

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

December 15, 2020

**RESOLUTION AUTHORIZING AMENDMENT TO EMPLOYMENT AGREEMENT
WITH THE DIRECTOR OF THE CLEVELAND PUBLIC LIBRARY**

WHEREAS, On December 20, 2018, the Board of Library Trustees authorized the President of the Board of Trustees to execute an employment agreement with Executive Director, CEO of the Cleveland Public Library, Felton Thomas, Jr., to continue to be employed as the Executive Director of the Cleveland Public Library for a five (5) year term; and

WHEREAS, The employment agreement so approved by this Board provided an annual Salary of Two Hundred Twenty Thousand Dollars (\$220,000), with annual raises of Five Percent (5%) commencing in January of 2020; and

WHEREAS, Due to the COVID-19 pandemic's effect on the Library's financial situation and in recognition of the sacrifices being made by Library staff as a result of the pandemic, the Executive Director, CEO desires that his employment agreement be amended to forego his Five Percent (5%) raise for the 2021 calendar year; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library directs and authorizes the President of the Board of Trustees to execute an amendment to the employment with Felton Thomas, Jr. that was approved by this Board on December 20, 2018 to forego the Executive Director, CEO's Five Percent (5%) raise for calendar year 2021 in substantially the same form as has been provided to the Board with this Resolution.

AMENDMENT TO EMPLOYMENT AGREEMENT

This Amendment to Employment Agreement (“Amendment”) made as of and effective December 18, 2020, by and between **TRUSTEES** of the CLEVELAND PUBLIC LIBRARY (the “Board”) and **FELTON THOMAS, JR.** (the “Director”).

RECITALS

WHEREAS, The Board and the Director entered into an employment agreement (the “Agreement”), under which the Director agreed to serve as Director of the Cleveland Public Library for the five-year period beginning on January 1, 2019;

WHEREAS, Under the Agreement, the Director is entitled to a five percent (5%) annual salary increase beginning on January 1, 2020;

WHEREAS, Due to the COVID-19 pandemic’s effect on the Library’s financial situation and in recognition of the sacrifices being made by Library staff as a result of the pandemic, the Director desires to amend the Agreement to forego the five percent (5%) salary increase for the 2021 calendar year;

WHEREAS, The Board desires to amend the Agreement, and adopted a resolution on December 17, 2020 authorizing the Board President to work with legal counsel to finalize an amendment to the Agreement to forego the 2021 salary increase;

NOW, THEREFORE, for and in consideration of the mutual promises and conditions contained in this Agreement, the Board and Felton Thomas, Jr. do hereby agree as follows:

1. Section 5.1 of the Agreement shall be modified to provide that the Director shall not receive a five percent (5%) increase for the 2021 calendar year.
2. All other terms and conditions of the Agreement which are not expressly modified herein shall remain in full force and effect, and all defined terms used herein shall have the same meaning as in the Agreement.
3. In the event of a conflict between this Amendment and the Agreement, this Amendment will control.
4. This Amendment may be executed in counterparts, each of which taken together shall constitute one single agreement between the parties. The parties consent to the use of scanned/facsimile/copied signatures in this Amendment and agree that such signatures shall have the same legal effect as if the parties mutually signed this Amendment.

IN WITNESS WHEREOF, and in accordance with the applicable sections of Ohio Revised Code, Chapter 3375, the parties hereto have duly executed this agreement as of the day and year first written above.

[SIGNATURE BLOCK TO FOLLOW]

IN THE PRESENCE OF:

**THE BOARD OF TRUSTEES OF THE
CLEVELAND PUBLIC LIBRARY**

MARITZA RODRIGUEZ, President of the
Board of Trustees

FELTON THOMAS, JR.
Executive Director, CEO