

**BOARD OF LIBRARY TRUSTEES MEETING**  
**June 6, 2018 – 7:30 p.m.**  
**Largo-Kettering Branch**

**Minutes**

**Board Members Present**

Samuel Epps, IV, President  
Brett Crawford, Vice President  
Dr. A. J. Christy Wright  
Dr. Arthuree Wright  
Toni A. Smith  
Sylvia Bolivar  
Dr. Hiram Larew

**Prince George's County Memorial Library Attendees**

Michelle Hamiel, Interim Co-CEO  
Michael Gannon, Interim Co-CEO  
Jeff Naftal, Director of Human Resources  
Jessica Freeman, Executive Assistant

**Absent:**

- Welcome and Call to Order: 7:42 PM
- Mr. Crawford moved to accept the agenda with a change in schedule to move unfinished business as the first order of business and Ms. Smith seconded the motion. The agenda was approved with a unanimous vote with the exception of one abstention.
- Mr. Crawford made a motion to approve the May 17, 2018 Board of Library Trustees meeting minutes with corrections. Dr. Christy Wright seconded the motion. The minutes were approved with a unanimous vote with the exception of one abstention.
- **Unfinished Business: Classification & Compensation Study**

Michelle Hamiel, Interim Co-CEO , reported that the Classification and Compensation Study process began in April 2017 when a committee was formed and began the selection process of a consultant to do the study. In December of 2017, Paypoint provided their report and recommendations. All but \$100,000 was to be funded in the FY2019 budget from the County. It is anticipated that funding for the new salaries can be made up through attrition and the ability to open new passport service branches at Oxon Hill, New Carrollton, and Greenbelt. There are no plans to freeze positions at this time.

Gino Renne, President UFCW Local 1994 MCGEO, AFL-CIO

Mr. Renne thanked the Board, Michelle Hamiel , and Jeff Naftal for their input and support in this process. Mr. Renne believes that the resulting wage increases that came out of the study will remedy a long standing disparity between this work force and the market. He also believes that both sides were committed to doing the right thing and rewarding the workforce. However, some procedural issues remain that need to be worked out prior to contract negotiations. Going forward, Mr. Renne would like to make a commitment to the Board and Management

Team to enhance the relationship and build a stronger partnership in order to deal with issues in a more expedited manner.

Dr. Christy Wright urged MCGEO representatives and the Management Team to begin the negotiation process early due to the budget process timeline constraints.

Mr. Epps encourages both labor and management to start working to come to an agreement on non-economic issues as soon as possible so that when the budget process begins the Board and Management can be ready.

Mr. Crawford moved to accept the recommendations of the Interim Co-CEOs and Dr. Arthuree Wright seconded the motion. The motion was approved with one abstention.

Mr. Crawford moved to convene into executive session under § 3-305(b)(14) of the Open Meetings Act in order to discuss contract negotiations. Dr. Arthuree Wright seconded the motion and the motion was passed unanimously.

- **New Business: Selection of CEO Search Firm – Dr. Arthuree Wright, Committee Chair**

After having received many responses to the request for proposals, the Board interviewed those agencies that best met their requirements. Dr. Wright recommended to the Board the Bradbury Miller Associates.

Dr. Arthuree Wright moved to hire Bradbury Miller Associates to restart the search for a CEO for the Library System. Dr. Christy Wright seconded the motion. The motion was passed with one abstention.

- **Closing Remarks**

Dr. Christy Wright is stepping down from the Board as of July 1<sup>st</sup>. Mr. Epps thanked her for her ten years of services. Dr. Christy Wright remarked that being appointed to the Board has been a great accomplishment of her personal life. She has enjoyed working with all of the staff and watching all of the renovations and new branches being built. She feels very proud to have been part of a system that has grown with the needs of the County and is pleased to have served for 10 years. Dr. Christy Wright wished all much success in the future.

- **Adjourn: 8:46 PM**