

QUEENS LIBRARY
LABOR RELATIONS COMMITTEE
THURSDAY, FEBRUARY 27, 2020

Central Library
89-11 Merrick Blvd., Jamaica, NY 11432

AGENDA

6:30 PM LABOR RELATIONS COMMITTEE REGULAR MEETING

I. CALL TO ORDER

II. AGENDA

Action Item(s)

1. Merit Based Increases for Key Executive Employees FY20 (ID # 2221)
2. Motion to Go into Executive Session (ID # 2231)
3. Motion to Return to Public Session (ID # 2232)

III. ADJOURNMENT

1. Motion to Adjourn (ID # 2225)

Queens Library Board/Committee Item

BOARD/COMMITTEE: Labor Relations Committee

DATE OF MEETING: February 27, 2020

ITEM ID #: 2221

AGENDA: Merit Based Increases for Key Executive Employees FY20

Background:

In accordance with the Library's By-Laws, the Labor Relations Committee shall annually review and make recommendations to the Board of Trustees regarding the compensation arrangements for key executive employees (Chief Librarian and Senior Vice President; Chief Operating Officer and Senior Vice President; Chief Financial Officer and Senior Vice President; General Counsel and Senior Vice President; and Chief of Staff and Senior Vice President) in accordance with the policies and procedures set forth in Article V, Section 4, of these By-Laws. The Library proposes that eligible key executive employees, who have all received satisfactory performance evaluations, receive the same 3% increase that the Library has given to all other non-represented staff, retroactive to July 1, 2019. Note that the present General Counsel and Senior Vice President did not receive a performance evaluation and would not be eligible for the above described increase because he only recently joined the Library.

With respect to salary increases for represented employees, such employees received 3% increases effective October 26, 2019 as per the economic agreement between DC 37 and the City. With respect to salary increases for non-represented employees (other than key executive employees), such employees received 3% increases in December 2019 (retroactive to July 1, 2019) that were in line with the current Union-represented increases.

Current Status:

The President and CEO recommends that eligible key executive employees who have received satisfactory performance evaluations receive the above described increases for FY20 retroactive to July 1, 2019.

Recommended Motion for Consideration by the Labor Relations Committee:

I move that the Labor Relations Committee recommend to the Board of Trustees that the above referenced eligible key executive employees receive increases of 3% for FY 20, retroactive to July 1, 2019.

Queens Library Board/Committee Item

BOARD/COMMITTEE: Labor Relations Committee

DATE OF MEETING: February 27, 2020

ITEM ID #: 2231

AGENDA: Motion to Go into Executive Session

Recommended Motion for Consideration:

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

Queens Library Board/Committee Item

BOARD/COMMITTEE: Labor Relations Committee

DATE OF MEETING: February 27, 2020

ITEM ID #: 2232

AGENDA: Motion to Return to Public Session

Recommended Motion for Consideration:

I move that the meeting return to Public Session.

Queens Library Board/Committee Item

BOARD/COMMITTEE: Labor Relations Committee

DATE OF MEETING: February 27, 2020

ITEM ID #: 2225

AGENDA: Motion to Adjourn

Recommended Motion for Consideration:

I move that the meeting be adjourned.