

**QUEENS LIBRARY**  
**LABOR RELATIONS COMMITTEE**  
**THURSDAY, SEPTEMBER 19, 2019**  
**MINUTES**

A meeting of the Labor Relations Committee was held at the Central Library, 89-11 Merrick Boulevard, Jamaica, NY 11432 on Thursday, September 19, 2019. The meeting was called to order at 8:06 PM by Committee Chair, George Russo, Esq.

**I. CALL TO ORDER**

| <b>Attendee Name</b>    | <b>Title</b>    | <b>Status</b> | <b>Arrived</b> |
|-------------------------|-----------------|---------------|----------------|
| George Russo, Esq.      | Committee Chair | Present       |                |
| Judy E. Bergtraum, Esq. | Board Member    | Excused       |                |
| Matthew M. Gorton       | Board Member    | Present       |                |
| Pauline Healey          | Board Member    | Present       |                |
| Deborah King            | Board Member    | Excused       |                |
| Carl S. Koerner, Esq.   | Board Member    | Present       |                |

## II. AGENDA

### Proposed Action Item(s)

#### 1. Motion to Go into Executive Session (ID # 2020)

##### **Recommended Motion for Consideration:**

*I move that the meeting move into Executive Session to discuss legal and personnel matter.*

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|------------------|--|
| <b>RESULT:</b>   | <b>RECOMMENDED [Unanimous]</b>   |
| <b>MOVER:</b>    | Carl S. Koerner, Esq.  |
| <b>SECONDER:</b> | Pauline Healey   |
| <b>AYES:</b>     | George Russo, Esq., Matthew M. Gorton, Pauline Healey, Carl S. Koerner, Esq. |
| <b>EXCUSED:</b>  | Judy E. Bergtraum, Esq., Deborah King  |

#### 2. Motion to Return to Public Session (ID # 2021)

##### **Recommended Motion for Consideration:**

*I move that the meeting return to Public Session.*

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| <b>RESULT:</b>   | <b>RECOMMENDED [Unanimous]</b>   |
| <b>MOVER:</b>    | Pauline Healey   |
| <b>SECONDER:</b> | Matthew M. Gorton  |
| <b>AYES:</b>     | George Russo, Esq., Matthew M. Gorton, Pauline Healey, Carl S. Koerner, Esq. |
| <b>EXCUSED:</b>  | Judy E. Bergtraum, Esq., Deborah King  |

#### 3. Action Resulting from Executive Session Discussion (ID # 2084)

##### **Recommended Motion for Consideration by the Labor Relations Committee:**

*I move that the following resolution be adopted as presented by the Board of Trustees:*

#### **RESOLUTION**

WHEREAS, the Library's By-Laws provide, in pertinent part, that the Labor Relations Committee shall annually review and make recommendations to the Board of Trustees regarding the compensation arrangement for the President and CEO; and

WHEREAS, the Labor Relations Committee has undertaken the aforementioned annual review of the compensation arrangement for the President and CEO.

NOW, THEREFORE, BE IT RESOLVED that: (i) after obtaining and considering

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appropriate data of similar salaries paid to similar executives at comparable organizations; (ii) evaluating the President and CEO's performance in light of the goals and objectives relevant to his compensation, and the Library's performance relative to the Library's mission; and (iii) evaluating the President and CEO's contribution to the Library's purposes and activities, and how his qualifications contribute to his achievement of such goals, the Labor Relations Committee recommends to the Board of Trustees that Mr. Walcott's salary be increased by 2%, which comports with the increase that other eligible key executive employees have received, effective as of the second anniversary date of his employment.

|                  |  |
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| <b>RESULT:</b>   | <b>RECOMMENDED [Unanimous]</b>   |
| <b>MOVER:</b>    | Pauline Healey   |
| <b>SECONDER:</b> | Carl S. Koerner, Esq.  |
| <b>AYES:</b>     | George Russo, Esq., Matthew M. Gorton, Pauline Healey, Carl S. Koerner, Esq. |
| <b>EXCUSED:</b>  | Judy E. Bergtraum, Esq., Deborah King  |

### III. ADJOURNMENT

#### 1. Motion to Adjourn (ID # 2031)

##### Recommended Motion for Consideration:

*I move that the meeting be adjourned.*

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| <b>RESULT:</b>   | <b>RECOMMENDED [Unanimous]</b>   |
| <b>MOVER:</b>    | George Russo, Esq.   |
| <b>SECONDER:</b> | Pauline Healey   |
| <b>AYES:</b>     | George Russo, Esq., Matthew M. Gorton, Pauline Healey, Carl S. Koerner, Esq. |
| <b>EXCUSED:</b>  | Judy E. Bergtraum, Esq., Deborah King  |

The meeting was closed at 8:33 PM.

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**Committee Chair**