHECK	10/20/2022	THE INDIANAPOLIS PUBLIC LIBRARY FOUNDATION	1,855.60
76640	CHECK	10/20/2022	U.S. BANK	1,500.00
76641	CHECK	10/20/2022	UNITED PARCEL SERVICE	5,044.82
76642	CHECK	10/20/2022	VANESSA MONFREDA	150.00
76643	CHECK	10/20/2022	VERTIV CORPORATION	4,085.68
76644	CHECK	10/20/2022	YOUR AUTOMATIC DOOR COMPANY	178.00
76645	CHECK	10/28/2022	ALLISON O'KEEFFE	820.00
76646	CHECK	10/28/2022	AMERICAN UNITED LIFE INSURANCE CO	1,697.16
76647	CHECK	10/28/2022	ANTHONY RADFORD	325.00
76648	CHECK	10/28/2022	ARTS FOR LEARNING INDIANA	540.00
76649	CHECK	10/28/2022	AT&T	1,765.92
76650	CHECK	10/28/2022	AT&T	1,461.18
76651	CHECK	10/28/2022	AT&T	2.59
76652	CHECK	10/28/2022	AT&T	447.53
76653	CHECK	10/28/2022	BEVERLY SCOTT	300.00
76654	CHECK	10/28/2022	BIG ASS HOLDING LLC	5,250.63
76655	CHECK	10/28/2022	CENTRAL INDIANA SECURITY CORP., LTD	339.85
76656	CHECK	10/28/2022	CHANTEL MASSEY	100.00
76657	CHECK	10/28/2022	CITIZENS ENERGY GROUP	2,719.92
76658	CHECK	10/28/2022	COMPLETE WELLNESS SOLUTIONS LLC	955.50
76659	CHECK	10/28/2022	CREATIVE AQUATIC SOLUTIONS, LLC	363.74
76660	CHECK	10/28/2022	DACO GLASS & GLAZING INC	4,699.66
76661	CHECK	10/28/2022	DIANNE CORBIN	39.98
76662	CHECK	10/28/2022	DYNAMARK GRAPHICS GROUP	1,528.90
76663	CHECK	10/28/2022	ELLIS MECHANICAL & ELECTRICAL	5,518.00
76664	CHECK	10/28/2022	FULLER ENGINEERING CO., LLC	902.50
76665	CHECK	10/28/2022	GUITAR CENTER STORES INC	292.00
76666	CHECK	10/28/2022	HEALTH & HOSPITALS CORP. OF MARION CNTY.	800.00
76667	CHECK	10/28/2022	INDIANAPOLIS STAR	124.88

No.	Type	Date	Reference	Amount
76668	CHECK	10/28/2022	INDIANAPOLIS FLEET SERVICES	1,848.56
76669	CHECK	10/28/2022	IVY LORETTES RINGEL	300.00
76670	CHECK	10/28/2022	JACKSON OIL & SOLVENTS, INC	347.06
76671	CHECK	10/28/2022	LIGHT & BREUNING, INC	320.00
76672	CHECK	10/28/2022	MARION CTY STORMWATER MGMT DISTRICT	11,779.80
76673	CHECK	10/28/2022	MEDIA ARCHIVING	4,619.05
76674	CHECK	10/28/2022	MIDWEST PARENTING PUBLICATIONS, LLC	1,625.00
76675	CHECK	10/28/2022	NICHOLAS SCHAEFER DONATELLE	300.00
76676	CHECK	10/28/2022	PROVIDENCE OUTDOOR	19,765.00
76677	CHECK	10/28/2022	RED OXYGEN INC	37.98
76678	CHECK	10/28/2022	RFS GROUP LLC	3,966.40
76679	CHECK	10/28/2022	SIEMENS INDUSTRY, INC.	6,200.53
76680	CHECK	10/28/2022	SMITH SECKMAN REID, INC	3,703.00
76681	CHECK	10/28/2022	SONDHI SOLUTIONS	579.86
76682	CHECK	10/28/2022	THE DAVEY TREE EXPERT COMPANY	3,722.00
76683	CHECK	10/28/2022	IMCPL - THE SKILLMAN CORPORATION - RETAINAGE- FBH	107,209.13
76684	CHECK	10/28/2022	UNIFORM HOUSE INC. THE	560.86
76685	CHECK	10/28/2022	UNITED PARCEL SERVICE	1,075.56
76686	CHECK	10/28/2022	VLADIMIR KRAKOVICH	600.00
76687	CHECK	10/28/2022	YEFIM PASTUKH	600.00
306170	EFT	10/06/2022	BAKER & TAYLOR	2,873.46
306171	EFT	10/06/2022	BAKER & TAYLOR	1,669.91
306172	EFT	10/06/2022	BAKER & TAYLOR	24,326.56
306173	EFT	10/06/2022	CDW GOVERNMENT, INC.	417.56
306174	EFT	10/06/2022	COMMUNITY HEALTH NETWORK	1,600.00
306175	EFT	10/06/2022	DEMCO, INC.	541.16
306176	EFT	10/06/2022	J&G CARPET PLUS	875.00
306177	EFT	10/06/2022	MIDWEST TAPE - AUDIOBOOKS ONLY	1,050.50
306178	EFT	10/06/2022	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	7,275.91
306179	EFT	10/06/2022	MIDWEST TAPE NON PROCESSED	31.47
306180	EFT	10/06/2022	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	400.89
306181	EFT	10/06/2022	MOORE INFORMATION SERVICES, INC	751.11
306182	EFT	10/06/2022	OVERDRIVE INC	47,881.44
306183	EFT	10/06/2022	RICHARD LOPEZ ELECTRICAL, LLC	13,234.72
306184	EFT	10/06/2022	STEWART SPEAKERS, INC	2,000.00
306185	EFT	10/06/2022	STUART'S HOUSEHOLD FURNITURE MOVING & STORAGE	2,261.50
306186	EFT	10/06/2022	THE SKILLMAN CORPORATION	390,797.05
306187	EFT	10/06/2022	ULINE	53.63
306188	EFT	10/06/2022	VACO, LLC	2,240.00
306191	EFT	10/13/2022	ALSCO	398.28
306192	EFT	10/13/2022	BAKER & TAYLOR	57.04
306193	EFT	10/13/2022	BAKER & TAYLOR	6,692.67
306194	EFT	10/13/2022	BAKER & TAYLOR	14,805.59
306195	EFT	10/13/2022	BAKER & TAYLOR	9,250.42
306196	EFT	10/13/2022	BLACKSTONE AUDIO INC	242.27
306197	EFT	10/13/2022	BRODART COMPANY	277.44
306198	EFT	10/13/2022	CITIZENS THERMAL ENRGY.	19,532.00
306199	EFT	10/13/2022	ETI PERFORMANCE IMPROVEMENT	6,965.00
306200	EFT	10/13/2022	INDIANA PLUMBING AND DRAIN LLC	3,139.00
306201	EFT	10/13/2022	J&G CARPET PLUS	275.00
306202	EFT	10/13/2022	KRM ARCHITECTURE+ INC	16,373.13
306203	EFT	10/13/2022	MIDWEST TAPE - AUDIOBOOKS ONLY	1,529.94
306204	EFT	10/13/2022	MIDWEST TAPE - PROCESSED DVDS	840.59
306205	EFT	10/13/2022	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	978.00
306206	EFT	10/13/2022	MIDWEST TAPE NON PROCESSED	243.70
306207	EFT	10/13/2022	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	5,269.40
306208	EFT	10/13/2022	MIDWEST TAPE, LLC	7,853.17
306209	EFT	10/13/2022	OVERDRIVE INC	61,757.09
306210	EFT	10/13/2022	POWERS & SONS CONSTRUCTION	557,047.20
306211	EFT	10/13/2022	REGIONS BANK PURCHASING CARD	19,978.22
306212	EFT	10/13/2022	ROBERT HALF INTERNATIONAL, INC	6,349.50
306213	EFT	10/13/2022	TECH-LOGIC CORPORATION	3,370.00
306218	EFT	10/20/2022	BAKER & TAYLOR	2,213.64

No.	Type	Date	Reference	Amount
306219	EFT	10/20/2022	BAKER & TAYLOR	7,651.86
306220	EFT	10/20/2022	BAKER & TAYLOR	35,461.04
306221	EFT	10/20/2022	BLACKSTONE AUDIO INC	247.14
306222	EFT	10/20/2022	BRODART COMPANY CONTINUATIONS	746.46
306223	EFT	10/20/2022	CDW GOVERNMENT, INC.	100.87
306224	EFT	10/20/2022	DANCORP INC. DBA DANCO	200.00
306225	EFT	10/20/2022	DELTA DENTAL	50.26
306226	EFT	10/20/2022	DELTA DENTAL	235.01
306227	EFT	10/20/2022	DELTA DENTAL	11,123.32
306228	EFT	10/20/2022	FINELINE PRINTING GROUP	316.00
306229	EFT	10/20/2022	FLEET CARE, INC.	559.12
306230	EFT	10/20/2022	GLENDALE MALL	23,585.42
306231	EFT	10/20/2022	INDIANA PLUMBING AND DRAIN LLC	1,878.00
306232	EFT	10/20/2022	INDPLS-MARION COUNTY PUBLIC LIBRARY	18,318.34
306233	EFT	10/20/2022	IRVINGTON PRESBYTERIAN CHURCH	937.50
306234	EFT	10/20/2022	J&G CARPET PLUS	900.00
306235	EFT	10/20/2022	JEREMY NORRIS	1,600.00
306236	EFT	10/20/2022	KRM ARCHITECTURE+ INC	4,205.00
306237	EFT	10/20/2022	MARY RANKIN	4,917.50
306238	EFT	10/20/2022	MIDWEST TAPE - AUDIOBOOKS ONLY	7,563.15
306239	EFT	10/20/2022	MIDWEST TAPE - PROCESSED DVDS	3,693.40
306240	EFT	10/20/2022	MIDWEST TAPE FICTION CAT/PROC REPL ACCOUNT	3,744.55
306241	EFT	10/20/2022	MIDWEST TAPE NON PROCESSED	589.16
306242	EFT	10/20/2022	MIDWEST TAPE PROCESSED AND CATALOGED ACCOUNT	4,989.77
306243	EFT	10/20/2022	ORACLE ELEVATOR HOLDCO, INC.	9,232.00
306244	EFT	10/20/2022	OVERDRIVE INC	23,541.72
306245	EFT	10/20/2022	RATIO ARCHITECTS, LLC	3,485.46
306246	EFT	10/20/2022	RICHARD LOPEZ ELECTRICAL, LLC	96,833.00
306247	EFT	10/20/2022	RICOH USA, INC. - 12882	18,692.74
306248	EFT	10/20/2022	STENZ MANAGEMENT COMPANY, INC	5,931.89
306249	EFT	10/20/2022	STUART'S HOUSEHOLD FURNITURE MOVING & STORAGE	99.50
306250	EFT	10/20/2022	UNIVERSAL PROTECTION SERVICE, LP	395.59
306252	EFT	10/28/2022	ACORN DISTRIBUTORS, INC	4,524.80
306253	EFT	10/28/2022	CDW GOVERNMENT, INC.	1,186.14
306254	EFT	10/28/2022	CENTRAL SECURITY & COMMUNICATIONS	378.50
306255	EFT	10/28/2022	CHRISTOPHER B. BURKE ENGINEERING, LLC	337.50
306256	EFT	10/28/2022	CITIZENS THERMAL ENERGY	19,787.31
306257	EFT	10/28/2022	DANCORP INC. DBA DANCO	945.00
306258	EFT	10/28/2022	DEMCO, INC.	129.33
306259	EFT	10/28/2022	ETI PERFORMANCE IMPROVEMENT	835.00
306260	EFT	10/28/2022	FLEET CARE, INC.	2,158.11
306261	EFT	10/28/2022	GRAINGER	94.73
306262	EFT	10/28/2022	INDIANA PLUMBING AND DRAIN LLC	1,206.00
306263	EFT	10/28/2022	INDIANAPOLIS ARMORED CAR, INC	4,357.13
306264	EFT	10/28/2022	INSIGHT PUBLIC SECTOR, INC	39,342.00
306265	EFT	10/28/2022	J&G CARPET PLUS	470.00
306266	EFT	10/28/2022	JEREMY NORRIS	6,232.00
306267	EFT	10/28/2022	LEVEL (3) COMMUNICATIONS, LLC	3,036.97
306268	EFT	10/28/2022	MARK'S VACUUM & JANITORIAL SUPPLIES	1,409.90
306269	EFT	10/28/2022	MARY RANKIN	8,242.50
306270	EFT	10/28/2022	ORACLE ELEVATOR HOLDCO, INC.	1,137.50
306271	EFT	10/28/2022	RICHARD LOPEZ ELECTRICAL, LLC	61,218.56
306272	EFT	10/28/2022	STENZ MANAGEMENT COMPANY, INC	236.80
306273	EFT	10/28/2022	STUART'S HOUSEHOLD FURNITURE MOVING & STORAGE	746.10
306274	EFT	10/28/2022	THE SKILLMAN CORPORATION	964,882.24
306275	EFT	10/28/2022	TITAN ASSOCIATES	71,161.63
306276	EFT	10/28/2022	ULINE	6,384.36
				<u>\$ 4,660,584.55</u>

Summary by Transaction Type:

Computer Check	\$ 1,553,247.59
EFT Check	\$ 3,107,336.96

No.	Type	Date	Reference	Amount
			Total Payments	\$ 4,660,584.55
			Total Voided Items	\$ -

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
FINES ACCOUNT

No.	Type	Date	Reference	Amount
967	CHECK	10/6/2022	MEGAN WALLEN	9.99
968	VOID	10/13/2022	MONTCLAIR STATE UNIVERSITY	-
969	VOID	10/13/2022	UNIVERSITY OF EVANSVILLE LIBRARIES	-
970	CHECK	10/13/2022	MONTCLAIR STATE UNIVERSITY	80.00
971	CHECK	10/13/2022	UNIVERSITY OF EVANSVILLE LIBRARIES	37.95
972	CHECK	10/20/2022	KRISTY LYNN MURPHY	19.99
973	CHECK	10/20/2022	MARY JANE EVERS	74.91
974	CHECK	10/20/2022	NATNEAL BERHE	65.94
975	CHECK	10/20/2022	UNIVERSITY OF NOTRE DAME	47.00
976	CHECK	10/28/2022	DUSTIN WADE MCKINNEY	139.21
977	CHECK	10/28/2022	JESSICA ANN JOURNEY	10.07
978	CHECK	10/28/2022	JOSEPH BERNARD GLASS	52.90
979	CHECK	10/28/2022	KEVIN D. HARDIE	32.98
980	CHECK	10/28/2022	MOUNT PROPECT PUBLIC LIBRARY	14.99
981	CHECK	10/28/2022	SHERYL PROCTOR-BLOOM	16.99
Total				\$ 602.92

Summary by Transaction Type:

Computer Check	\$	602.92
EFT Check	\$	-
Total Payments	\$	602.92
Total Voided Items	\$	-

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
BANK REGISTER
GIFT ACCOUNT

No.	Type	Date	Reference	Amount
8590	CHECK	10/06/2022	ADAM TODD	75.10
8591	CHECK	10/06/2022	BETH MENG	150.00
8592	CHECK	10/06/2022	BURMESE AMERICAN COMMUNITY INSTITUTE	250.00
8593	CHECK	10/06/2022	DEVERY NORTH	12.84
8594	CHECK	10/06/2022	DIGITAL SYNAPSES LLC	450.00
8595	CHECK	10/06/2022	JEANINE M. FOX	61.19
8596	CHECK	10/06/2022	KADIR NELSON	12,500.00
8597	CHECK	10/06/2022	LITERACY MINNESOTA	2,800.00
8598	CHECK	10/06/2022	ENRIQUE CORREA-BLANCO	900.00
8599	CHECK	10/06/2022	MARIANNE MCKENZIE	131.99
8600	CHECK	10/06/2022	SARAH WOODRUFF	19.20
8601	VOID	10/13/2022	BOLLYWOOD BEATS	-
8602	VOID	10/13/2022	CAMPGIRL LLC	-
8603	VOID	10/13/2022	CHIA-YI BUSH	-
8604	VOID	10/13/2022	ELAINE KOVALCIK	-
8605	VOID	10/13/2022	JEREMY SOUTH	-
8606	VOID	10/13/2022	JULIA LOHLA	-
8607	VOID	10/13/2022	KAREN G CONTEMPORARY ARTIST LLC	-
8608	VOID	10/13/2022	LAURA ESTALA LOZA MARTINEZ	-
8609	VOID	10/13/2022	LORALYNN E EADES	-
8610	VOID	10/13/2022	LUNA LANGUAGE SERVICES	-
8611	VOID	10/13/2022	MARY JO WYSS TREADWELL	-
8612	VOID	10/13/2022	PAT BRUNNER & ASSOC	-
8613	VOID	10/13/2022	PAULA SCOTT-FRANZ	-
8614	VOID	10/13/2022	SAGE PUBLISHING	-
8615	CHECK	10/13/2022	BOLLYWOOD BEATS	400.00
8616	CHECK	10/13/2022	CAMPGIRL LLC	585.00
8617	CHECK	10/13/2022	CHIA-YI BUSH	100.00
8618	CHECK	10/13/2022	ELAINE KOVALCIK	75.00
8619	CHECK	10/13/2022	JEREMY SOUTH	1,600.00
8620	CHECK	10/13/2022	JULIA LOHLA	150.00
8621	CHECK	10/13/2022	KAREN G CONTEMPORARY ARTIST LLC	1,500.00
8622	CHECK	10/13/2022	LAURA ESTALA LOZA MARTINEZ	400.00
8623	CHECK	10/13/2022	LORALYNN E EADES	75.00
8624	CHECK	10/13/2022	LUNA LANGUAGE SERVICES	3,500.00
8625	CHECK	10/13/2022	MARY JO WYSS TREADWELL	304.00
8626	CHECK	10/13/2022	PAT BRUNNER & ASSOC	1,500.00
8627	CHECK	10/13/2022	PAULA SCOTT-FRANZ	200.00
8628	CHECK	10/13/2022	SAGE PUBLISHING	9,728.00
8629	CHECK	10/20/2022	ARTS FOR LEARNING INDIANA	696.00
8630	CHECK	10/20/2022	BETH MENG	300.00
8631	CHECK	10/20/2022	BOARD OF SCHOOL COMMISSIONERS OF THE CITY OF	350.00
8632	CHECK	10/20/2022	BOLLYWOOD BEATS	200.00
8633	CHECK	10/20/2022	COALITION FOR HOMELESS INTERVENTION AND PREVENTION	20.00
8634	CHECK	10/20/2022	DEBORAH EHRET	398.29
8635	CHECK	10/20/2022	DIGITAL SYNAPSES LLC	450.00
8636	CHECK	10/20/2022	ELAINE KOVALCIK	75.00
8637	CHECK	10/20/2022	FIONA DUKE	35.64
8638	CHECK	10/20/2022	FRANKLIN ROAD (PETTY CASH)	63.62
8639	CHECK	10/20/2022	GLENDALE (PETTY CASH)	35.14
8640	CHECK	10/20/2022	JEREMY SOUTH	600.00

No.	Type	Date	Reference	Amount
8641	CHECK	10/20/2022	JUDY GRAY	102.60
8642	CHECK	10/20/2022	JULIA LOHLA	75.00
8643	CHECK	10/20/2022	LAURA ESTALA LOZA MARTINEZ	400.00
8644	CHECK	10/20/2022	LORALYNN E EADES	355.00
8645	CHECK	10/20/2022	SHAEL WEIDENBACH	104.15
8646	CHECK	10/20/2022	SHANIKA HEYWARD	88.52
8647	CHECK	10/20/2022	SHANNON O'DONNELL	38.66
8648	CHECK	10/20/2022	TIA JAH WYNNE AYERS	176.99
8649	CHECK	10/20/2022	VQ VOLUNTEER STRATEGIES LLC	375.00
8650	CHECK	10/20/2022	WAYNE (PETTY CASH)	39.57
8651	CHECK	10/28/2022	AMANDA CARLSON	33.52
8652	CHECK	10/28/2022	ANDREW COPE	52.88
8653	CHECK	10/28/2022	BAMBI PEA	27.83
8654	CHECK	10/28/2022	BETHANY ALLISON	54.11
8655	CHECK	10/28/2022	BOLLYWOOD BEATS	200.00
8656	CHECK	10/28/2022	CAMPGIRL LLC	390.00
8657	CHECK	10/28/2022	CARRI GENOVESE	85.51
8658	CHECK	10/28/2022	CREATIVE AQUATIC SOLUTIONS, LLC	282.00
8659	CHECK	10/28/2022	DENYCE MALONE	40.00
8660	CHECK	10/28/2022	EAST WASHINGTON (PETTY CASH)	8.65
8661	CHECK	10/28/2022	FIONA DUKE	9.08
8662	CHECK	10/28/2022	JENA MATTIX	25.72
8663	CHECK	10/28/2022	JUDY GRAY	47.05
8664	CHECK	10/28/2022	LAURA ESTALA LOZA MARTINEZ	300.00
8665	CHECK	10/28/2022	LINDSAY HADDIX	31.33
8666	CHECK	10/28/2022	MARGARET WARD	29.38
8667	CHECK	10/28/2022	MARY JO WYSS TREADWELL	228.00
8668	CHECK	10/28/2022	MELINDA MULLICAN	33.89
8669	CHECK	10/28/2022	MICHELLE M. NICHOLS-YEHLING	150.00
8670	CHECK	10/28/2022	MICHELLINE BRANDON	66.00
8671	CHECK	10/28/2022	MONICA TABOADA	44.69
8672	CHECK	10/28/2022	OOEY GOOEY, INC.	2,000.00
8673	CHECK	10/28/2022	PARTEC CONSULTING GROUP	375.00
8674	CHECK	10/28/2022	RITZ CHARLES CARMEL	1,003.00
8675	CHECK	10/28/2022	SARAH S WALKER	16.05
8676	CHECK	10/28/2022	SHELBY PEAK	31.81
8677	CHECK	10/28/2022	TIA JAH WYNNE AYERS	25.20
8678	CHECK	10/28/2022	WILLIAM J. PRIDE	1,222.50
306189	EFT	10/06/2022	BAKER & TAYLOR	48.45
306190	EFT	10/06/2022	INDPLS-MARION COUNTY PUBLIC LIBRARY	134.49
306214	EFT	10/13/2022	BAKER & TAYLOR	23.58
306215	EFT	10/13/2022	DEMCO, INC.	2,056.84
306216	EFT	10/13/2022	INDPLS-MARION COUNTY PUBLIC LIBRARY	1,747.47
306217	EFT	10/13/2022	INGRAM LIBRARY SERVICES	1,968.43
306251	EFT	10/20/2022	INDPLS-MARION COUNTY PUBLIC LIBRARY	29,400.00
306277	EFT	10/28/2022	INDPLS-MARION COUNTY PUBLIC LIBRARY	54,000.00
Total				<u>\$ 138,638.96</u>

Summary by Transaction Type:

Computer Check	\$ 49,259.70
EFT Check	\$ 89,379.26
Total Payments	\$ 138,638.96
Total Voided Items	\$ -

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOVEMBER 28, 2022
PERSONNEL ACTIONS
RESOLUTION 72-2022

NEW HIRES:

- Stacy Hurt, Public Services Librarian, Beech Grove Branch, \$21.78 per hour, Effective: November 17, 2022
- Vanbawl Thawng, Computer Assistant II, West Perry Branch, \$15.17 per hour, Effective: November 17, 2022
- Jennifer Hiles, Public Service Associate II-Floater, Nora Branch, \$17.53 per hour, Effective: November 30,2022
- Adam Smitley, Computer Assistant II, West Perry Branch, \$15.17 per hour, Effective: November 17, 2022,
- Lillian Page, Page, Central Library, \$12.50 per hour, Effective: November 30,2022
- Anna Bolton, Hourly Library Assistant II, West Perry Branch, \$15.17 per hour, Effective: November 30,2022
- Kylie Adkins, Page, Beech Grove Branch, \$12.50 per hour, Effective: November 2,2022
- Lillian Prawat, Page, Central Library, \$12.50 per hour, Effective: November 30, 2022
- Aysha Davis, Hourly Computer Assistant II, Learning Curve, \$15.17 per hour, Effective: November 30,2022
- Cheryl Miller Maddox, Public Services Librarian, Lawrence Branch, \$21.78 per hour, Effective: November 17,2022
- David Bolling, Team Member, Shipping & Receiving, CMSA Shipping & Receiving, \$15.17 per hour, Effective: November 17,2022
- Soni Thakkar, Facilities Technical Assistant, Facilities Management Services Area, \$23.41 per hour, Effective: November 30,2022
- Robert Scott, Page, Spades Park Branch, \$12.50 per hour, Effective: November 30, 2022
- Finley Albaugh, Computer Assistant II, Decatur Branch, \$15.17 per hour, Effective: November 30,2022

INTERNAL CHANGES:

- Mary Johnson from Control Room Technician, Facilities Management Services Area to Library Security Assistant-LSC Front Desk, Public Services Area, No Change in Pay, Effective: October 17,2022
- Paul A Moore from Computer Assistant II, Michigan Road Branch to Library Assistant II, Michigan Road Branch, No Change in Pay, Effective: October 23, 2022
- Christopher Hogsett from Interim Manager, Regional Branch, Pike Branch, \$29.09 per hour to Manager, Regional Branch, Pike Branch, \$30.54 per hour, Effective: November 6, 2022
- Tristen Lee from Page, Spades Park Branch, \$12.50 per hour to Hourly Library Assistant II, Spades Park Branch, \$15.17 per hour, Effective: October 23,2022
- Julie Fore from Library Assistant II, Warren Branch, \$16.31 per hour to Library Assistant II, Haughville Branch, \$15.73 per hour, Effective: November 6,2022

- Jackie Berry II from Library Assistant II, Haughville Branch to Processing Assistant I, Processing Service Section, No Change in Pay, Effective: November 6,2022
- Bria Carter from Library Assistant II, Lawrence Branch, \$15.39 per hour to Library Assistant III, Lawrence Branch, \$16.31 per hour, Effective: November 20,2022
- Chris Strong, Page, Eagle Branch, \$12.58 per hour to Library Assistant II, Central Borrowers Service Section, \$15.17 per hour, Effective: November 6,2022
- Demetrius Green from Interim Manager, Business Systems Analyst, Information Technology,\$33.617 per hour to Manager, Business System Analyst, Information Technology, \$42.27 per hour, Effective: November 20, 2022
- Kathy Helmond from Supervisor Librarian, Central Adult Reference, \$26.10 per hour to Interim Manager, Central Adult Services, Central Adult Reference, \$31.73 per hour, Effective: October 23, 2022
- Julie Fore from Interim Building Steward, Public Services Area, \$16.31 per hour to Library Assistant II, Haughville Branch, \$15.73 per hour, Effective: November 6,2022
- Gloriany Perez from Library Assistant II, East 38th Street Branch, \$15.17 per hour to Public Services Associate II, East 38th Street Branch, \$17.53 per hour, Effective: November 6, 2022
- Lashelle Bilal from Interim Circulation Supervisor I, Martindale Brightwood Branch, \$20.26 per hour to Processing Assistant I, CMSA Processing, \$15.81 per hour, Effective: November 20, 2022
- Anna Koriath from Library Assistant III, Central Borrower Service Section, \$17.00 per hour to Circulation Supervisor I, Garfield Park Branch, \$21.00 per hour, Effective: November 6,2022
- Zhenjie Lu from Hourly Library Assistant II, Pike Branch to Library Assistant II, Pike Branch, No Change in Pay, Effective: November 6,2022
- Sarah Lucas from Supervisor Librarian, Learning Curve, \$23.88 per hour to Hourly Public Services Associate I, Glendale Branch, \$18.50 per hour, Effective: December 18,2022

RE-HIRES: (None Reported)

- Cordero Hinojosa, Library Assistant II, Pike Branch, \$15.17 per hour, Effective: November 17,2022

SEPARATIONS:

- Tracy Hilton, Library Assistant II, Glendale Branch, 8years and 4months, Effective: October 18, 2022
- Lal Rin, Computer Assistant II, West Perry Branch, 1year and 1month, Effective: October 23, 2022
- Darlin Martinez, Computer Assistant II, Martindale Brightwood Branch, 5months, Effective: October 19, 2022
- Margaret Diebold, Library Assistant III, Irvington Branch,20years and 8months, Effective: January 1, 2023
- Dana Imel, Safety and Security Officer, Central Library,3years and 6months, Effective: November 1, 2022
- Jarrell Stutts, Page, Eagle Branch, 1years and 3months, Effective: October 26,2022

- Christian Maggos, Page, Central Library, 1year and 2months, Effective: November 16,2022
- Keesha Hughes, Diversity, Equity & Inclusion Officer, Chief Executive Office, 1year, Effective: November 12,2022
- Callie Fillenwarth, Human Resources Generalist, Human Resources Services Area, 10years and 4months, Effective: September 28, 2022
- Sydney Spingfield, Page, Infozone,10years and 4months, Effective: November 15,2022

INACTIVE: (None Reported)

RE-ACTIVATE: (None Reported)

- Thelma Hunt, Hourly Library Assistant II, Infozone, Reactivate: October 30, 2022

PAY ADJUSTMENT: (None Reported)

RECLASSIFICATION: (None Reported)

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

TRAVEL AND TRAINING ACTION

RESOLUTION 72-2022

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/Mile	Lodging	Per Diem	Total
Kera Rice	SOU	2017	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Elena Mcgrath	CEN	1401	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Montoya Megerle Barker	CMSA	1200	Atlanta, GA	Access Services Conference	101	\$ 300.00	\$ 750.00	\$ 830.00	\$ 120.00	\$ 2,000.00
Alexus Hunt	HR	1700	Indianapolis	Indiana Library Federation Conference	101	\$ -	\$ -	\$ -	\$ -	\$ -
Cori Miner	CMSA	1200	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Kathy Conrow	NOR	2014	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Will Scharfenberger	CEN	1401	Bloomington	Music Library Association - Midwest Chapter	101	\$ 75.00	\$ 200.00	\$ -	\$ -	\$ 275.00
Laura Barnes	E38	2008	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Stressca Nathaniel	GLD	2003	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Miguel Ruiz	IT	1100	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Demetrius Green	IT	1100	Virtual	Supervisor Series: Learning to Manage fo	101	\$ 80.00	\$ -	\$ -	\$ -	\$ 80.00
Christine Brookins	CEN	1401	Virtual	MCLS Legal Service Webinar	101	\$ 50.00	\$ -	\$ -	\$ -	\$ 50.00
Sara Bolinger	GLD	2003	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00
Mary Talbott	PIK	2015	Virtual	REI	101	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00

\$ 5,555.00

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
FACILITIES COMMITTEE MEETING
November 15, 2022

The Indianapolis-Marion County Public Library Board Facilities Committee met in-person at LSC Room 226 and electronically via TEAMS on Tuesday, November 15, 2022, at 1:00 p.m. pursuant to notice given. The meeting was called to order by Chairman Bigsbee at 1:10.

Committee Members Present: Chairman Curtis Bigsbee, Dr. Khuala Murtadha, and Dr. TD Robinson.

Other Attendees Present: Russell Brown and Adam Parsons.

Attendees Virtually: Mike Coghlan and Robert Morrison.

1. Resolution 60-2022 – Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project

Adam Parsons introduced the Resolution and gave background information of the Board Action Request and Resolution. This item was tabled at the October 24, 2022, Library Board Meeting. IndyPL Facilities Staff recommends Board approval to award a construction services contract for the Central Library Auditorium Video Upgrade Project to Shoemaker Motion Picture Company, LLC, Indianapolis, Indiana, for the total cost of \$143,280.00.

- The projector and video control system at the Central Library Clowes Auditorium is from the original installation and is near the end of its service life. The upgraded video system will use the same cable routes, projector lift, and screen mounting hardware. The work will be scheduled to not impact events and patron services.
The Project was estimated to be less than \$150,000 and was quoted per the Public Works Statute. 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 invited vendors and business development contracts on September 16, 2022. Notice of the Project was also posted on the IndyPL website.
A Pre-quote Conference and Site Tour was held on September 22, 2022. One (1) vendor attended the Conference: Shoemaker.
The preliminary Project schedule targets starting in the first quarter of 2023. The equipment is known to be on back order with significant delivery lead times.
One (1) quote was received at the Library Services Center by the deadline of 11:00 am on October 5, 2022.
Shoemaker Motion Picture Company, LLC will use Seven Points Technology Group, a certified DOBE, for installation services. The utilization of MBE/WBE/VB/DOBE vendors will be tracked during the term of the contract to ensure continuation of the good faith efforts to meet IndyPL utilization goals.

- **Shoemaker Motion Picture Company, LLC** is an Indiana company with the knowledge, experience, and resources to satisfactorily complete the work as described in the quoting documents.
- The work is within the total Project budget of \$150,000. The Project will be funded by the Facilities Improvement Bond Fund (Fund 482.)

The Committee questioned if the Project can be delayed to allow time to search for Minority/Women/Veteran/ Disability Owned Businesses to consider submitting a quote for the work. Mr. Parsons stated we used business development contacts to widen the potential vendors list, and that Shoemaker did reach out in good faith to have Seven Points Technology Group be part of the work. Mr. Parsons noted that now is a good time to proceed with the Project to work around events in the Auditorium.

After discussion, Dr. Murtadha made a motion, seconded by Dr. Robinson that the Resolution be sent to the full Board for approval with a Do Pass Recommendation. The motion passed unanimously.

2. Resolution 62-2022 – Approval to Award a Planning, Programming, and Design Services Contract for the Nora Branch Renovation Project

And

3. Resolution 63-2022 – Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project

These two (2) agenda items (Resolutions 62-2022 and 63-2022) were combined for discussion purposes.

Adam Parsons introduced the Resolutions and gave background information of the Board Action Requests and Resolutions. These items were tabled at the October 24, 2022, Library Board Meeting. IndyPL RFQ Evaluation Committee recommends Board approval to award a planning, programming, and design services contract for the Nora Branch Renovation Project and the Pike Branch Renovation Project to **Luminaut/Rowland**, Indianapolis, Indiana.

- The services required for the Projects include planning, programming, architectural, mechanical, plumbing, electrical, technology, fixtures, furniture, and equipment planning, selection, bidding, and construction observation.
- The schedule for the Projects is to complete the design and bidding work in the 3rd Quarter 2023, start construction in the 4th Quarter 2023, and complete the work in the 2nd Quarter 2024.
- IndyPL staff used the Request for Qualifications (“RFQ”) process to solicit Statements of Qualifications (“SOQ”) from vendors for the Services. This is the process we have used for other design services contracts.
- The RFQ was prepared and issued on August 19, 2022. IndyPL staff utilized the City’s Department of Minority & Women Business Development website to identify certified vendors capable of providing the Services.
- Sixty-nine (69) known vendors were directly contacted, twelve (12) business development organizations were contacted, public notices were placed in the newspapers on August 23 and 30, 2022, and the RFQ was posted to the IndyPL website. A virtual Pre-SOQ conference was held for all prospective vendors on August 25, 2022, with six (6) vendors in attendance

(Champlin Architecture, Four Point Design Partnership, HBM Architects, Lancer + Beebe, Luminaut/Rowland, and Synthesis).

- The Library received SOQs from six (6) vendors by the deadline of September 12, 2022.
- The Project budgets for each branch is \$2,250,000 with \$200,000 allocated in each budget for design services.
- After the community engagement, planning and programming efforts are completed the Project scope will be finalized. The lump-sum fee for the required Services will be negotiated with **Luminaut/Rowland**. The agreement will be and consistent with the terms and conditions described in the draft agreement included in the RFQ and the SOQ.
- The expense for the Services will be charged to the Series 2021C Bond Fund (Fund 485).

The Committee questioned the criteria used by the SOQ Evaluation Committee, specifically asking why the Meticulous team with Engaging Solutions was not given further consideration. Mr. Parsons stated the Evaluation Committee included:

Branch Manager – Nora – Carri Genovese
Area Resource Manager – West Region – Elizabeth Schoettle
Area Resource Manager – North Region – Peggy Wehr
Manager – Purchasing and Supplier Diversity – Gwen Simmons
Director – Facilities – Adam Parsons

Per Statute, the Evaluation Committee reviewed the SOQs submitted against the evaluation criteria established in the RFQ.

Attainment of the stated IndyPL Utilization Goals.
Expertise in the design of public libraries or similar facilities.
Satisfaction level of current and former customers of Vendor.
Basis for determining the range of fees.
Other criteria deemed relevant by IndyPL.

Mr. Parsons stated the Evaluation Committee meet twice in person, recalled discussion points from the Evaluation Committee meetings, and shared points concerning the utilization goals, expertise, satisfaction level, and other criteria. The Evaluation Committee expressed a desire for local consulting services following the security event at the Pike Branch in September.

The Committee noted there seemed to be an anomaly presented in the Board Action Request Tabulation of SOQs Received concerning the Meticulous MBE Utilization rate shown as 6-12%. Mr. Parsons will investigate and report back to the Committee.

The Committee questioned if these items can be tabled again to allow for additional information to be gathered. Mr. Brown noted this could be considered as changing the process “mid-stream” and possibly invalidate the process to date.

Following the extensive and detailed discussion, Dr. Robinson made the motion, seconded by Dr. Murtadha that Resolution 62-2022 be sent to the full Board for approval with a Do Pass Recommendation. The motion passed unanimously.

Further, Dr. TD Robinson made the motion, seconded by Dr. Murtadha that Resolution 63-2022 be sent to the full Board for approval with a Do Pass Recommendation. The motion passed unanimously.

4. Resolution XX-2022 – Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project

Adam Parsons introduced the Resolution and gave background information of the Board Action Request and Resolution. IndyPL Facilities Staff recommends Board approval to award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project to **KPC Architectural Projects**, Lexington, Kentucky for \$164,003.15.

- The Invitation to Quote documents were prepared by IndyPL and krM Architecture+ to procure, provide and install the cantilevered metal library shelving for the new replacement Branch facility.
- The Invitation to Quote documents were issued to quoters on October 18, 2022.
- IndyPL staff and the architect solicited open, competitive, and sealed public quotes for the Glendale Branch Replacement Shelving Project. Notice of the Project was posted on the IndyPL website.
- IndyPL staff utilized the City’s Department of Minority & Women Business Development website to identify vendors in the library shelving industry.
- Three (3) sealed quotes were received at the Library Services Center by the deadline of 11:30 am EDT on November 8, 2022.
- IndyPL and krM Architecture+ completed a detailed review of the quotes and requested the 72-hour post-quote information, including the Application for MBE/WBE/VBE/DOBE Program Waiver, from all three (3) quoters.
- **KPC Architectural Projects** is a company with the knowledge, experience, and resources to satisfactorily complete the work as described in the ITQ documents. They have recently successfully provided the shelving for the West Perry Branch Project. **KPC Architectural Projects** is a Certified WBE. The contract to **KPC Architectural Projects** will be for \$164,003.15.
- This work is within the total Project budget of \$650,000. The work will be funded by the Project Bond Fund (Fund 483).

After discussion, Dr. Robinson made the motion, seconded by Dr. Murtadha that the Resolution be sent to the full Board for approval with a Do Pass Recommendation. The motion passed unanimously.

5. Updates on Facilities projects and upcoming Board Items.

Due to time constraints, Chairman Bigsbee requested a short update on Facilities projects be presented to the full Board at the November meeting.

6. Adjournment

Chairman Bigsbee adjourned the meeting at 2:03 p.m.

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
FINANCE COMMITTEE MEETING
November 15, 2022

The Indianapolis-Marion County Public Library Board Finance Committee met at Library Services Center on Tuesday November 15, 2022, at 10:00 am pursuant to notice given.

Committee Members Present: Chairman Pat Payne, Raymond Biederman, and Hope Tribble.

Other Attendees: Russell Brown, Lolita Campbell, and Chairperson from Staff Association Judy Grey

Resolution XX-2022 – Transfer Between Classification and Accounts. Authorized the adoption of Resolution xx-2022. The first transfer in the operating fund is to move funds from Events & PR to Department Office Supplies. This transfer will allow the library to purchase various camera components, lenses, and digital media tools for use by Communications department. The second transfer will move funds from Department Office Supplies to Other Contractual Services in order for the InfoZone to pay for subscriptions to services that support their technology programming. The third transfer will move funds from Repair & Maintenance Computers to Other Office Supplies so that the IT department can purchase laptops for Public Services' Job/Career Center. The last transfer is Strategic/Fiscal Impact this transfer has no impact on the total budget for 2022 as the funds are moving from on account to another. Ms. Payne motion to move to the Broad, Hope Tribble second the approval with revisions to add signature block.

Resolution – Fines, Fees, and Charges. For 2023 the Library Events Department would like to update their fee schedule to remain competitive with other events venues in the city while also covering their operating costs. The committee members reviewed all changes reflected in red compared to the clean revised version. Ms. Hope asked if there was some comparative research and yes, they looked at other venues like Newfield's. Some of the changes would be the increase of use fees for the Simon Reading Room, the East Garden, and the Atrium. Hope Tribble approved the motion and Ray Biederman second to move for approval from the Broad.

Resolution – E-magazine subscription renewal – Resolution xx-2022. An important component of the library's "virtual branch" collection, e-magazines have become a popular format since the pandemic and more users accessing our online collection. The library's OverDrive e-magazine has 4,331+ titles, including many worlds language titles all available on the Libby app with a library card. The annual subscription fee is \$80,000 and the subscription period runs January 1, 2023 – December 2023. The

OverDrive e-magazine subscription cost of \$80,000 will be funded from the Operating fund annually. Ray Biederman approved the motion for approval from the Broad, Hope Tribble second the motion.

Resolution – Data Axle Reference Solution subscription database renewal – Resolution xx-2022. The Data Axle Reference Solutions subscription database is used by the public for business research at any library location or remotely from home, school, or businesses. This essential tool is used as part of the library catalog and reference databases on the library's "Research and Learn" database page or from a URL with a library card. The Data Axle Reference Solutions annual subscription database, formerly known as ReferenceUSA, has been one of the top databases used by the library for 10+ years. The annual cost for this core reference tool has stayed flat at \$58,534 since 2017. The subscription period for the renewal runs from January 31, 2023 – January 30, 2024. Hope Tribble motion to move to Broad for approval with revisions to dates and Ray Biederman second the motion.

Next Meeting

Tuesday December 6, 2022, at 10:00.

Adjournment

Ms. Payne declared the meeting adjourned at 10:21 a.m.





Annual Meeting Agenda

**Notice Of The Annual Meeting
November 28, 2022**

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

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

**For The Purpose of Considering The Following Agenda Items
Dated This 22nd Day Of November, 2022**

**The public is invited to attend the Annual Meeting in-person or they may view/listen
to the Annual Meeting via a YouTube
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 Library Services Center.

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

-- Annual Meeting Agenda--

1. Call to Order

Annual Meeting Agenda

pg. 2

2. Roll Call

3. Election of Officers

a. **President**

b. **Vice President**

c. **Secretary**

d. **Treasurer**

4. Annual Resolution 73 – 2022 with By-Laws

Enclosed.

5. Adjournment



INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
RESOLUTION 73 – 2022

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

BY-LAWS

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

POLICY MANUAL

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

TREASURER

BE IT FURTHER RESOLVED, that the Treasurer of the Board be Lolita Campbell, Chief Financial Officer.

TREASURER'S BOND

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

FACSIMILE SIGNATURES

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

Treasurer _____
Lolita Campbell

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

USE OF FACSIMILE SIGNATURES

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

DISTINGUISHED SERVICE AWARDS

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

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

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

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

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

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

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

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

PAYMENT OF LIBRARY OBLIGATIONS

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

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

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

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

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

INVESTMENT OF IDLE FUNDS

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

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

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

TRANSFER OF DISCARDED MATERIALS AND EQUIPMENT

WHEREAS, IC 36-12-3-5 authorizes library boards to acquire and accept gifts of personal property and to transfer personal property no longer needed for library purposes for no compensation or a nominal fee to an Indiana nonprofit library organization that is tax exempt and organized and operated for the exclusive benefit of the library disposing of the property; and

WHEREAS, the Board has a need to discard surplus or obsolete materials and equipment from

time to time, including those acquired as gifts and donations.

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

BOARD ATTORNEY

BE IT FURTHER RESOLVED by the Board that the firm of Clark, Quinn, Moses, Scott & Grahn, LLP, be retained as legal counsel, to serve at the pleasure of the Board, to be compensated at a rate of \$260 per hour for service as required.

CHANGE & PETTY CASH FUNDS

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

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

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

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

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

FINES, FEES AND SERVICES CHARGES

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

BE IT RESOLVED that the attached Schedule of Fines, Fees and Service Charges are hereby approved for the calendar year beginning January 1, 2023.

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, 2023.

Fines, Fees & Service Charges

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

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

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

Branch Fee Schedule

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

- Meetings held by qualified nonprofit organizations.

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

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

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

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

Central Library Fee Schedule

	Non-Profit	For-profit
a. Goodrich/Houk Meeting Room	\$280.00	\$360.00
Includes parking and set-up		
b. Knall Meeting Room	\$300.00	\$400.00
Includes parking and set-up		
c. Riley Meeting Room	\$420.00	\$540.00
Includes parking and set-up		
d. Indianapolis Special Collections Room	\$575.00	\$725.00
Evening Rate (starting at 5:00p.m.)	\$1,025.00	\$1,225.00
Includes parking, dance floor and set-up		

e. Center for Black Literature and Culture Includes parking, dance floor and set-up	\$1,200.00	\$1,400.00
f. East Garden (all users) Includes parking, and set-up	\$1,500.00	\$2,000.00
g. Simon Reading Room (all users) Includes parking, dance floor and set-up	\$2,500.00	\$3,000.00
h. Atrium Includes Info desk bar, parking, dance floor and set-up	\$4,500.00	\$5,000.00
i. Clowes Auditorium (all users) Includes: AV equipment, AV Technician, 1 hour set-up and ½ hour tear down, and parking	\$1,100.00	\$1,600.00
j. Vista Concourse (6th Floor) Includes parking and set-up	\$2,350.00	\$2,850.00

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

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

Central Library Services Fee Schedule

	Non-Profit	For-Profit
a. Computer Lab - Per Hour 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	\$500.00	\$500.00
g. Security for internal events or events held during business hours that require security - \$30/hour-minimum of 4 hours.		
h. Early Access Bridal Suites (entry prior to Library opening to the public) - \$200.00/hour		

Central Library Services Fee Schedule for The Learning Curve

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

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

	Non-Profit	For-Profit
a. Basic Fee	\$500.00	\$500.00
b. Cost per child 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 Schedule

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

Premium Rates and Marketing/Promotional Discounts

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

Central Garage Rates

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

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

Professional Still Photo 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.

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

AYE

NAY

ATTEST: _____

Secretary of the Board

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

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INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY BOARD

BY-LAWS

ARTICLE I

IDENTIFICATION AND AUTHORITY

Section 1. Name

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

Section 2. Authority

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

ARTICLE II

PURPOSE AND DISTRICT LIMITS

Section 1. Purpose

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

Section 2. District Limits

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

ARTICLE III

POWERS AND GOVERNING BODY

Section 1. Public Corporation

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

Section 2. Governing Body

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

ARTICLE III Continued
POWERS AND GOVERNING BODY

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

Section 3. Powers

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

ARTICLE IV
MEMBERS OF THE LIBRARY BOARD

Section 1. Qualifications Of Members

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

Section 2. Appointment Of Members

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

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

Section 3. Vacancies

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

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

Section 4. Limitation On Appointment; Limitation On Reappointment

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

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

ARTICLE IV Continued
MEMBERS OF THE LIBRARY BOARD

Section 5. Removal Of Board Members

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

Section 6. Compensation, Prohibition Of Employment And Nepotism

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

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

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

Section 7. Certificate Of Appointment And Oath Of Office

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

Section 8. Indemnification Of Members

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

ARTICLE IV Continued
MEMBERS OF THE LIBRARY BOARD

Section 9. Representation On The Public Library Foundation

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

Section 10. Conflicts of Interest

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

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

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

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

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

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

ARTICLE V
OFFICERS OF THE LIBRARY BOARD

Section 1. Officers

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

Section 2. Tenure Of Office

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

Section 3. Election Of Officers

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

Section 4. Removal Of Officers

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

ARTICLE V Continued
OFFICERS OF THE LIBRARY BOARD

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

Section 5. Vacancies

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

Section 6. President

The President shall:

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

Section 7. Vice-President

The Vice-President shall:

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

Section 8. Secretary

The Secretary shall:

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

Section 9. Treasurer

The Treasurer shall:

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

ARTICLE V Continued
OFFICERS OF THE LIBRARY BOARD

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

ARTICLE VI
COMMITTEES

Section 1. Standing Committees

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

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

Section 2. Special Committees; Tenure of Special Committees

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

ARTICLE VII
MEETINGS

Section 1. Regular Meeting

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

Section 2. Annual Meeting

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

ARTICLE VII Continued

MEETINGS

Section 3. Special Meeting

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

Section 4. Quorum

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

Section 5. Voting

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

ARTICLE VII Continued

MEETINGS

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

ARTICLE VIII

PERSONNEL

Section 1. Chief Executive Officer

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

Section 2. Attorney

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

ARTICLE IX

EXPENDITURES

Section 1.

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

ARTICLE IX Continued

EXPENDITURES

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

Section 2.

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

Section 3.

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

Section 4.

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

Section 5.

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

Section 6.

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

Section 7.

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

ARTICLE IX Continued

EXPENDITURES

Section 8.

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

ARTICLE X ORDER

OF BUSINESS

Section 1. Agenda

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

Section 2. Order of Business

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

ARTICLE XI

AMENDMENT, SUSPENSION, REVIEW

Section 1.

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

ARTICLE XI Continued

AMENDMENT, SUSPENSION, REVIEW

Section 2.

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

Section 3.

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

Section 4.

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

ARTICLE XII

PARLIAMENTARY GUIDANCE

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