

MUNICIPAL CORPORATIONS COMMITTEE

DATE: August 4, 2021
CALLED TO ORDER: 5:35 p.m.
ADJOURNED: 7:38 p.m.

ATTENDANCE

ATTENDING MEMBERS

Monroe Gray, Jr., Chair
Ali Brown
Keith Graves
Michael-Paul Hart
Frank Mascari
Brian Mowery

ABSENT MEMBERS

Joshua Bail
Jared Evans

AGENDA

PROPOSAL NO. 299, 2021 - reappoints Richard Wilson, Jr. to the Indianapolis Public Transportation Corporation Board of Directors

"Do Pass"

5-0

PROPOSAL NO. 292, 2021 - approves the issuance of Indianapolis-Marion County Public Library general obligation bonds, Series 2021C, in an aggregate principal amount not to exceed \$5,575,000 for the purpose of financing all or any portion of the 2021-2022 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project to improve patron experience and provide better access to information

"Do Pass"

5-0

PROPOSAL NO. 293, 2021 - approves the appropriation of the bond proceeds and investment earnings of the Indianapolis-Marion County Public Library general obligation bonds, Series 2021C, in an aggregate principal amount not to exceed \$5,575,000 for the purpose of financing all or any portion of the 2021-2022 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project to improve patron experience and provide better access to information

"Do Pass"

5-0

PROPOSAL NO. 294, 2021 - approves the issuance of Indianapolis-Marion County Public Library general obligation bonds, Series 2022, in an aggregate principal amount not to exceed \$5,575,000 for the purpose of financing all or any portion of the 2022-2023 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project to improve patron experience and provide better access to information

"Do Pass"

5-0

PROPOSAL NO. 295, 2021 - approves the appropriation of proceeds and investment earnings of the Indianapolis-Marion County Public Library general obligation bonds, Series 2022, in an aggregate principal amount not to exceed \$5,575,000 for the purpose of financing all or any portion of the 2022-2023 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project to improve patron experience and provide better access to information

"Do Pass"

5-0

BUDGET HEARING

Indianapolis Airport Authority
Marion County Health and Hospital Corporation
Indianapolis Marion County Public Library Board

MUNICIPAL CORPORATIONS COMMITTEE

The Municipal Corporations Committee of the City-County Council met on Wednesday, August 4, 2021. Chair Monroe Gray called the virtual meeting to order at 5:35 p.m. with the following members present: Ali Brown, Jared Evans, Keith Graves, Michael Hart and Frank Mascari were in attendance. Joshua Bain, and Brian Mowery were absent. General Counsel Toae Kim and Brandon Herget Chief Financial Officer Policy represented Council staff.

PROPOSAL NO. 181, 2021- appoints Monica Lockard Payne to the Marion County Health and Hospital Corporation Board of Trustees

Councillor Ali Brown moved, seconded by Councillor Graves to amend PROPOSAL NO. 181, 2021. The motion carried by a vote of 6-0.

Ms. Crain stated that she is a native of Indianapolis, and that she is honored to serve. She stated that out of her twenty-two years in the Human Resources department she made sure that she took some time to serve her community. She stated that she is excited about the mission of the Health and Hospital Corporation to promote, provide and protect the underserved.

Councillor Hart asked why she wanted to be on the board and what qualities she could bring to the board. Ms. Crain stated that one of the reasons she wants to sit on the board is the impact of it. She stated that representing the interest of people and business is something that she has had to do for over 22 years, balancing by advocating for people all while understanding there is a business that has to be run.

Councillor Mascari moved, seconded by Councillor Graves, to send Proposal No. 181, 2021, to the full Council with a "Do Pass" recommendation. The motion carried by a vote of 6-0.

Indianapolis Marion County Public Library Update Jackie Nytes

Jacki Nytes, Library CEO gave a brief update (Attached as Exhibit A). Below are a few key points

Staff Trainings

- 2018 - IndyPL brought in Michael Twyman as a DEI consultant for the CEO and Board and created an executive-level position of DEI Officer to help lead system-wide efforts
- 2019 - All staff participate in Navigating Difference Training
- Ongoing since 2019 - Racial Equity Training through IPS or Child Advocates (first supervisors and managers, now all staff)
- 2021 - Hollaback Bystander Training per staff feedback
- 2021 - Three-part Unconscious Bias Training for all managers and executive leadership

Committees and Opportunities

- Center for Black Literature & Culture
- African American History Committee
- LGBTQ+ Services Committee
- Equity Council
- Strategic Planning Committee

Compensation

Regular compensation studies - Most recently in 2019

- Pay grades adjusted across the organization to meet and compete with the market
- Over 99% of staff received some form of pay increase
- 70% elevated to a new pay grade minimum
- Intersectionality study to explore race, gender, or age bias
- This review found no significant concerns

Black Leadership Staff

- 2 Executive Team members (CFO & IT Director)
- DEI Officer currently accepting applications
- 3 of 4 Area Resource Managers •6 of 23 Library Branch Managers
- 8 Circulation Supervisors
- 3 additional Department Managers

Local and Regional Government Alliance on Race & Equality

In 2020, IndyPL joined the Mayor's Office, City-County Council, and other muni-corps committing to GARE, a national network of government working to achieve racial equity and advance opportunities for all:

- Making a commitment to achieving racial equity
- Focusing on the power and influence of our own institution
- Working in partnership with others

Highlights from GARE Q1 Report

- New vendor intake form to capture XBE status within accounting database
- Created special ordering processes for identifying and ordering African American and LGBTQ+ books, movies, and materials
- New world language and diversity collection development librarian position
- Immigrant Welcome Center relocating offices to Central Library
- Launch of LinkedIn as a broader recruitment tool
- Creation and utilization of racial equity toolkit for programming, training, and communications projects
- Increased translation of key materials
- Departmental/Regional DEI goals developed by public service managers

Budgeting for Equity

- Adjustment of Collection Management department purchasing budget (books, movies, databases, etc.)

- 30% on African American materials
- 10% on LatinX materials
- 5% on LGBTQ+ materials
- Creation of supplier diversity advisory council
- Tracking XBE utilization by department
- Modifying of positions to add Diversity Collection Development Librarian and Manager of Purchasing & Supplier Diversity

Community Investment

Construction of new branches in diverse neighborhoods, featuring listening sessions, community meetings, and input sessions for intentional engagement

Coming Soon: Fort Ben and Glendale

Fort Ben and Glendale Branches, which had funding approved in 2014, are undergoing revised financing to accommodate higher construction costs associated with inflation and the pandemic.

Strategic Plan 2021-2023

Strategic Priorities

- Racial Equity
- Partnerships
- Digital/Technology Inclusion
- Supporting Local Educators
- Reading and Writing
- Health/Wellness Literacy
- Financial Literacy

Councillor Graves asked was there something else other than Covid that created the shortfall. Ms. Nytes stated that when they save Covid, it is a bit of a shorthand these days, with everything that has happened to constructions cost and material supply chains in the last couple of years. The competition for materials has driven up price and competition for labor has driven up cost. Councillor Graves asked if when this was appropriated in 2014, were inflation and these other unforeseen circumstances were factored in. Ms. Nytes stated that when they factored in 3-6 percent inflation a year which they thought would be adequate. Councillor Graves stated that the far-eastside could use a library. Ms. Nytes stated that they are maxing out from an operating budget standpoint, on how many more buildings they can operate. She stated that after they finish these two, to add libraries, they must find a way to figure out how to pay for the operation of them.

Councillor Brown stated that she is very excited about the Lawrence branch. She urged Ms. Nytes to not forget neurodiversity, disability and staff with disabilities by making sure that they are able to be represented and get what they need. Ms. Nytes stated that is an importance concept to keep in mind and that they have had meetings regarding it.

There being no further business, and upon motion duly made, the meeting was adjourned at 6:30 p.m.

Respectfully Submitted,

Monroe Gray, Jr., Chair

MG/kln