

**QUEENS PUBLIC LIBRARY**  
**LABOR RELATIONS COMMITTEE**  
**THURSDAY, MARCH 7, 2024**  
**MINUTES**

A meeting of the Labor Relations Committee was held at the Central Library, 89-11 Merrick Boulevard, Jamaica, NY 11432 on Thursday, March 7, 2024. The meeting was called to order at 6:05 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	
Matthew M. Gorton	Board Member	Present	6:33 PM
Julissa Gutierrez	Board Member	Excused	
Cloyette Harris-Stoute	Board Member	Present	
Pauline Healy	Board Member	Present	
Earl G. Simons Ed. D	Board Member	Present	
Carl S. Koerner Esq.	Board Member	Present	
Jamie Lee	Board Member	Present	
Selina Lee Ph. D	Board Member	Present	
Eli Shapiro Ed. D LCSW	Secretary	Present	6:25 PM
Lydon Sleeper O'Connell	Board Member	Present	6:15 PM
Andrew P. Jackson	Board Member	Remote	
Jose Bayona	Rep - Mayor	Present	
Matthew Carlin Esq.	Ex-Officio Rep- Public Advocate	Present	
Jimmy Van Bramer	Board Member	Remote	
Allan Swisher Esq	Ex-Officio Rep - BP	Remote	
Peter Kauffmann	Board Member	Present	6:44 PM
Dennis M. Walcott	President & CEO	Present	
Justin Deabler Esq.	General Counsel & Sr. VP	Present	

II. AGENDA

Action Item(s)

1. Motion to Go into Executive Session (ID # 3045)

**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>	Cloyette Harris-Stoute
<b>SECONDER:</b>	Pauline Healy
<b>AYES:</b>	George Russo Esq, Matthew M. Gorton, Cloyette Harris-Stoute, Pauline Healy
<b>EXCUSED:</b>	Julissa Gutierrez

2. Motion to Return to Public Session (ID # 3046)

**Recommended Motion for Consideration:**

*I move that the meeting return to Public Session*

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Matthew M. Gorton
<b>SECONDER:</b>	Cloyette Harris-Stoute
<b>AYES:</b>	George Russo Esq, Matthew M. Gorton, Cloyette Harris-Stoute, Pauline Healy
<b>EXCUSED:</b>	Julissa Gutierrez

3. Action Resulting from Executive Session Discussion

**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;

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

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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, acknowledging Mr. Walcott has not accepted a salary increase since 2021, 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 review this action for further consideration in the future as determined by the board.

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Pauline Healy
<b>SECONDER:</b>	Cloyette Harris-Stoute
<b>AYES:</b>	George Russo Esq, Matthew M. Gorton, Cloyette Harris-Stoute, Pauline Healy
<b>EXCUSED:</b>	Julissa Gutierrez

**III. ADJOURNMENT**

**1. Motion to Adjourn (ID # 3047)**

**Recommended Motion for Consideration:**

*I move that the meeting be adjourned.*

<b>RESULT:</b>	<b>ADOPTED [Unanimous]</b>
<b>MOVER:</b>	Matthew M. Gorton
<b>SECONDER:</b>	Pauline Healy
<b>AYES:</b>	George Russo Esq, Matthew M. Gorton, Cloyette Harris-Stoute, Pauline Healy
<b>EXCUSED:</b>	Julissa Gutierrez

The meeting was closed at 7:42 PM.

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**Committee Chair**