

CLEVELAND PUBLIC LIBRARY
Minutes of the Special Board Meeting
August 23, 2012
Trustees Room Louis Stokes Wing
12:00 p.m.

Present: Mr. Corrigan, Ms. Butts, Mr. Hairston,
Mr. Werner

Absent: Ms. Rodriguez, Mr. Seifullah, Mr. Parker

Mr. Corrigan called the Special Board Meeting to order
at 12:05 p.m.

OATH OF OFFICE CEREMONY FOR REAPPOINTMENT OF ALICE G.
BUTTS

Mr. Corrigan administered the Oath of Office to Alice G.
Butts. Ms. Butts was reappointed by the Cleveland Board
of Education on June 26, 2012 to a second full term on
the Library Board, commencing on July 2, 2012 expiring
on July 2, 2019.

OATH OF OFFICE
FOR ALICE G.
BUTTS
Administered

EXECUTIVE SESSION

Mr. Hairston moved to adjourn into Executive Session to
review negotiations with SEIU Local 1199. Ms. Butts
seconded the motion, which passed unanimously by roll
call vote.

The Board adjourned into Executive Session at 12:09 pm

Ms. Butts moved to adjourn into the Special Board
Meeting. Mr. Hairston seconded the motion, which passed
unanimously by roll call vote.

Mr. Corrigan stated that the record should clearly
reflect that in all Executive Sessions no decisions are
made, only discussions held.

The Regular Board Meeting resumed at 12:22 p.m.

Presentation: Friends Fundraiser Update

Before introducing Anne Marie Warren, Treasurer, The
Friends of Cleveland Public Library, Mr. Corrigan stated
that some members of the Library Board of Trustees and

others met with Foundation Consultant Peter Pearson to discuss fundraising for the Library.

Ms. Warren gave an update on the Friend's annual fundraiser Night at the Library: Bon Appetit! to be held on Saturday, September 29, 2012 at 7:00 p.m. in the Eastman Reading Garden and the first floor of the Louis Stokes Wing.

Mr. Corrigan thanked Ms. Warren and stated that this fundraiser coincides with the Sustainable Cleveland 2019 initiative as 2012 is celebrated as the Year of Local Foods.

Mr. Corrigan encouraged all to attend the fundraiser.

Resolution to Provide Amnesty for Fines and Fees to Youth Ages Seventeen and Under from September 24-29, 2012

Ms. Butts moved approval of the following resolution. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, Cleveland Public Library has a long tradition of designating September as Library Card Signup Month and focusing energy on visiting schools and ensuring children are familiar with the wealth of opportunities afforded by a library card in good standing; and

WHEREAS, In its role as a community deficit fighter, the Library is a strong advocate for the youth of Cleveland by providing the broadest access to information in support of Cleveland's children and educators; and

WHEREAS, Since the Library last offered an amnesty program for youth in 2006, many youth have been unable to borrow library materials due to overdue fines and fees for lost materials; and

WHEREAS, Offering children amnesty from time to time to reinstate borrowing privileges is in alignment with the mission and vision of the Library, particularly in consideration of a new state standard dictating that third-graders must be able to read at grade level to be promoted; and

WHEREAS, A new library card designed to appeal to children will debut in September, creating an opportunity for youth to exchange an existing card or obtain a new card; now therefore be it

RESOLUTION TO
PROVIDE AMNESTY
FOR FINES AND
FEES TO YOUTH
AGES SEVENTEEN
AND UNDER FROM
SEPTEMBER 24-29,
2012

Approved

RESOLVED, That during the month of September, the Library will waive the \$1.00 replacement fee for a library card; and be it further

RESOLVED, That during the week of September 24-29, 2012, the Library will offer an amnesty program to youth ages seventeen and under and will forgive fines for overdue items, charges for lost items owned by Cleveland Public Library, and referral fees paid by Cleveland Public Library to Unique Management Services, Inc. as detailed in procedures to be distributed to staff.

Director Thomas expressed appreciation to Anasatia Diamond-Ortiz, Knowledge Manager and Cathy Poilpre, Assistant Marketing & Communications Administrator, for their hard work on this project.

Anastasia Diamond-Ortiz, Knowledge Manager, displayed examples of the newly designed library cards and bookmarks that will be distributed. She also stated that CLEVNET directors approved that the CLEVNET logo be displayed on the back of the cards.

Director Thomas stated that this effort supports the state's third grade initiative to improve reading test scores and other academic standards among students in the third grade.

Resolution to Amend Westlake, Reed, Lekosky Contract to Provide Detailed Assessment of South Branch

Mr. Corrigan moved approval of the following resolution. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, On May 29, 2011, The Board of Trustees of the Cleveland Public Library adopted a resolution authorizing the President of the Board to execute an agreement with Westlake, Reed, Leskosky ("Westlake") to provide an architectural facilities assessment of the library's existing branch facilities ("facilities assessment") in the amount of \$147,771.00; and

WHEREAS, In March of 2012, Westlake completed the facilities assessment and presented its findings to the Board of Trustees; and

WHEREAS, The facilities assessment provided general information about the physical condition of all the Library's branches; and

RESOLUTION TO AMEND WESTLAKE, REED, LEKOSKY CONTRACT TO PROVIDE DETAILED ASSESSMENT OF SOUTH BRANCH
Approved

WHEREAS, This Board would like to obtain a more detailed assessment of the physical condition and estimated costs involved to renovate the Library's South Branch in order to determine the feasibility of making repairs and renovations to it; and

WHEREAS, This Board desires to amend the agreement with Westlake to include the additional services of performing an in-depth study of the South Branch to include architectural, structural, mechanical and electrical assessments with supporting plans and photographs which services are related to the scope of work under the original agreement. Westlake has submitted a written proposal for these additional services in an amount not-to-exceed \$15,000; now therefore be it

RESOLVED, That the President or Executive Director (or his designee) is hereby authorized to enter into and execute an amendment to the original agreement between the Cleveland Public Library and Westlake, Reed, Leskosky for additional services as described in this Resolution in an amount not-to-exceed \$15,000, to be charged to General Fund Account: 11020053-53710 (Professional Services), subject to approval of the Chief Legal Officer.

Mr. Corrigan stated that this is a great opportunity to explore the possibilities at South Branch and take advantage of the experience provided by Westlake, Reed, Leskosky during the initial facilities assessment.

RESOLUTION
DECLARING
EMERGENCY AND
AUTHORIZING
AGREEMENT FOR
PROFESSIONAL
DESIGN SERVICES
AND COMPETITIVE
BIDDING FOR
TEMPORARY
RELOCATION OF
SOUTH BRANCH

Approved

Resolution Declaring Emergency and Authorizing Agreement
for Professional Design Services and Competitive Bidding
for Temporary Relocation of South Branch

Ms. Butts moved approval of the following resolution.
Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Board of Trustees of the Cleveland Public Library has determined that it is necessary to temporarily close the South Branch prior to the onset of cold weather, in order to investigate and assess the repairs that need to be made to the building in light of the recent facilities assessment which revealed that the South Branch is in serious disrepair and that the heating system no longer functions; and

WHEREAS, The Library has identified a space in a building located at 2704 Clark Avenue which it would

like to lease in order to continue to provide materials, equipment, programs and services to patrons in the area while the South Branch is closed for assessment; and

WHEREAS, In order to prepare the space for library use as soon as possible after the closing of the South Branch, the Library must engage the services of a professional architect to prepare build-out design drawings, bid specifications, and contract administration services in order to construct necessary improvements to the space; and

WHEREAS, Ohio Revised Code Section 153.71(B) provides that a public entity is exempt from the requirement that it must seek formal Requests for Qualifications for architectural services in the event a project "is determined in writing by the public authority head to be an emergency requiring immediate action..."; and

WHEREAS, The Department of Property Management has obtained quotes from two design architects and based upon the quotes and the qualifications of the firms, recommends that the Library engage the services of Richard L. Bowen Associates Inc. to perform the renovation of the space at 2704 Clark Avenue; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library declares that in order to provide continuity of library services to the members of the South Branch service area as soon as possible after the closing of the South Branch, the renovation of the space at 2704 Clark Avenue which will be leased by the Cleveland Public Library for the temporary relocation of the South Branch, is an emergency requiring immediate action; be it further

RESOLVED, That this Board authorizes the Executive Director or his designee to enter into an agreement with Richard L. Bowen Associates Inc. for the purposes of preparing build-out design drawings, bid specifications, and providing bidding and contract administration services necessary to construct improvements to the space at 2704 Clark Avenue, in an amount not to exceed \$21,300 (including reimbursables) which funds shall be charged to Building & Repair Fund No. 40178305-55300-10783; which agreement shall be subject to the approval of the Chief Legal Officer; be it further

RESOLVED, That the Executive Director or his designee is authorized to proceed with the soliciting of

competitive bids for construction of this project once Richard L. Bowen Associates Inc. has finalized the project plans, specifications, and bid packages.

Myron Scruggs, Director of Property Management, stated that 2704 Clark Avenue is located west of West 25th Street and is a space inside the same building as the Family Dollar store.

Resolution Authorizing Lease of Property for Temporary Relocation of the South Branch of the Cleveland Public Library

Mr. Corrigan moved approval of the following resolution. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

WHEREAS, A recent facilities assessment performed by the Cleveland Public Library has revealed that the Library's South Branch is in serious disrepair and that the heating system no longer functions; and

WHEREAS, In order to repair or replace the heating system, the Library would be required to disturb structural components of the building that may contain asbestos containing materials, which, if disturbed, could cause an asbestos release in the facility; and

WHEREAS, The Library has determined that it will be necessary to temporarily close the South Branch prior to the onset of cold weather, and perform assessments and repairs while the building is closed in order to avoid any potential risk of asbestos exposure to the Library's patrons; and

WHEREAS, In recognition of the importance of services and programs provided by the South Branch to the patrons in its service area, the Library would like to continue providing materials, equipment, programs and services to patrons in the area while the South Branch is closed; and

WHEREAS, The Library has identified a suitable space at 2704 Clark Avenue, which is approximately 3,600 square feet in size and is located in a building occupied by a retail store, and would like to enter into a lease of this space to commence at the same time the South Branch closes; and

RESOLUTION
AUTHORIZING
LEASE OF
PROPERTY FOR
TEMPORARY
RELOCATION OF
THE SOUTH
BRANCH OF THE
CLEVELAND
PUBLIC LIBRARY
Approved

WHEREAS, The owner of this building, Gerald E. Zahler, has offered to lease the space to the Library at a rental rate of \$2,500 per month, gross, plus utilities and other related expenses, and for a first year's estimated rental of \$30,000, for a term of three (3) years, with the Library constructing certain renovations to prepare the space, and subject to such other terms and conditions as remain to be negotiated by the owner and the Library; and

WHEREAS, The Executive Director requests the authority to negotiate a lease with the building owner based upon the rental amount and term stated above, all other terms and conditions of which shall be subject to negotiation and the approval of the Library's Chief Legal Officer; now therefore be it

RESOLVED, That this Board authorizes the Executive Director or his designee, to negotiate and execute a lease for space in a building located at 2704 Clark Avenue with the owner, Gerald E. Zahler, for the rental amount of \$2,500 per month, gross, plus utilities and other related expenses, for a first year's estimated rental of \$30,000, for a term of up to three years to be charged to the General Fund Account No. 17830053-53510, plus the costs necessary for the Library to construct certain renovations necessary to prepare the space, to be charged to Fund No. 40178305-55300-10783; said lease shall be subject to such other terms and conditions as remain to be negotiated by the owner and the Executive Director, which shall be subject to approval of the Chief Legal Officer.

Mr. Corrigan stated that this resolution is a companion to the previous resolution relative to the temporary closing of the South Branch library and this resolution gives the Director authority to negotiate the lease for the new space.

Resolution Authorizing Second Amendment to a Contract With Strategic Design Partners

Mr. Corrigan moved approval of the following resolution. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Cleveland Public Library entered into an agreement ("Agreement") with Strategy Design Partners from January 2012 through June 30, 2012 for marketing and communications services, which included creating a marketing plan, refreshing the Library's website,

RESOLUTION
AUTHORIZING
SECOND
AMENDMENT TO A
CONTRACT WITH
STRATEGIC
DESIGN PARTNERS
Approved

producing a marketing video, and supplementing the Library's Marketing and Communications Office, at the cost of \$4,000 per month; and

WHEREAS, On April 17, 2012, this Board approved an amendment to the Agreement to extend the term through December 31, 2012 at the cost of \$4,000 per month for a total contract amount of \$48,000, to implement additional initiatives and to continue to assist the Library's Marketing and Communications Office; and

WHEREAS, The Director has recommended that the Library further engage Strategy Design Partners to assist the Library in developing a strategy for presenting the recently completed Facilities Assessment to the community, educating the community about services and programs the Library provides and plans to provide to the community, engaging the community in discussions about the future of the Library, and planning, developing, facilitating, attending and executing a series of community meetings; and

WHEREAS, Strategy Design Partners has submitted a proposal to the Library to provide these additional services for an additional \$4,000 per month for a 12-month period commencing on August 17, 2012; now therefore be it

RESOLVED, That the Executive Director or his designee is authorized to enter into a second amendment to the Agreement with Strategy Design Partners to extend the term of the Agreement through June 30, 2013, and to increase the amount of the Agreement to \$8,000 per month commencing August 17, 2012, increasing the contract total by \$65,935.48 for a total contract amount not-to-exceed \$113,935.48 which expenditure shall be charged to General Fund Account 11610053-53710 (Professional Services), and to execute such other instruments or documents as may be necessary or appropriate to effectuate the terms of this Resolution, subject to the approval of the Chief Legal Officer.

Mr. Corrigan stated that the Library has saved substantial funds by not immediately replacing the Director of Marketing & Public Relations position. As we approach the levy, an amended agreement with Strategy Design Partners will allow for increased services.

Erika McLaughlin, Director of Strategy & Communications, Strategy Design Partners, gave a power point presentation of the goals of the marketing and

communications plan for the upcoming year. She stated that this plan is designed to support library's strategic plan and will target two goals: (1) Increase brand recognition of the Library; and (2) Increase number of children with library cards.

The detailed presentation included, but was not limited to the following topics:

- Audiences (new and old patron prospects, foundations, trade publications, corporations, media, partners, individual donors)
- Package, Position, Promote
- Ongoing (Sports Research Center, Genealogy, Database, Tech Central, OLBPHD)
- Major Campaign - MyPlace, MyCard (MyCloud, MyTunes, Ready to Read, ebooks, computer classes)
- Vehicles (e-communications, print collateral, social media, media relations, advertising, signage, videos, website)

David Fitz, President & CEO, Strategy Design Partners, thanked the Marketing & Communications Department staff and expressed appreciation for their significant contributions to the team.

Cathy Poilpre, Assistant Marketing & Communications Administrator, introduced members of the Marketing & Communications team that included Aaron Mason, Amy Pawlowski, Michael Young, Tonya Thompson, Ryan Jaenke, Christine Colnar, Monica Morabito, and Michael Stewart.

After some discussion, about tracking, demographics and analytics, Mr. Corrigan stated that he looked forward to future work with Strategy Design Partners.

Resolution Authorizing Agreement with Spectrum Energy Concepts, Inc. and Authorizing Competitive Bidding for the Heat Conversion Project at the Main Library

Mr. Corrigan moved approval of the following resolution. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, On September 15, 2011, the Cleveland Public Library Board of Trustees (the "Library") authorized the Director to enter into an agreement with Spectrum Energy Concepts Inc. ("Spectrum") in an amount not-to-exceed \$11,200, to prepare bid specifications and packages in order to implement a demand control ventilation and

RESOLUTION
AUTHORIZING
AGREEMENT WITH
SPECTRUM
ENERGY
CONCEPTS, INC.
AND AUTHORIZING
COMPETITIVE
BIDDING FOR THE
HEAT CONVERSION
PROJECT AT THE
MAIN LIBRARY
Approved

electric heating to steam heating conversion for the Main Library and Louis Stokes Building; and

WHEREAS, The Director entered into an agreement with Spectrum for these services on December 19, 2011 ("Agreement"); and

WHEREAS, On January 19, 2012, the Library authorized the Director to amend the Agreement to require Spectrum to provide lighting retrofit and rebate analysis for an additional amount not-to-exceed \$2,500; and

WHEREAS, In April 2012, the Finance Committee considered a Resolution authorizing an agreement with Spectrum Energy Concepts Inc.(Spectrum) for construction representative services for the steam heat conversion construction project in the Main Building, and authorizing competitive bidding for the project; and

WHEREAS, The Committee decided to table the resolution until such time as it could determine whether any asbestos abatement would be necessary in order to construct the steam heat conversion portion of the project; and

WHEREAS, The Library obtained a report from the EA Group and has determined that the project can be designed to avoid disturbing areas that contain small amounts of asbestos. Therefore, it is now necessary to engage an engineer to assist with finalizing the specifications, assisting with the competitive bidding process and to oversee the construction of the demand control ventilation and steam heat conversion project; and

WHEREAS, Spectrum has submitted a proposal whereby it will provide assistance in bid analysis and contract awards, review contractor submittals and drawings for compliance with bid specifications, hold construction meetings and supervise construction for an amount not to exceed \$24,960; now therefore be it

RESOLVED, That the Executive Director or his designee is hereby authorized to enter into an agreement between the Library and Spectrum for services described in this Resolution in an amount not-to-exceed \$24,960 to be charged to the Building & Repair Fund Account No. 40190105-55300-12901, which contract shall be approved by the Library's Chief Legal Officer; and be it further

RESOLVED, That the Executive Director or his designee is

further authorized to proceed with the soliciting of competitive bids for the demand control ventilation, electric heating to steam heating conversion construction project for the Main Library.

Mr. Corrigan stated that this resolution provides opportunity for the Library to take advantage of potential energy savings with this heat conversion project.

Resolution Accepting Bid and Awarding Contract for the Lighting Modification & Retrofit Project at the Main Library

Mr. Corrigan moved approval of the following resolution. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, At the May 17, 2012 meeting of the Library Board of Trustees, this Board authorized the Director to solicit competitive bids for the Lighting Modification and Retrofit Project for the Main Library; and

WHEREAS, On June 13, 2012 and June 20, 2012, a Notice to Bidders was published in the Cleveland Plain Dealer requesting bids for the Main Library Lighting Modification and Retrofit Project; and

WHEREAS, Sealed bids were received for the Main Library Lighting Modification and Retrofit Project before 12:00 Noon (local time) on July 9, 2012; and

WHEREAS, The Library has tabulated the bids received on July 9, 2012, evaluated the bids as to compliance with the specifications and bid documents as written, investigated responsiveness and responsibility of the lowest bidder, and has recommended the lowest and responsible bidder for the Main Library Lighting Modification and Retrofit Project; now therefore be it

RESOLVED, That the Library Board of Trustees hereby accepts the recommendation of the Library and awards a contract for the Main Library Lighting Modification and Retrofit Project to the following contractor which this Board determines is the lowest, responsible bidder:

| Contractor | Trade | Bid |
|------------------------|--------------|------------|
| Lighting Services Inc. | Electrical | \$72,341 |

With the total expenditure of \$72,341 being charged to Building and Repair Fund, Account No. 40190105-55300-

RESOLUTION
ACCEPTING BID
AND AWARDING
CONTRACT FOR
THE LIGHTING
MODIFICATION &
RETROFIT
PROJECT AT THE
MAIN LIBRARY
Approved

13901; and be it further
 RESOLVED, That the Executive Director or his designee is hereby authorized to negotiate and execute a contract for the above awarded bid package, and to execute such other instruments or documents as may be necessary or appropriate to effectuate the terms of this Resolution, subject to the approval of the Chief Legal Officer.

Mr. Corrigan stated this resolution marks the completion of our efforts to take advantage of energy savings as a result of this lighting modification and retrofit project.

Resolution Authorizing Purchase of Library Bags

Mr. Corrigan moved approval of the following resolution. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Cleveland Public Library maintains inventory and supplies the Library's bags to patrons based on an estimated usage of 20,000 per month. The Library's stockroom currently has approximately 11,000 bags on hand and the lead time to receive the inventory is four to six weeks; and

WHEREAS, The Cleveland Public Library Management evaluated and reviewed options and wishes to further assist with sustaining operations and change the Library's bags to be formulated for biodegradability; and

WHEREAS, The Library's Purchasing Department has sought pricing proposals for biodegradable library bags from three (3) vendors; and

WHEREAS, The Library Management recommends the purchase of the Library's bags from S & S Incorporated; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library authorizes the Executive Director to enter into a purchase agreement, subject to the Chief Legal Officer's approval, to purchase 175,000 Foldover Die Cut Double Wall Handle Bags, at a cost of \$149.60 per 1,000, for a total cost not to exceed \$26,180.00 with the expenditure being charged to General Fund Account 11130052-52900.

Carrie Krenicky, Chief Financial Officer, stated that these bags, unlike the previous bags, are biodegradable

RESOLUTION
 AUTHORIZING
 PURCHASE OF
 LIBRARY BAGS
 Approved

and environmentally friendly.
Resolution for Ratification of Agreement with
 District 1199 SEIU

Mr. Werner moved approval of the following resolution.
 Mr. Hairston seconded the motion, which passed
 unanimously by roll call vote.

WHEREAS, Current economic conditions have reduced
 funding to the Library from both the Public Library Fund
 (state funding) and Property Tax revenues (local
 funding); and

WHEREAS, The Library and SEIU District 1199 negotiated
 through the use of a modified version of Interest Based
 Bargaining to reach an agreement; and

WHEREAS, Cleveland Public Library and District 1199
 Service Employees International Union have arrived at a
 tentative agreement; and

WHEREAS, The tentative agreement was ratified by the
 District 1199 SEIU membership on August 22, 2012; and

WHEREAS, This agreement provides for no general
 increases, no step increments, and no unpaid furlough
 days in 2013; and

WHEREAS, Full time employees who are employed as of
 January 6, 2013 will receive a \$300 bonus, and part time
 regular employees who are employed as of January 6, 2013
 will receive a \$150 bonus, on the second pay date in
 January 2013;and

WHEREAS, The Kaiser HMO and POS health insurance plans
 will be replaced by two Medical Mutual PPO plans
 effective October 1, 2012 with full time employee
 contribution rates of 7% for single and 23% for family;
 and

WHEREAS, Effective January 1, 2013, rates will increase
 to 13% for single coverage and 30% for family coverage;
 however, through participation in a wellness incentive
 program in 2013 the full time employee contribution
 rates can be reduced to 7% for single and 23% for
 family; and

WHEREAS, Effective January 1, 2014, the wellness
 incentive program provides a range of full time employee
 contribution rates from 18% to 3% for single and 35% to
 18% for family, depending on the level of attainment of

RESOLUTION
 FOR
 RATIFICATION
 OF AGREEMENT
 WITH DISTRICT
 1199 SEIU
 Approved

one to four biometric targets; and
WHEREAS, Effective October 1, 2012, part time regular employee contribution rates will be 50% for single coverage. As of January 1, 2013, rates will increase to 56%; however, through participation in the wellness incentive program in 2013 the rate can be reduced to 50%; and

WHEREAS, Effective January 1, 2014 the wellness incentive program provides a range for part time regular employee contribution rates from 61% to 46% for single coverage, depending on the level of attainment of one to four biometric targets; and

WHEREAS, Vision coverage will be made separately available to full time and part time regular employees through EyeMed Vision Care effective October 1, 2012 through the term of the contract. All employee contribution rates will be 50% for all levels of coverage; and

WHEREAS, The Delta Dental Plan of Ohio will be made separately available to all full time and part time regular employees effective October 1, 2012 through the term of the contract. All employee contribution rates will be 10% for single or family level of coverage; and

WHEREAS, There will be a one year extension of the current contract until December 31, 2013, and all terms and conditions of the current contract shall remain in force and effect except as otherwise modified by the tentative agreement. The contract will be reopened after the results of the 2013 levy. The labor/management committee will be reactivated by November 5, 2012; and

WHEREAS, Cleveland Public Library Board of Trustees expresses its gratitude for the hard work performed by parties on both sides of the table to reach this agreement; therefore be it

RESOLVED, That the Cleveland Public Library Board of Trustees approves and accepts this tentative agreement; and be it further

RESOLVED, That such tentative agreement shall be in effect upon the adoption of this Resolution; and be it further

RESOLVED, The Executive Director, CEO or his designee(s) are authorized to execute the one-year extended contract, and to negotiate and execute such contracts

and agreements as needed with Medical Mutual, EyeMed Vision Care, Delta Dental of Ohio and a Wellness Incentive Program Provider.

Mr. Corrigan acknowledged and expressed appreciation for the hard work and cooperation and leadership from the Union and Library management. He also stated that the Library has survived during these difficult economic times as a result of the cooperation of Union leadership and Library management.

Resolution for Health Care and Other Terms of Employment for Non-Bargaining Unit Employees

Mr. Werner moved approval of the following resolution. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

WHEREAS, Current economic conditions have reduced funding to the Library from both the Public Library Fund (state funding) and Property Tax revenues (local funding); and

WHEREAS, It has been determined that it is necessary to change health care plans from Kaiser Permanente to Medical Mutual; and

WHEREAS, The Kaiser HMO and POS health insurance plans will be replaced by two Medical Mutual PPO plans effective October 1, 2012 with full time employee contribution rates of 7% for single and 23% for family; and

WHEREAS, Effective January 1, 2013, rates will increase to 13% for single coverage and 30% for family coverage; however, through participation in a wellness incentive program in 2013 the full time employee contribution rates can be reduced to 7% for single and 23% for family; and

WHEREAS, Effective January 1, 2014, the wellness incentive program provides a range of full time employee contribution rates from 18% to 3% for single and 35% to 18% for family, depending on the level of attainment of one to four biometric targets; and

WHEREAS, Vision coverage will be made separately available to full time and part time regular non-page employees through EyeMed Vision Care effective on October 1, 2012. All employee contribution rates will be 50% for all levels of coverage; and

RESOLUTION FOR
HEALTH CARE AND
OTHER TERMS OF
EMPLOYMENT FOR
NON-BARGAINING
UNIT EMPLOYEES
Approved

WHEREAS, The Delta Dental Plan of Ohio will be made separately available to all full time and part time regular non-page employees effective on October 1, 2012. All employee contribution rates will be 10% for single or family level of coverage; and

WHEREAS, There will be no step increases or across the board raises in 2013, and;

WHEREAS, There will be no unpaid furlough days in 2013. And, full time employees who are employed as of January 6, 2013 will receive a \$300 bonus; part time regular non-page employees who are employed as of January 6, 2013 will receive a \$150 bonus on the second pay date in January 2013; substitutes who are employed as of January 6, 2013 will receive a \$75 bonus on the second pay date in January 2013; and pages who are employed as of January 6, 2013 will receive a \$50 bonus on the second pay date in January 2013; now therefore be it

RESOLVED, The Executive Director, CEO or his designee(s) are authorized to implement the changes set forth in this Resolution and to negotiate and execute such contracts and agreements as needed with Medical Mutual, EyeMed Vision Care, Delta Dental of Ohio and a Wellness Incentive Program Provider.

Mr. Corrigan stated that this resolution provides non-bargaining unit staff with the same benefits and conditions that are provided for union staff members.

Before adjourning, Carlos Latimer, Assistant Director of Public Services Branches, introduced new branch managers who were present; Harriette Parks, Harvard Lee Branch and Sharon Jefferson, Glenville Branch. Not present were Andrew Harant, Westpark Branch, and Carolyn Peak, Collinwood Branch

John Skritc, Director of Public Services, introduced C.J. Lynce, Tech Central Manager.

The meeting was adjourned at 1:18 p.m.

Thomas D. Corrigan

Alice G. Butts

President

Trustee