

**QUEENS PUBLIC LIBRARY**  
**BOARD OF TRUSTEES**  
**THURSDAY, MARCH 9, 2023**  
**MINUTES**

A meeting of the Board of Trustees was held at the Central Library, 89-11 Merrick Boulevard, Jamaica, NY 11432 on Thursday, March 9, 2023. The meeting was called to order at 6:15 PM by Chair of the Board, Earl G. Simons, Ed. D.

**I. CALL TO ORDER**

<b>Attendee Name</b>	<b>Title</b>	<b>Status</b>	<b>Arrived</b>
Earl G. Simons, Ed. D.	Chair of the Board	Present	
Eli Shapiro Shapiro, Ed. D., LCSW	Vice Chair of the Board	Present	
Matthew M. Gorton	Secretary	Remote	
Pauline Healy	Treasurer	Present	
Terri Thomson	Assistant Treasurer	Present	
Julissa Gutierrez	Board Member	Excused	
James M. Haddad, Esq.	Board Member	Remote	
Cloyette Harris-Stoute	Board Member	Remote	
Andrew P. Jackson	Board Member	Present	
Peter Kauffmann	Board Member	Present	
Carl S. Koerner, Esq.	Board Member	Present	
Jamie Lee	Board Member	Present	
Selina Lee, Ph. D.	Board Member	Present	
Michelle Miao, PH. D.	Board Member	Present	
Guillermo Patino	Board Member	Present	
George Russo, Esq.	Board Member	Present	
Robert Santos, Esq.	Board Member	Excused	
Lydon Sleeper O'Connell	Board Member	Present	
Eve Cho Guillergan, Esq.	Rep - Speaker	Present	
Elizabeth Guzman, Esq.	Rep - Public Advocate	Excused	

Allan Swisher, Esq.	Rep - Borough President	Remote	
Jimmy Van Bramer	Rep - NYC Comptroller	Present	
Jose Bayona	Rep - Mayor	Present	
Dennis M. Walcott	President & CEO	Present	
Nick Buron	Chief Librarian & Sr. VP.	Present	
Justin Deabler, Esq.	General Counsel & Sr. VP.	Present	
Sung Mo Kim, Esq.	Chief Operating Officer & Sr. VP.	Present	
Gitte Peng	Chief of Staff & Sr. VP.	Present	
Stephen G. Mack	Chief Financial Officer & Sr. VP.	Present	
Susan Latham	Executive Director, QPL Foundation	Present	
Thomas Ching	VP, Facilities & Environmental Services	Present	
William Funk	VP, Procurement	Present	
William Goldband	VP, Information, Technology & Development	Present	
Sharon Myrie	VP, Programs & Services	Remote	
Justin Carroll, Esq.	Associate General Counsel	Remote	
Vishnu Dawah	Controller, Finance	Present	
Sara Hausner-Levine Hausner-Levine, Esq.	Deputy General Counsel	Remote	
Chauncie Brooks	Sr. Manager, Infrastructure & Support	Present	
LaNiece M Ince	Executive Assistant to President & CEO	Present	
Danielle Walsh	Instructional Systems Designer and Strategist	Remote	
Dominique Simboli	Executive Assistant to the Chief Operating Officer	Present	
Kim McNeil-Capers	Director of Community Engagement	Remote	
Denise Clark	Director of Development	Remote	

**II. APPROVAL OF MINUTES****1. Approval of Minutes of the Board - January 19, 2023 (ID # 2834)****Recommended Motion for Consideration:**

*I move that the Minutes of the Board of Trustees meeting be approved as submitted.*

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Andrew P. Jackson
<b>SECONDER:</b>	Guillermo Patino
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

**III. COMMITTEE REPORT(S)****1. Approval of Labor Relations Committee Report - March 9, 2023 (ID # 2850)**

Committee members Cloyette Harris-Stoute and Matthew Gorton were unavailable to attend the Labor Relations Committee Meeting in person, and both members participated remotely. Due to legal requirements for in-person quorum, the Labor Relations Committee meeting was canceled, and the agenda items were addressed at the full Board of Trustees meeting.

<b>RESULT:</b>	<b>WITHDRAWN [Unanimous]</b>
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

**IV. AGENDA****A. Action Item(s)****1. Motion to Go into Executive Session (ID # 2856)**

The following library staff were asked to remain for the first portion of discussion during the Executive Session:

- Dennis M. Walcott, President and CEO
- Gitte Peng, Chief of Staff and Sr. VP.
- Justin Deabler, Esq., General Counsel and Sr. VP.
- Stephen Mack, Chief Financial Officer and Sr. VP.

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- Sung Mo Kim, Esq., Chief Operating Officer and Sr. VP.
- Nick Buron, Chief Librarian and Sr. VP.

**Recommended Motion for Consideration:**

*I move that the meeting move into Executive Session, to discuss personnel matters.*

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Andrew P. Jackson
<b>SECONDER:</b>	Terri Thomson
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

**2. Motion to Return to Public Session (ID # 2857)**

**Recommended Motion for Consideration:**

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

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Carl S. Koerner, Esq.
<b>SECONDER:</b>	Terri Thomson
<b>AYES:</b>	Simons, Ed. D., Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

**3. Action Resulting from Executive Session Discussion (ID # 2855)**

**Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustee approve the adoption of the below Resolution:*

**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 in the absence of a committee quorum, the full board has conducted this exercise;

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

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the Library's purposes and activities, and how his qualifications contribute to his achievement of such goals, the Board of Trustees has determined to respect Mr. Walcott's wishes, in light of the current financial circumstances, to defer consideration of a salary increase while considering the extraordinary and exemplary service provided by Mr. Walcott, and to review this action for further consideration in the future ~~as determined by the board.~~ Given that Mr. Walcott has advised the Board of Trustees that he has graciously declined to receive any salary increase at this time, his salary shall remain the same.

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Carl S. Koerner, Esq.
<b>SECONDER:</b>	Andrew P. Jackson
<b>AYES:</b>	Simons, Ed. D., Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner Esq., Lee, Lee Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

**4. Approval of Bills for the Month of January 2023 (ID # 2831)**

**Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees approve the January 2023 bills in the aggregate sum of \$3,994,696.*

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Terri Thomson
<b>SECONDER:</b>	Andrew P. Jackson
<b>AYES:</b>	Simons, Ed. D., Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

**5. Acceptance of Financial Reports for the Period Ending January 2023 (ID # 2833)**

**Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees accept the Budget Reports for Board-approved operating funds and Balance Sheets for all funds as of January 31, 2023.*

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<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Terri Thomson
<b>SECONDER:</b>	Lydon Sleeper O'Connell
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

#### 6. Committee Assignments (ID # 2848)

Board Chair Earl Simons reported that the new board members, Selina Lee, Jamie Lee, and Michelle Miao will have an opportunity to serve on board committees. The new members will receive information about the committees and will thereafter have the opportunity to express their interest to be assigned to any of them.

#### **Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees approve the committee assignments for the duration of calendar year 2023 as presented.*

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Andrew P. Jackson
<b>SECONDER:</b>	Carl S. Koerner, Esq.
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

#### 7. Letter of Credit Agreement with TD Bank Contract Authorization (ID # 2847)

#### **Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees authorize the President & CEO to execute an agreement with TD Bank for a line of credit in the amount of ten million dollars, secured by the Library's investment portfolios, with the terms as set forth above, and that the Board of Trustees authorize the Secretary to execute the Secretary's Certificate, attached hereto.*

**Loan Number: 1361517631**

SECRETARY'S

CERTIFICATE

THE QUEENS BOROUGH PUBLIC LIBRARY

The undersigned, Secretary of **THE QUEENS BOROUGH PUBLIC LIBRARY**, a Not-For-Profit corporation duly organized and existing under the laws of the State of New York (the "**Corporation**"), hereby certifies to **TD Bank, N.A.** (together with its successors and/or assigns, "**Lender**") that a meeting of the Board of Trustees of the Corporation was duly called

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and held at its office on March 9, **2023** (the “**Approval Date**”), that at said meeting a quorum of the Board of Directors was present and voting throughout and that on motion duly made and seconded the following resolutions were adopted and are now in full force and effect:

**WHEREAS**, Lender has agreed to extend its existing revolving credit loan to the Corporation (the “**Loan**”) in the original principal amount of up to **\$10,000,000.00** (the “**Principal Amount**”), which loan will be evidenced by a Loan and Security Agreement dated December 22, 2009 and a Revolving Credit Note made by the Corporation in favor of Lender in the Principal Amount and will be secured by, among other things, security pledged by the Corporation to Lender the aforesaid Loan Agreement as it has been amended and extended previously (as the same may be hereafter amended, modified, restated, renewed, replaced, supplemented or extended, the “**Loan Agreement**”); and

**WHEREAS**, the extension of the Loan will include the amendment of the interest rate provisions of the Loan Agreement so that LIBOR ceases to be an option for advances under the Loan and instead the Corporation may choose between Base Rate advances (based on the Prime Rate) and SOFR advances (based on Term SOFR), and the Board of Directors has reviewed and considered a draft of the Fifth Amendment to the Loan Agreement which includes, inter alia, the amended interest rate terms (the “**Fifth Amendment**”);

**WHEREAS**, the Board of Directors and Shareholders desire to approve the Fifth Amendment.

**NOW, THEREFORE, BE IT:**

**RESOLVED**, the Loan is hereby approved in all respects;

**RESOLVED**, all the acts of the officers of the Corporation in connection with the Fifth Amendment heretofore taken are hereby ratified and approved in all respects;

**RESOLVED**, that in connection with the Loan and the Fifth Amendment, and/or any other extensions of credit entered into with Lender, the **President** of the Corporation be and the **President** hereby is authorized, directed and empowered on behalf of the Corporation to:

- **borrow money and obtain credit from Lender on such terms and conditions as the President of the Corporation shall negotiate with Lender;**
- **grant a security interest in or lien upon and pledge or assign and deliver, as security for money borrowed or credit obtained by the Corporation or by another party at the request, or for the benefit, of the Corporation, all or any portion of the assets and personal property now owned or hereafter acquired or created by the Corporation on such terms and conditions as the President of the Corporation shall negotiate with Lender for itself and as agent for any affiliate of the Lender;**
- **apply for, receive and amend letters of credit, and instruct and advise Lender with regard to all transactions in connection therewith, giving indemnification or other agreements to Lender in connection therewith;**
- **consent to extensions, renewals, changes in terms regarding credit given by Lender to the Corporation, and to waive any right to notices of any kind; and**
- **grant a security interest in or lien upon and pledge or assign and deliver, as**

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**security for the Corporation’s obligations, all or any portion of the assets and personal property now owned or hereafter acquired or created by the Corporation on such terms and conditions as the President of the Corporation shall negotiate with Lender;**

**RESOLVED**, that the **President** of the Corporation be, and he hereby is, authorized, directed and empowered to take all such further action and to execute and deliver the Fifth Amendment and such instruments, agreements and documents in the name and on behalf of the Corporation and under its corporate seal or otherwise, including, without limitation, applications, statements, notes, drafts, security agreements, hypothecation agreements, financial statements, financing statements, mortgages, pledges, subordination agreements, letter of credit agreements, acceptance agreements, assignments and other instruments for the transfer of title (the foregoing shall be collectively referred to herein as the “**Loan Documents**”), in such form or forms, and containing such terms, provisions and conditions, as may be required by Lender, and to perform any and all other acts, including (without limitation) the delivery of collateral, and to pay all such fees and expenses as in their judgment shall be necessary, proper or advisable in order to fully carry out the intent and to accomplish the purpose of the foregoing resolutions; and be it further

**RESOLVED**, that any and all acts, instruments, and other writings heretofore or hereafter performed and/or executed and delivered by the **President** of said Corporation, pursuant to the several foregoing resolutions, for and on behalf of and in the name of the Corporation, in connection with the transactions contemplated thereby, be and the same hereby are, in all respects ratified, affirmed and approved.

**I FURTHER CERTIFY** that there is no provision in the certificate of incorporation, by-laws or other organizational documents of the Corporation limiting the power of the directors to pass the foregoing resolutions, and that the same is in conformity with the provisions of said certificate of incorporation, by-laws and other organizational documents.

**I FURTHER CERTIFY** that the execution, delivery and performance of the Loan Documents by the Corporation will not violate any provision of any existing law or regulation, or any order or decree of any court, arbitrator, governmental authority, bureau or agency, and will not violate, or cause the default under, any provision of any mortgage, indenture, note, instrument, contract, shareholder agreement or other agreement to which the Corporation is a party or which is or purports to be binding upon the Corporation, or any of its property or assets, and will not result in the creation or imposition of any lien, charge or encumbrance on, or security interest in, any of such properties pursuant to the provisions of such mortgage, indenture, note, instrument, contract, shareholder agreement or other agreement.

**I FURTHER CERTIFY** that the individuals below now hold the offices in the Corporation set forth opposite his name:

Name	Title
Dennis M. Walcott	President



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<b>Matthew Gorton</b>	<b>Secretary</b>
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**I FURTHER CERTIFY** that (i) annexed hereto as Exhibit A is a true and correct copy of the Corporation’s Articles of Incorporation filed on \_\_\_\_\_ with the New York Secretary of State, (ii) annexed hereto as Exhibit B is a true and correct copy of the By-Laws of the Corporation in effect as of the date hereof; (iii) annexed hereto as Exhibit C is a currently dated Certificate of Good Standing for the Corporation issued by the New York Secretary of State.

**IN WITNESS WHEREOF**, the undersigned has executed and delivered this Secretary’s Certificate in his or her capacity as Secretary of the Corporation on the Approval Date.

\_\_\_\_\_  
 Name: Matthew Gorton  
 Title: Secretary,  
 Queens Borough Public Library Board of Trustees

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Terri Thomson
<b>SECONDER:</b>	George Russo, Esq.
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O’Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

**8. Contract Amendment Authorization for Additional Programming for the Fiftieth Anniversary of Hip Hop (ID # 2846)**

Nick Buron, Chief Librarian and Sr. VP, reported that the Library is requesting authorization to spend \$50,000 in additional IMLS-provided funding, to archive interviews and oral history for the Hip Hop Digital Archives, and for multimedia events to commemorate the 50<sup>th</sup> Anniversary of Hip Hop, scheduled on August 5 at LaGuardia Community College.

**Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees authorize the President and CEO to amend the Library’s contract with The Gates Preserve LLC for the additional services described at a cost of \$50,000, for a total contract value of \$145,000, with such authorization being contingent upon securing promised funding for this additional cost from the Institute of Museum and Library Services.*

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<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Terri Thomson
<b>SECONDER:</b>	George Russo, Esq.
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

### 9. Audit Services - Contract Authorization (ID # 2842)

#### **Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees authorize the President and CEO to execute a contract with BDO USA, LLP, LLC, to provide audit services at the annual lump sum fees and hourly rates attached herein, for a five year term.*

	Not-to-Exceed fee	FY2023	FY2024	FY2025	FY2026	FY2027
<b>1</b>	Annual audit of the consolidated financial statements of the Library and Foundation for the year ending June 30th.	\$110,500	\$120,500	\$130,500	\$142,500	\$150,500
<b>2</b>	Annual audit in accordance with the Uniformed Guidance of the Library for the year ending June 30th.	\$23,000	\$24,000	\$24,000	\$24,000	\$24,000
<b>3</b>	Prepare Annual Form 990 tax return of the Library and Foundation for the year ending June 30th, including CHAR500 for the Foundation.	\$10,250	\$10,750	\$11,250	\$11,750	\$12,250
<b>4</b>	Meetings throughout the year to discuss important industry development and strategic issues with management. Provide advice and guidance on financial accounting and reporting issues.	Included	Included	Included	Included	Included
<b>5</b>	Meetings with the Library to present our audit plan before commencement of the audits and to review our audit findings upon completion of our audits. Presentation of all financial statements management letters and from 990 to the Audit Committees of both the Library and Foundation.	Included	Included	Included	Included	Included
<b>6</b>	Annual review of the Information Systems environment, internal controls, cybersecurity protocols and issue of a management letter with best practice recommendations.	Included	Included	Included	Included	Included

7	Annual review of the Information Systems environment, internal controls, cybersecurity protocols and issue of a management letter with best practice recommendations.	Included	Included	Included	Included	Included
8	Inclusive of all future required GAAP and FASB updates, revisions, pronouncements for non-profit entities to the audited financial statements and notes.	Included	Included	Included	Included	Included
<b>Total for each Fiscal Year</b>		<b>\$143,750</b>	<b>\$155,250</b>	<b>\$165,750</b>	<b>\$178,250</b>	<b>\$186,750</b>

Title	Hourly Rates FY 2023	Hourly Rates FY 2024	Hourly Rates FY 2025	Hourly Rates FY 2026	Hourly Rates FY 2027
Partners	\$500 – \$650	\$500 – \$650	\$520 - \$700	\$520 - \$700	\$540 - \$750
Directors/ Senior Managers/ Managers	\$300 - \$450	\$300 - \$450	\$310 - \$485	\$310 - \$485	\$325 - \$525
Seniors/Staff	\$195 - \$275	\$195 - \$275	\$200 - \$295	\$200 - \$295	\$210 - \$320

**RESULT:** ADOPTED [Unanimous]  
**MOVER:** Andrew P. Jackson  
**SECONDER:** Lydon Sleeper O'Connell  
**AYES:** Simons, Ed. D., Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell  
**EXCUSED:** Julissa Gutierrez, Robert Santos, Esq.

**10. Architectural Design Services Requirements Contracts Contract Authorization (ID # 2845)**

In response to a discussion about M/WBE representation in Library procurements, Justin Deabler, General Counsel and Sr. VP, provided an update on the Library’s disparity study, reporting that the Library is currently working with MGT Consultants. When the disparity study is complete, the results will assist in evaluating legally compliant strategies for increasing M/WBE and SDVOB participation in Library procurements.

**Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees authorize the President and CEO to execute contracts with Applied Design Initiative, LLC, Garrison Architects, BKSK Architects LLP, LiRo Architects + Planners, P.C., Rice+Lipka Architects, Andrew Berman Architect PLLC, Ronnette Riley*

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*Architect, and Skolnick Architecture + Design Partnership for architectural design requirements contracts for a three-year term with two one-year options to renew at the Library's sole discretion, at the rates proposed herein.*

<b>Applied Design Initiative, LLC</b>		<b>Andrew Berman Architect PLLC</b>		<b>BKSK Architects LLP</b>	
<b>Maximum Design Fee as a Percent of Construction Costs</b>		<b>Maximum Design Fee as a Percent of Construction Costs</b>		<b>Maximum Design Fee as a Percent of Construction Costs</b>	
18.00%		16.00%		35.00%	
<b>Average Hourly Rate</b>		<b>Average Hourly Rate</b>		<b>Average Hourly Rate</b>	
\$181.65		\$198.56		\$317.31	
<b>Applied Design Initiative, LLC</b>		<b>Andrew Berman Architect PLLC</b>		<b>BKSK Architects LLP</b>	
<b>Firm and Firm's Subcontractor's Titles</b>	<b>Firm and Firm's Subcontractor's Hourly Rates</b>	<b>Firm and Firm's Subcontractor's Titles</b>	<b>Firm and Firm's Subcontractor's Hourly Rates</b>	<b>Firm and Firm's Subcontractor's Titles</b>	<b>Firm and Firm's Subcontractor's Hourly Rates</b>
Applied Design Initiative, Principal-in-Charge	\$225.00	Andrew Berman Architect   Principal	\$315.00	Partners	\$400
Applied Design Initiative, Architect of Record	\$225.00	Andrew Berman Architect   Project Manager	\$210.00	Principal	\$350
Applied Design Initiative, Senior Project Manager	\$150.00	Andrew Berman Architect   Project Architect	\$210.00	Senior Associate	\$300
Applied Design Initiative, Intermediate Project Manager	\$100.00	Andrew Berman Architect   Junior Architect	\$130.00	Associate	\$300
Applied Design Initiative, Junior Project Manager	\$80.00	GMS   Senior Partner	\$400.00	Sr. Project Managers	\$275
Applied Design Initiative, Senior Designer	\$150.00	GMS   Partner/ Principal/ Senior Consultant	\$375.00	Project Managers	\$250
Applied Design Initiative, Intermediate Designer	\$100.00	GMS   Associate Partner	\$310.00	Employees	\$225
Applied Design Initiative, Junior Designer	\$80.00	GMS   Associate	\$250.00	Director of Sustainability	\$350
Applied Design Initiative, Sr. Project Architect	\$150.00	GMS   Project Manager / Project Engineer	\$200.00	Sr. Interior Designer	\$350

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Applied Design Initiative, Intermediate Project Architect	\$100.00	GMS  Senior Building Envelope Consultant	\$190.00	Interior Design Services	\$275
Applied Design Initiative, Junior Project Architect	\$80.00	GMS   Senior Engineer	\$190.00	LPC Consultation	\$450
Applied Design Initiative, LEED Specifier	\$150.00	GMS   BIM Coordinator	\$180.00	LPC Consultation Staff	\$350
Robert Derector Associates, President - Robert Derector	\$375.00	GMS   Senior Drafter	\$175.00	LPC Research	\$250
Robert Derector Associates, Managing Partner/Managing Principal	\$325.00	GMS   Senior Inspector	\$170.00	Day rate for Partners	\$2,750/day
Robert Derector Associates, Partner/Principal	\$275.00	GMS   Engineer / Building Envelope Consultant	\$165.00		
Robert Derector Associates, Senior Associate	\$225.00	GMS   Drafter/ Inspector	\$135.00		
Robert Derector Associates, Associate	\$205.00	GMS   Administrative	\$130.00		
Robert Derector Associates, Senior Project Engineer	\$195.00	GMS   Intern	\$85.00		
Robert Derector Associates, Project Engineer	\$175.00	LNPC   Principal	\$175.00		
Robert Derector Associates, Engineer	\$150.00	LNPC   Senior Engineer	\$130.00		
Robert Derector Associates, Design Engineer	\$140.00	LNPC   Engineer	\$110.00		

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Robert Derector Associates, Designer	\$110.00	CBBLD   Principal-in-Charge	\$250.00		
Robert Derector Associates, CADD Operator	\$95.00	CBBLD   Associate Principal	\$225.00		
Robert Derector Associates, Technical Support	\$85.00	CBBLD   Senior Associate	\$190.00		
E4, Principal	\$225.00	CBBLD   Associate	\$165.00		
E4, Associate	\$125.00	CBBLD   Staff Designer	\$110.00		
E4, Analyst	\$115.00	Cerami   Partner	\$500.00		
Marpillero Pollask Architects, Principal	\$210.00	Cerami   Principal	\$ 400.00		
Marpillero Pollask Architects, Project Architect/Manager	\$140.00	Cerami   Associate Principal	\$300.00		
Marpillero Pollask Architects, Associate	\$115.00	Cerami   Senior Associate	\$220.00		
The Office of James Ruderman, Managing Partner	\$375.00	Cerami   Associate	\$180.00		
The Office of James Ruderman, Associate Partner	\$350.00	Cerami   Junior Associate	\$150.00		
The Office of James Ruderman, Senior Associate	\$285.00	Cerami   Administrative	\$75.00		
The Office of James Ruderman, Associate	\$260.00	Nancy Owens Studio   Principal	\$260.00		
The Office of James Ruderman, Senior Engineer	\$235.00	Nancy Owens Studio   Senior Landscape Architect	\$180.00		

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The Office of James Ruderman, Engineer	\$200.00	Nancy Owens Studio   Project Manager/ Landscape Designer	\$150.00		
The Office of James Ruderman, CAD Manager	\$200.00	Nancy Owens Studio   Landscape Architect	\$165.00		
The Office of James Ruderman, Senior Drafter	\$180.00	Nancy Owens Studio   Junior Landscape Architect	\$110.00		
The Office of James Ruderman, Junior Drafter	\$160.00	Watts   Principal	\$244.00		
The Office of James Ruderman, Clerical	\$120.00	Watts   Environmental Scientist	\$137.00		
Green Light Expediting, Principal	\$200.00	Watts   Environmental Consultant	\$135.00		
Green Light Expediting, Senior Project Manager	\$175.00	Watts   Project Monitor	\$110.00		
Green Light Expediting, Project Manager	\$150.00	Watts   Senior Environmental Manager	\$248.00		
Green Light Expediting, Field Representative	\$125.00	Watts   Senior Environmental Consultant	\$204.00		
BOCA, Principal and Vice Presidents	\$518.00	Watts   Senior Environmental Scientist	\$153.00		
BOCA, Sr. Project Managers and Sr. Engineers	\$388.00	Nasco   Chief Estimator	\$256.40		
BOCA, Project Managers and	\$362.00	Nasco   Senior Consultant	\$200.00		

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Engineers					
BOCA, Field Inspectors	\$362.00	Nasco   Senior Estimator - Mech/ Elec	\$225.00		
Bohler Engineering, Principal	\$325.00	Nasco   Senior Estimator - GC	\$198.73		
Bohler Engineering, Associate	\$295.00	Nasco   Estimator	\$128.20		
Bohler Engineering, Senior Project Manager	\$275.00	CBA   Principal	\$295.00		
Bohler Engineering, Professional Architect	\$190.00	CBA   Senior Project Manager/ Spec Writer	\$223.00		
Bohler Engineering, Chief Engineer	\$235.00	CBA   Engineer/ Project Manager	\$108.00		
Bohler Engineering, Project Manager	\$210.00	CBA   Senior Engineer	\$194.00		
Bohler Engineering, Assistant Project Manager	\$185.00	CBA   Vertical Consultant	\$229.00		
Bohler Engineering, Senior Project Engineer	\$185.00	CBA   Technical Administrator	\$119.00		
Bohler Engineering, Project Engineer	\$185.00	CBA   Senior Inspector	\$150.00		
Bohler Engineering, Senior Design Engineer	\$170.00	CBA   Draftsman	\$94.00		
Bohler Engineering, Design Engineer	\$160.00				
Bohler Engineering, Staff Engineer	\$135.00				
Bohler Engineering, Landscape Architect Director	\$115.00				
Bohler Engineering, Sr. Prof. Landscape Architect Manager	\$225.00				



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Bohler Engineering, Professional Landscape Architect Mgr	\$205.00				
Bohler Engineering, Sr. Landscape Architect Project Mgr.	\$170.00				
Bohler Engineering, Sr. Professional Landscape Architect	\$180.00				
Bohler Engineering, Professional Landscape Architect	\$160.00				
Bohler Engineering, Senior Landscape Designer	\$135.00				
Bohler Engineering, Landscape Designer	\$110.00				
Bohler Engineering, Fire Prevention Specialist	\$100.00				
Bohler Engineering, Construction Engineer/Observer	\$230.00				
Bohler Engineering, Senior Permit Manager	\$100.00				
Bohler Engineering, Permit Manager	\$225.00				
Bohler Engineering, Assistant Permit Manager	\$205.00				
Bohler Engineering, Senior Permit Expeditior	\$155.00				
Bohler Engineering, Permit Expeditior	\$165.00				

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Bohler Engineering, Permitting Assistant	\$130.00				
Bohler Engineering, Assistant CAD Manager	\$100.00				
Bohler Engineering, CAD Manager	\$150.00				
Bohler Engineering, Senior CAD Designer	\$200.00				
Bohler Engineering, CAD Designer	\$140.00				
Bohler Engineering, Senior CAD Operator/Drafter	\$120.00				
Bohler Engineering, CAD Operator	\$105.00				
Bohler Engineering, Program Manager	\$100.00				
Bohler Engineering, Senior Project Coordinator	\$180.00				
Bohler Engineering, Project Coordinator	\$155.00				
Bohler Engineering, Senior Technical Assistant	\$130.00				
Bohler Engineering, Technical Assistant	\$110.00				
Bohler Engineering, Office Administration/Cleric al	\$95.00				
T-Square Design, Art Director/Principal	\$85.00				
T-Square Design, Senior Project Manager	\$190.00				
T-Square Design, Project Designer	\$150.00				
T-Square Design, Designer	\$125.00				

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Synergy, Principal	\$95.00				
Hartland Engineering , Principal	\$187.50				
Hartland Engineering , Senior Project Manager	\$ 250.00				
Hartland Engineering , Project Manager	\$200.00				
Hartland Engineering , Senior Engineer	\$175.00				
Hartland Engineering , Engineer	\$150.00				
Hartland Engineering , Administration	\$125.00				
Accu-Cost - Project Manager	\$50.00				
Accu-Cost - Sr. Structural Estimator	\$175.00				
Accu-Cost - Sr. Architectural / Struct. Estimator	\$120.00				
Accu-Cost - Construction / Mechanical Estimator	\$125.00				
Accu-Cost - Chief Mechanical Estimator	\$105.00				
Accu-Cost - Sr. Mechanical Estimator	\$150.00				
Accu-Cost - Chief Electrical Estimator	\$132.50				
Accu-Cost - Sr. Electrical Estimator	\$150.00				
Milrose Consultants, Executive Management Consulting	\$145.00				
Milrose Consultants, Project Strategy Consulting	\$300.00				
Milrose Consultants, Account Management Consulting	\$250.00				
Milrose Consultants, Code and Zoning Consulting	\$225.00				

Milrose Consultants, FDNY Consulting	\$300.00				
Milrose Consultants, Certificate of Occupancy Consulting	\$200.00				
Milrose Consultants, Violations Coordinator Consulting	\$250.00				
MEP Inspections, Principal	\$200.00				
MEP Inspections, Inspectors	\$175.00				
MEP Inspections, Project Manager	\$245.00				
MEP Inspections, Project Engineer	\$190.00				
MEP Inspections, Administrative	\$190.00				

Garrison Architects		LiRo Architects + Planners, P.C.		Rice+Lipka Architects	
Maximum Design Fee as a Percent of Construction Costs		Maximum Design Fee as a Percent of Construction Costs		Maximum Design Fee as a Percent of Construction Costs	
20.00%		20.00%		31.00%	
Average Hourly Rate		Average Hourly Rate		Average Hourly Rate	
\$158.33		\$179.45		\$178.37	
Garrison Architects		LiRo Architects + Planners, P.C.		Rice+Lipka Architects	
Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates	Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates	Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates
Administrative	\$93.73	Project Executive	\$265.00	Rice+Lipka Architects - principal	\$210.00
Administrative Support	\$ 80.19	Principal In Charge	\$265.00	Rice+Lipka Architects - associate principal	\$180.00
Administrator	\$104.14	Technical Director - QA/QC	\$192.00	Rice+Lipka Architects - project architect	\$150.00

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Associate	\$128.30	Sr. Project Manager	\$220.00	Rice+Lipka Architects - architect	\$120.00
Associate Partner	\$209.95	Project Manager	\$170.00	Rice+Lipka Architects - designer	\$110.00
AutoCAD Technician	\$114.55	Senior Project Architect	\$190.00	Rice+Lipka Architects - draftsman	\$90.00
Commissioning Agent	\$156.21	Project Architect	\$125.00	Silman - principal	\$300.00
Designer	\$130.18	Jr. Project Architect	\$95.00	Silman - associate	\$210.00
Direction, Historic Preservation Services	\$182.25	Sr. Designer	\$120.00	Silman - senior engineer	\$150.00
Director, Technical Services	\$208.28	Designer	\$90.00	Silman - engineer	\$130.00
Drafter	\$98.93	MEP		Silman - drafter	\$110.00
Drafter	\$81.65	Project Manager	\$185.00	JFK&M - partner-in-charge	\$240.00
Electrical Engineer	\$161.42	Senior Mechanical Engineer	\$195.00	JFK&M - project manager	\$220.00
Engineer	\$100.60	Mechanical Engineer	\$155.00	JFK&M - mechanical engineer	\$200.00
Estimator	\$128.09	Senior Electrical Engineer	\$195.00	JFK&M - electrical engineer	\$200.00
Inspector	\$114.55	Electrical Engineer	\$155.00	JFK&M - plumbing/fire protection engineer	\$200.00

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Junior Architectural Designer	\$114.55	Sr. Plumbing/FP Engineer	\$195.00	JFK&M - CADD/BIM manager	\$110.00
Junior Landscape Architect	\$114.55	Plumbing/FP Engineer	\$155.00	Tillotson - partner	\$260.00
Junior Project Engineer	\$130.18	Structural/Civil		Tillotson - principal/associate principal	\$220.00
Landscape Architect	\$145.80	Senior Structural Engineer	\$195.00	Tillotson - senior associate/associate	\$190.00
LEED Specialist	\$208.28	Structural Engineer	\$155.00	Tillotson - senior designer	\$165.00
Partner	\$156.21	Environmental		Tillotson - designer	\$130.00
Partner	\$156.21	Environmental Engineer	\$155.00	Tillotson - draftsman	\$75.00
Plumbing Engineer	\$161.42	Environmental Inspector	\$120.00	Starr Whitehouse - principal	\$325.00
Principal	\$312.42	Virtual Design/BIM/CADD		Starr Whitehouse - senior associate	\$225.00
Principal	\$312.42	Principal	\$200.00	Starr Whitehouse - associate	\$200.00
Principal	\$312.42	Project Manager	\$155.00	Starr Whitehouse - landscape architect	\$180.00
Principal	\$286.39	CADD/BIM Operator	\$115.00	Starr Whitehouse - sr. landscape designer	\$160.00
Principal	\$234.32	Construction Management		Starr Whitehouse - landscape designer II	\$150.00

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Principal	\$182.25	Project Manager	\$220.00	Starr Whitehouse - landscape designer I	\$130.00
Principal	\$171.83	Resident Engineer	\$155.00	Starr Whitehouse - administration	\$100.00
Principal-in-Charge	\$156.21	Inspector	\$120.00	Starr Whitehouse - administration	\$100.00
Production Artist	\$114.55			IROS Elevator - managing partner	\$250.00
Project Architect	\$177.04	Setty & Associates, LTD. PC		Nasco - chief estimator	\$256.40
Project Engineer	\$156.21	MEP/FP Resource Manager	\$307.00	Nasco - senior estimator MEP	\$225.00
Project Manager	\$192.66	Project Executive	\$225.00	Nasco - senior estimator GC	\$200.00
Project Manager	\$192.66	Mechanical Engineer	\$193.00	Nasco - estimator	\$128.20
Project Manager	\$187.45	Electrical Engineer	\$203.00		
Project Manager	\$130.18	Plumbing Engineer	\$167.00		
Project Manager	\$110.39				

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Project Professional	\$156.21	Cost Concepts, Inc			
QA/QC	\$234.32	Chief Estimator	\$225.00		
Senior Architectural Designer	\$145.80	Chief Mech/Elec Estimator	\$225.00		
Senior Associate	\$156.00	Sr. Estimator	\$169.00		
Senior Cost Manager	\$171.83	Estimator	\$155.00		
Senior Designer	\$137.46				
Senior Drafter	\$141.42	Construction Specifications Inc.			
Senior Electrical Engineer	\$187.45	Specifications Writer	\$150.00		
Senior Engineer	\$122.47	Administrator	\$60.00		
Senior Estimator	\$147.88				
Senior Mechanical Engineer	\$187.45	Studio HIP			
Senior Project Architect	\$208.28	Principal Landscape Architect	\$200.00		
Senior Project Engineer	\$192.66	Senior Landscape Architect	\$191.00		
Senior Project Professional	\$192.66	Jr. Landscape Designer	\$107.00		
Senior Project Surveyor	\$192.66	Production Technician	\$75.00		



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Staff Designer	\$46.86				
Survey Crew Chief	\$130.18	NY Engineers			
Survey Crew Member	\$104.14	Principal in Charge	\$175.00		
Technical Assistant	\$78.11	Project Manager	\$150.00		
Technical Professional	\$130.18	Lead Engineer	\$120.00		
Technical Specialist	\$114.55				
Technical Staff I	\$156.21	YU & Associates			
Technical Staff II	\$130.18	Project Manager	\$287.00		
		Project Engineer	\$156.40		
		Senior Staff Engineer	\$129.30		
		Staff Engineer	\$112.12		
		AKRF, Inc.			
		Senior Officer	\$335.00		
		Technical Director	\$285.00		
		Senior Professional	\$245.00		

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		Van Deusen & Associates, Inc.			
		Principal	\$400.00		
		VP/Area Manager	\$325.00		
		Staff	\$275.00		
		CAD Operator	\$205.00		
		Clerical	\$105.00		
		YAS			
		Principal-in-Charge	\$220.00		
		Project Manager	\$165.00		
		Sr. Structural Engineer	\$150.00		
		Project Engineer	\$135.00		
		Sr. Inspector	\$125.00		
		Sr. CADD	\$125.00		
		CADD	\$110.00		
		Domingo Gonzalez Associates			
		Principal	\$253.01		
		Vice President	\$196.34		

		Director	\$176.12		
		Senior Associate	\$152.65		
		BIM/Architectural Drafter	\$105.87		
		Designer II	\$113.00		
		Designer	\$101.90		
		Building Conservation Associates			
		Principal	\$300.00		
		Project Manager	\$175.00		
		Senior Conservator	\$200.00		
		Draftsperson	\$175.00		
		Historic Preservationist	\$175.00		
		Conservator	\$150.00		

Ronnette Riley Architect		Skolnick Architecture + Design Partnership	
<b>Maximum Design Fee as a Percent of Construction Costs</b>		<b>Maximum Design Fee as a Percent of Construction Costs</b>	
9.75%		20.00%	
<b>Average Hourly Rate</b>		<b>Average Hourly Rate</b>	
\$179.69		\$169.33	
Ronnette Riley Architect		Skolnick Architecture + Design Partnership	
Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates	Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates
Ronnette Riley Architect, Principal	\$295.00	Skolnick Architecture + Design Partnership, Principal	\$295.00

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Ronnette Riley Architect, Associate	\$252.00	Skolnick Architecture + Design Partnership, Project Manager	\$185.00
Ronnette Riley Architect, Sr. Architect / Sr. Project Manager	\$230.00	Skolnick Architecture + Design Partnership, Senior Architect Level III	\$165.00
Ronnette Riley Architect, Project Architect / Manager	\$200.00	Skolnick Architecture + Design Partnership, Designer Level II	\$135.00
Ronnette Riley Architect, Senior Designer / Senior Technical	\$184.00	Skolnick Architecture + Design Partnership, Designer Level I	\$115.00
Ronnette Riley Architect, Designer / Technical	\$162.00	Skolnick Architecture + Design Partnership, Jr. Architectural Designer	\$95.00
Ronnette Riley Architect, Junior Designer / Technical	\$130.00	Ai-Alt, Principal	\$185.00
Ronnette Riley Architect, Intern	\$108.00	Ai-Alt, Project Manager	\$165.00
Cameron Engineering, Principal	\$240.00	Ai-Alt, Senior Engineer	\$145.00
Cameron Engineering, Senior Engineer	\$220.00	Ai-Alt, Junior Engineer	\$105.00
Cameron Engineering, Intermediate Engineer	\$185.00	Athenica Environmental Services, Inc., Principal	\$250.00
Cameron Engineering, Junior Engineer	\$150.00	Athenica Environmental Services, Inc., Professional Engineer	\$250.00
Setty & Associates, MEP/FP Resource Manager	\$307.00	Athenica Environmental Services, Inc., Professional Geologist	\$225.00
Setty & Associates, Project Executive	\$225.00	Athenica Environmental Services, Inc., Senior Project Manager	\$125.00
Setty & Associates, Sr. Mechanical Engineer	\$193.00	Athenica Environmental Services, Inc., Project Manager	\$95.00

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Setty & Associates, Sr. Electrical Engineer	\$ 203.00	Athenica Environmental Services, Inc., Asbestos Investigator	\$95.00
Setty & Associates, Plumbing Engineer/FP Engineer	\$167.00	Athenica Environmental Services, Inc., Asbestos Inspector	\$85.00
Ysrael A. Seinuk, Principal	\$220.00	Athenica Environmental Services, Inc., PLM Sample Analysis	\$20.00
Ysrael A. Seinuk, Project Manager	\$165.00	Athenica Environmental Services, Inc., NOB- PLM Sample Analysis	\$45.00
Ysrael A. Seinuk, Sr. Structural Engineer	\$150.00	Athenica Environmental Services, Inc., NOB- TEM Sample Analysis	\$85.00
Ysrael A. Seinuk, Project Engineer	\$135.00	Cerami & Associates, Partners	\$500.00
Ysrael A. Seinuk, Senior Inspector	\$125.00	Cerami & Associates, Principals	\$400.00
Ysrael A. Seinuk, Sr. CADD	\$125.00	Cerami & Associates, Associate Principals	\$300.00
Ysrael A. Seinuk, CADD	\$110.00	Cerami & Associates, Senior Associates	\$220.00
YU & Associates, Project Manager	\$242.55	Cerami & Associates, Associates	\$180.00
YU & Associates, Senior Staff II	\$146.00	Cerami & Associates, Junior Associates	\$150.00
YU & Associates, Staff II	\$121.00	Cerami & Associates, Administrative Fees	\$75.00
YU & Associates, Staff I	\$100.00	COLLECTIF Engineering PLLC, Principal	\$250.00
Project Cost Associates, Chief Estimator	\$185.00	COLLECTIF Engineering PLLC, Senior Engineer/Project Manager	\$185.00
Project Cost Associates, Estimator	\$150.00	COLLECTIF Engineering PLLC, Engineer	\$160.00
Shen Milsom & Wilke, Partner	\$273.00	COLLECTIF Engineering PLLC, Designer	\$135.00

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Shen Milsom & Wilke, Principal	\$206.00	COLLECTIF Engineering PLLC, CADD Operator	\$100.00
Shen Milsom & Wilke, Senior Associate	\$166.00	Conversano Associates, Inc., Principal	\$250.00
Shen Milsom & Wilke, Associate	\$125.00	Conversano Associates, Inc., Project Manager	\$150.00
Shen Milsom & Wilke, Consultant	\$111.00	Conversano Associates, Inc., Expeditor/Field Reps.	\$100.00
Shen Milsom & Wilke, CADD	\$92.00	Elizabeth Kennedy Landscape Architect, PLLC, Principal Landscape Architect	\$225.00
Iros, Elevator Consultant	\$250.00	Elizabeth Kennedy Landscape Architect, PLLC, Landscape Architect Manager/PM	\$176.50
		Elizabeth Kennedy Landscape Architect, PLLC, Landscape Architect & ISA Certified Arborist	\$176.50
		Elizabeth Kennedy Landscape Architect, PLLC, Landscape Architect	\$115.00
		Elizabeth Kennedy Landscape Architect, PLLC, Sr. Landscape Designer/BIM Modeler	\$115.00
		Elizabeth Kennedy Landscape Architect, PLLC, Landscape Designer/BIM Modeler	\$80.00
		Ellana, Inc., Senior Cost Manager	\$176.00
		Ellana, Inc., Senior Estimator	\$159.00
		Ellana, Inc., Estimator	\$133.00
		Greensulate, LLC, Principal/Owner	\$125.00
		Greensulate, LLC, Project Manager	\$75.00

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		Greensulate, LLC, Executive Assistant	\$75.00
		Hirani Group, Director of Engineering	\$79.32
		Hirani Group, Director of Construction Survey	\$75.00
		Hirani Group, Senior Office Surveyor & Technician	\$48.93
		Hirani Group, Senior Office Surveyor & Party Chief	\$46.13
		Hirani Group, Civil Engineer III & Project Manager	\$38.93
		Hirani Group, Civil Engineer	\$33.65
		Lakhani & Jordan Engineers, P.C., Principal	\$250.00
		Lakhani & Jordan Engineers, P.C., Project Manager	\$222.50
		Lakhani & Jordan Engineers, P.C., MEP/FP Engineer	\$200.00
		Lakhani & Jordan Engineers, P.C., MEP/FP Designer	\$150.00
		Lakhani & Jordan Engineers, P.C., Technician	\$115.00
		Spear Studio, Principal	\$250.00
		Spear Studio, Design Director	\$160.00
		Spear Studio, Project Manager	\$111.00
		Spear Studio, Designer	\$80.00
		Steven Winter Associates, Exec Management II	\$450.00
		Steven Winter Associates, Exec Management I	\$400.00

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		Steven Winter Associates, Project Manager IV	\$350.00
		Steven Winter Associates, Project Manager III	\$300.00
		Steven Winter Associates, Project Manager II	\$275.00
		Steven Winter Associates, Project Manager I	\$250.00
		Steven Winter Associates, Senior Eng/Arch/Tech Consultant IV	\$225.00
		Steven Winter Associates, Senior Eng/Arch/Tech Consultant III	\$200.00
		Steven Winter Associates, Senior Eng/Arch/Tech Consultant II	\$175.00
		Steven Winter Associates, Senior Eng/Arch/Tech Consultant I	\$150.00
		Steven Winter Associates, Eng/Arch/Tech Consultant IV	\$125.00
		Steven Winter Associates, Eng/Arch/Tech Consultant III	\$110.00
		Steven Winter Associates, Eng/Arch/Tech Consultant II	\$100.00
		Steven Winter Associates, Eng/Arch/Tech Consultant I	\$85.00
		The SEED, Principal	\$200.00
		The SEED, Project Manager	\$160.00



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		The SEED, Designer	\$120.00
		The SEED, Junior Designer	\$100.00
		Walter B. Melvin Architects, LLC, Principal	\$365.00
		Walter B. Melvin Architects, LLC, Associate	\$260.00
		Walter B. Melvin Architects, LLC, Architect	\$200.00
		Walter B. Melvin Architects, LLC, Technical Director	\$190.00
		Walter B. Melvin Architects, LLC, Project Manager	\$175.00
		Walter B. Melvin Architects, LLC, Technical Personnel	\$145.00
		Walter B. Melvin Architects, LLC, Assistant	\$110.00

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Carl S. Koerner, Esq.
<b>SECONDER:</b>	Pauline Healy
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq., O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

### 11. Engineering Design Services Requirements Contracts Contract Authorization (ID # 2844)

#### **Recommended Motion for Consideration by the Board of Trustees:**

*I move that the Board of Trustees authorize the President and CEO to execute contracts with Cameron Engineering & Associates, LLP., LiRo Engineers, Inc., Lizardos Engineering Associates, D.P.C., MG Engineering D.P.C., H2M Architects, Engineers, Land surveying and Landscape Architecture, DPC d/b/a H2M architects + engineers and Collado Engineering for engineering design requirements contracts for a three-year term with two one- year options to renew at the Library's sole discretion, at the rates proposed herein.*

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<b>Cameron Engineering &amp; Associates, LLP</b>		<b>Collado Engineering</b>		<b>H2M architects + engineers</b>	
<b>Maximum Design Fee as a Percent of Construction Costs</b>		<b>Maximum Design Fee as a Percent of Construction Costs</b>		<b>Maximum Design Fee as a Percent of Construction Costs</b>	
13%		8.50%		12%	
<b>Average Hourly Rate</b>		<b>Average Hourly Rate</b>		<b>Average Hourly Rate</b>	
\$170.13		\$163.09		\$177.36	
<b>Cameron Engineering &amp; Associates, LLP</b>		<b>Collado Engineering</b>		<b>H2M architects + engineers</b>	
<b>Firm and Firm's Subcontractor's Titles</b>	<b>Firm and Firm's Subcontractor's Hourly Rates</b>	<b>Firm and Firm's Subcontractor's Titles</b>	<b>Firm and Firm's Subcontractor's Hourly Rates</b>	<b>Firm and Firm's Subcontractor's Titles</b>	<b>Firm and Firm's Subcontractor's Hourly Rates</b>
Cameron Engineering - Principal	\$240.00	Collado Engineering - Principal	\$325.00	H2M, Principal	\$375.00
Cameron Engineering - Senior Engineer	\$220.00	Collado Engineering - Associate	\$275.00	H2M, Engagement Leader	\$250.00
Cameron Engineering - Intermediate Engineer	\$185.00	Collado Engineering - Sr. Engineer	\$250.00	H2M, Practice Leader - Engineering	\$280.00
Cameron Engineering - Junior Engineer	\$150.00	Collado Engineering - Engineer	\$190.00	H2M, Department Manager - Engineering	\$265.00
bld Architecture - Principal	\$255.00	Collado Engineering - Jr. Engineer	\$140.00	H2M, Senior Project Engineer	\$200.00
bld Architecture - Director of Operations	\$185.00	Collado Engineering - Cadd Operator	\$90.00	H2M, Project Engineer	\$165.00
bld Architecture - Design Director	\$185.00	YAS - Principal in Charge	\$220.00	H2M, Staff Engineer	\$130.00
bld Architecture - Project Architect	\$140.00	YAS - Project Manager	\$165.00	H2M, Practice Leader - Env.	\$250.00
bld Architecture - Intermediate Designer	\$125.00	YAS - Sr. Structural Engineer	\$150.00	H2M, Senior Environmental Scientist	\$210.00
Ellana Inc. - Senior Cost Manager	\$176.00	YAS - Project Engineer	\$135.00	H2M, Project Scientist	\$135.00

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Ellana Inc. - Senior Cost Estimator	\$159.00	YAS - Sr. Inspector	\$125.00	H2M, Market Specialist	\$225.00
Ellana Inc. - Cost Estimator	\$133.00	YAS - Sr. Cadd Operator	\$125.00	H2M, Admin. Support Professional	\$90.00
Ronnette Riley Architect-Principal	\$295.00	YAS - Cadd Operator	\$110.00	Ellana, Senior Cost Manager	\$176.00
Ronnette Riley Architect-Associate	\$252.00	Ellana - Sr. Cost Manager	\$176.00	Ellana, Senior Estimator	\$159.00
Ronnette Riley Architect-Senior Architect / Senior Project Manager	\$230.00	Ellana - Sr. Cost Estimator	\$159.00	Ellana, Estimator	\$133.00
Ronnette Riley Architect-Project Architect / Manager	\$200.00	Ellana - Cost Estimator	\$133.00	LERA, Partner	\$250.00
Ronnette Riley Architect-Senior Designer / Senior Technical	\$184.00	NYE - NYS DOL Asbestos Project Designer	\$155.00	LERA, Associate Partner	\$205.00
Ronnette Riley Architect-Designer / Technical	\$162.00	NYE - NYC DEP Asbestos Investigator	\$145.00	LERA, Senior Associate	\$175.00
Ronnette Riley Architect-Junior Designer / Technical	\$130.00	NYE - NYS DOL Asbestos Inspector	\$127.00	LERA, Associate	\$150.00
Ronnette Riley Architect-Intern	\$108.00	NYE - NYS DOL Project Monitor	\$121.00	LERA, Senior Engineer	\$120.00
YU - Geotechnical Project Manager	\$287.00	NYE - EPA Lead Inspector	\$127.00	LERA, Engineer	\$115.00
YU - Geotechnical Project Engineer	\$156.40	NYE - EPA Risk Assessor	\$145.00	LERA, Senior Drafter/BIM	\$120.00
YU - Geotechnical Senior Staff Engineer	\$129.30			LERA, Drafter/BIM	\$95.00

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YU - Geotechnical Staff Engineer	\$112.12			LERA, Administrative Support	\$80.00
Domingo Gonzalez Associates, Inc. - Principal	\$253.01			SRW, Principal	\$280.00
Domingo Gonzalez Associates, Inc. - Vice President	\$196.34			SRW, Associate Principal	\$240.00
Domingo Gonzalez Associates, Inc. - Director	\$176.12			SRW, Project Manager	\$210.00
Domingo Gonzalez Associates, Inc. - Sr. Associate	\$152.65			SRW, Engineer	\$185.00
Domingo Gonzalez Associates, Inc. - BIM / Architectural Drafter	\$105.87			SRW, CAD Draftsperson	\$120.00
Domingo Gonzalez Associates, Inc. - Designer II	\$113.00			SRW, Administrative	\$100.00
Domingo Gonzalez Associates, Inc. - Designer I	\$101.90			Mechanical Testing, Certified CxA	\$180.00
Noel Building Consulting - Principal	\$150.00			Mechanical Testing, Cx Assistant	\$150.00
Noel Building Consulting - Project Manager	\$120.00			Domingo Gonzalez, Principal	\$253.01
Noel Building Consulting - Expeditior	\$95.00			Domingo Gonzalez, Vice President	\$196.34
Noel Building Consulting - Administration	\$60.00			Domingo Gonzalez, Director	\$176.12
SGM Engineering- Principal	\$225.00			Domingo Gonzalez, Sr. Associate	\$152.65

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SGM Engineering- Professional Engineer	\$200.00			Domingo Gonzalez, BIM / Arch. Drafter	\$105.87
SGM Engineering- Field Tech Eng - Level 1	\$175.00			Domingo Gonzalez, Designer II	\$113.00
SGM Engineering- Field Tech Eng - Level 2	\$125.00			Domingo Gonzalez, Designer II	\$101.90
SGM Engineering- Administrative	\$90.00				
JLC - Principal	\$250.00				
JLC - Professional Engineer	\$250.00				
JLC - Certified Industrial Hygienist (CIH)	\$200.00				
JLC - Geologist	\$160.00				
JLC - Environmental Scientist	\$150.00				
JLC - Debris Monitor	\$125.00				
JLC - Senior Technician/Debr is Monitoring Field Supervisor	\$150.00				
JLC - Hazardous Materials Consultant	\$150.00				
JLC - NYS DOL Asbestos Project Designer	\$160.00				
JLC - NYC DEP Certified Asbestos Investigator	\$160.00				
JLC - Project Manager	\$175.00				

JLC - ACP 5 or Report	\$375.00				
JLC - CADD Draftsperson	\$85.00				
JLC - NYS DOL Mold Assessor/Certified Microbial Consultant (CMC)	\$150.00				
JLC - NYS DOL Asbestos Inspector	\$140.00				
JLC - Microbiological Inspector	\$150.00				
JLC - US EPA Certified Lead Inspector	\$140.00				
JLC - USA EPA Lead Risk Assessor	\$160.00				

LiRo Engineers, Inc		Lizardos Engineering Associates, D.P.C.		MG Engineering D.P.C.	
Maximum Design Fee as a Percent of Construction Costs		Maximum Design Fee as a Percent of Construction Costs		Maximum Design Fee as a Percent of Construction Costs	
17%		10%		25%	
Average Hourly Rate		Average Hourly Rate		Average Hourly Rate	
\$175.16		\$155.71		\$149.15	
LiRo Engineers, Inc		Lizardos Engineering Associates, D.P.C.		MG Engineering D.P.C.	
Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates	Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates	Firm and Firm's Subcontractor's Titles	Firm and Firm's Subcontractor's Hourly Rates
Principal In Charge	\$265.00	Principal	\$275.00	MGE - Associate Principal/Engagement Leader	\$137.00
QA / QC	\$240.00	Project Manager/Associate	\$205.00	MGE - Project Manager/Senior Executive Director	\$133.00

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Senior Project Manager	\$215.00	Senior Engineer/Architect	\$175.00	MGE - Lead Mechanical Engineer	\$60.00
Project Manager	\$185.00	Engineer/Architect	\$150.00	MGE - Lead Electrical Engineer	\$60.00
Senior Mechanical Engineer	\$195.00	Designer	\$110.00	MGE - Lead Plumbing & Fire Protection Engineer	\$133.00
Mechanical Engineer	\$155.00	Draftsperson (CADD)	\$95.00	MGE - Associate Director of Sustainability & Commissioning Services	\$60.00
Senior Electrical Engineer	\$195.00	Technical Aide	\$80.00	MGE - Lead Sustainability & Commissioning Services Consultant	\$137.00
Electrical Engineer	\$155.00			MGE UTC - Managing Principal, IT/Audio-Visual/Security	\$133.00
Senior Plumbing / Fire Protection Engineer	\$195.00			MGE UTC - Project Manager, IT/Audio-Visual/Security	\$220.00
Plumbing / Fire Protection Engineer	\$155.00			Ysrael A. Seinuk - Principal in Charge	\$165.00
Senior Structural Engineer	\$195.00			Ysrael A. Seinuk - Project Manager	\$150.00
Structural Engineer	\$155.00			Ysrael A. Seinuk - Sr. Structural Engineer	\$135.00
Environmental Engineer	\$155.00			Ysrael A. Seinuk - Project Engineer	\$125.00
Environmental Inspector	\$120.00			Ysrael A. Seinuk - Sr. Inspector	\$125.00
Senior Telecom Engineer	\$195.00			Ysrael A. Seinuk - Sr. CADD	\$125.00
Telecom Engineer	\$160.00			Ysrael A. Seinuk - CADD	\$110.00

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AutoCAD / BIM Manager	\$105.00			Adelaide - Principal	\$175.00
Principal (Agarabi)	\$225.00			Adelaide - Registered Architect/Professio nal Engineer	\$175.00
Senior Mechanical Engineer/Ener gy Consultant III (Agarabi)	\$195.00			Adelaide - Project Manager	\$175.00
Senior Mechanical Engineer/Ener gy Consultant II (Agarabi)	\$175.00			Adelaide - NYS/NYC Asbestos Inspector/Investigat or	\$95.00
Senior Mechanical Engineer/Ener gy Consultant I (Agarabi)	\$150.00			Adelaide - EPA Certified Lead Inspector	\$85.00
Mechanical Engineer/Ener gy Consultant III(Agarabi)	\$125.00			Adelaide - Clerical	\$45.00
Mechanical Engineer/Ener gy Consultant II (Agarabi)	\$105.00			Accu-Cost - Project Manager	\$175.00
Mechanical Engineer/Ener gy Consultant I (Agarabi)	\$95.00			Accu-Cost - Sr. Structural Estimator	\$120.00
Admin (Agarabi)	\$75.00			Accu-Cost - Sr. Architectural / Struct. Estimator	\$120.00
Special Inspector (Crosscheck)	\$175.00			Accu-Cost - Construction / Mechanical Estimator	\$105.00
Director of Engineering (Hirani)	\$249.86			Accu-Cost - Chief Mechanical Estimator	\$150.00
Senior Structural Engineer	\$223.37			Accu-Cost - Sr. Mechanical Estimator	\$132.50



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(Hirani)					
Structural Engineer III (Hirani)	\$209.25			Accu-Cost - Chief Electrical Estimator	\$150.00
Project Manager (Hirani)	\$196.88			Accu-Cost - Sr. Electrical Estimator	\$145.00
Structural Engineer (Hirani)	\$143.86			Ahuja Partship Architects - Principal	\$250.00
CAD Designer (Hirani)	\$109.21			Ahuja Partship Architects - Sr. Architect	\$210.00
Chief Estimator (NASCO)	\$256.40			Ahuja Partship Architects - Project Manager	\$150.00
Senior Consultant (NASCO)	\$200.00			Ahuja Partship Architects - Jr. Architect	\$124.00
Senior Estimator - Mechanical / Electrical (NASCO)	\$255.00			Ahuja Partship Architects - CADD Tech	\$75.00
Senior Estimator - GC (NASCO)	\$198.73				
Estimator (NASCO)	\$128.20				
Principal (PL Engineering)	\$200.00				
Electrical Engineer (PL Engineering)	\$113.00				
Plumbing / Fire Protection Engineer (W. Allen)	\$162.50				

<b>RESULT:</b>	<b>ADOPTED [15 to 1]</b>
<b>MOVER:</b>	Lydon Sleeper O'Connell
<b>SECONDER:</b>	Andrew P. Jackson
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Russo, Esq., O'Connell
<b>NAYS:</b>	Guillermo Patino
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

## **B. Report Item(s)**

### **1. Operating Agreement with the Queens Library Foundation, Inc. (ID # 2851)**

Susan Latham, Executive Director, Queens Public Library Foundation (QPLF), Justin Deabler, General Counsel & Sr. VP, and QPLF Board of Directors Chair and QPL Board Trustee, Carl Koerner, gave the board a brief report on the status of the operating agreement between QPLF and Queens Public Library (QPL).

Mr. Koerner reported that the Foundation is a separate non-for-profit entity that was formed with its sole mission to raise funding for the Library. Since QPLF's inception, it has been operating interdependently from QPL; however, an operating agreement between QPL and QPLF has never been adopted. Mr. Koerner reported that Mr. Deabler drafted the proposed operating agreement. The proposed agreement was also vetted by the QPLF Board of Directors and reviewed by Proskauer Rose, LLP which is providing pro bono counsel to QPL to ensure both entities comply with New York State law. Ms. Latham also noted that in addition to raising private funds, the Foundation conducts all of the fundraising efforts for both entities. Ms. Latham reported that the Foundation will be hosting the upcoming QPL Gala on June 7 at the Foundry located in Long Island City. This year, the Library will be honoring Brian Lehrer, host of the Brian Lehrer show on WNYC, and National Book Award-winning authors Sigrid Nunez and Jacqueline Woodson.

Ms. Latham also reported that the Foundation has been hosting QPLF happy hour fundraisers for donors. The next happy hour fundraiser is scheduled for May 9 at the West Side Tennis Club located in Forest Hills.

Mr. Deabler reported that Proskauer Rose, LLP will be scheduled to meet with the Finance & Investments Committee to respond to any questions and/or concerns regarding governance and oversight of the Library's and Foundation's institutional funds. All members of the board will be invited to attend this meeting.

<b>RESULT:</b>	<b>PRESENTED</b>
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**2. Payroll for the Month of January 2023 (ID # 2832)**

<b>RESULT:</b>	<b>PRESENTED</b>
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**3. Purchases Over \$50K - January 2023 (ID # 2843)**

<b>RESULT:</b>	<b>PRESENTED</b>
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**4. Personnel Report - January 2023 (ID # 2840)**

<b>RESULT:</b>	<b>PRESENTED</b>
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**5. Personnel Report - February 2023 (ID # 2841)**

<b>RESULT:</b>	<b>PRESENTED</b>
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## **V. REPORT OF THE CHAIR OF THE BOARD**

Board Chair Earl Simons reported that all board trustees will receive an email from Justin Deabler, General Counsel and Sr. VP to complete the annual Conflict of Interest (COI) forms. Mr. Simons reminded trustees to return the completed COI forms to Mr. Deabler as soon as possible.

Mr. Simons also stated that any communication the board receives from him will indicate it is QPL-related in the subject line.

## **VI. PRESIDENT'S REPORT**

Dennis M. Walcott, President and CEO, encouraged the board trustees to attend the Library Services and Leadership Team meetings. He stated that this is a great opportunity for the trustees to interact with, as well as provide a glimpse of the hard work, commitment, and team effort of some of our Queens Public Library staff.

Mr. Walcott reported that the Library is preparing for extreme advocacy work at both the state and city levels to reduce proposed budget cuts. He reported the Library will be greatly impacted by the Program to Eliminate the Gap (PEG) and is considering a variety of options to lessen the PEG's that the Library will be facing in upcoming fiscal year.

**1. Key Performance Indicators Report - January 2023 (ID # 2835)**

<b>RESULT:</b>	<b>PRESENTED</b>
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## **VII. ADJOURNMENT**

**1. Motion to Adjourn (ID # 2839)**

**Recommended Motion for Consideration:**

*I move that the meeting be adjourned.*

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Carl S. Koerner, Esq.
<b>SECONDER:</b>	Guillermo Patino
<b>AYES:</b>	Simons, Ed. D, Shapiro, Ed. D., LCSW, Gorton, Healy, Thomson, Haddad, Esq., Harris-Stoute, Jackson, Kauffmann, Koerner, Esq., Lee, Lee, Ph. D, Miao, PH. D., Patino, Russo, Esq, O'Connell
<b>EXCUSED:</b>	Julissa Gutierrez, Robert Santos, Esq.

The meeting was closed at 9:01 PM.

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**Secretary**