



## Minutes of the Gloversville Public Library Board of Trustees Special Meeting August 30, 2023 7:30 PM

The Gloversville Public Library Board of Trustees held a Special Board meeting August 30, 2023. President Greg Niforos noted that the following Trustees were present: Vice President Merry Dunn-Brown, Vice President of Finance Charles "Ren" Reed, Sue Shrader, Richard Carlson, Caren Pepper, and Christine Pesses. Library Director Valerie Acklin was also present.

Noting that a quorum of the Library Board of Trustees was present, Mr. Niforos called the meeting to order at 7:04 PM and everyone recited the Pledge of Allegiance. Mr. Reed agreed to serve as Secretary Pro Tempore.

At 7:05 PM, Mr. Niforos requested a motion to enter into executive session for the purpose of discussing personnel matters. Ms. Pesses made the motion which was seconded by Ms. Shrader. The Board unanimously approved with a vote of "aye".

At 8:10 PM, Mr. Niforos requested a motion to leave executive session. Ms. Pesses made the motion which was seconded by Ms. Shrader. The Board unanimously approved with a vote of "aye".

Mr. Niforos requested a motion to create the position of Assistant Library Director as outlined in the resolution below. Ms. Shrader made the motion which was seconded by Ms. Dunn Brown. The Board unanimously approved with a vote of "aye".

*WHEREAS the Board is responsible for strategic planning and budgeting for a workforce that meets the evolving needs of the library;*

*THEREFORE BE IT RESOLVED that the Board shall create an "Assistant Director" position, to go into effect as soon as such job title is confirmed with the Fulton County Personnel Department, with compensation as to be determined, but no less than \$60,000 annually; and*

*BE IT FURTHER RESOLVED that pending the creation of the "Assistant Director" position, and in recognition of current operational needs, the Board hereby authorizes assigning further duties consistent with the duties of "Librarian II", for compensation of \$57,000.00 (Fifty-Seven Thousand Dollars) per year to that position, to be effective no later than October 1, 2023 and prorated for the remainder of the 2023-2024 fiscal year; and*

*BE IT FURTHER RESOLVED that the Board shall budget to fill any "Assistant Director" role, upon creation, consistent with Civil Service rules, via internal promotion if possible, and shall further budget to incentivize a candidate of suitable qualifications with a one-time payment of up to \$4,500.00 (Four Thousand Five Hundred Dollars) for a recruitment bonus upon acceptance of the "Assistant Director" job; and*

*BE IT FURTHER RESOLVED that the Board shall budget for 100% of employee medical insurance costs for the following three years, and an annual salary increase of \$1,250 (One Thousand Two Hundred Fifty Dollars) to take effect at the start of the second year as "Assistant Director", upon acceptance of the "Assistant Director" job; and*

*BE IT FURTHER RESOLVED that the Board directs the Library Director to work with Fulton County Personnel Department, the Library's attorney, and any candidate of suitable qualifications, to take all action necessary to effect the details of this resolution, including offering the additional compensation to the Librarian II as described by September 1, 2023.*

Mr. Niforos requested a motion to hire Madison Soussi as a Library Clerk for 17.5 hours per week \$15.25 per hour and to hire Madison Soussi as a maintenance worker for 12 hours per week at \$15.25 per hour. Ms. Pesses made the motion, seconded by Mr. Carlson. The Board unanimously approved with a vote of "aye".

At 8:15 PM, Mr. Niforos requested a motion to adjourn. Ms. Dunn Brown made the motion, seconded by Ms. Pesses. The Board unanimously approved with a vote of "aye".

Respectfully submitted,

Charles "Ren" Reed, Secretary Pro Tempore

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Valerie Acklin  
Library Director

2023-2024  
Board of Trustees

Merry Dunn Brown

Richard Carlson

John Mazur

Greg Niforos

Caren Pepper

Christine Pesses

Charles Reed

Christian Rohrs

Susan Shrader

