

CLEVELAND PUBLIC LIBRARY

Special Board Meeting

July 6, 2021

RESOLUTION APPROVING NON-BARGAINING UNIT PAY STRUCTURE

WHEREAS, The Cleveland Public Library is committed to maintaining compensation and benefits programs that will attract, motivate, develop, and reward highly qualified and effective individuals throughout the organization; and

WHEREAS, A comprehensive review and revision of the Library's pay scale for non-bargaining unit staff has not been conducted since February 15, 2007 when this Board adopted the classification and compensation schedule as recommended by the Hay Group for those staff not covered by a collective bargaining agreement; and

WHEREAS, In early 2020, the Human Resources Department embarked on a review of the Library's compensation program for non-bargaining unit staff with the exception of pages and substitutes; and

WHEREAS, The Library's review of its non-bargaining unit compensation program culminated with the revision of Section 351 of the Human Resource Manual, which was presented to this Board for approval on the date of this Resolution, and with the creation of the revised pay structure for the 2021-2022 period, which is attached to this Resolution as Exhibit "A"; and

WHEREAS, The revised pay structure consists of a series of pay grades and ranges that have been established based both on market data to reflect the relative value of positions internally and externally and on a formal position evaluation process to assure internal equity; and

WHEREAS, Pursuant to the revised Section 351 of the Human Resources Manual adopted by this Board as of this date, the Chief Talent Officer recommends that this Board approve the pay structure set forth in Exhibit "A"; now therefore be it

RESOLVED, That the Cleveland Public Library Board of Trustees hereby approves the proposed pay structure attached to this Resolution as Exhibit "A" to become effective July 7, 2021, and instructs the Library's Chief Talent Officer to be responsible for implementing and administering the new pay structure.

Exhibit "A"

CLEVELAND PUBLIC LIBRARY PAY STRUCTURE 2021-2022

Grade	Minimum	Midpoint	Maximum	Pay Structure Job Title
1	\$30,800	\$38,475	\$46,175	Clerk
2	\$35,850	\$44,825	\$53,800	Assistant I; Coordinator I; Specialist I
3	\$41,775	\$52,225	\$62,675	Coordinator II; Specialist II; Supervisor I; Writer/Editor
4	\$48,675	\$60,850	\$73,000	Coordinator III; Specialist III; Supervisor II; Assistant Manager I; Paralegal
5	\$56,700	\$70,875	\$85,050	Coordinator IV; Specialist IV; Assistant Manager II; Manager I; Executive Assistant; Legal officer; Lieutenant
6	\$65,775	\$82,225	\$98,675	Manager II; Analyst
7	\$76,300	\$95,375	\$114,450	Manager III; Solutions Architect
8	\$88,500	\$110,650	\$132,775	Senior Manager; Regional Director; Director; Lead Solutions Architect
9	\$106,225	\$132,775	\$159,325	Senior Director
10	\$127,450	\$159,325	\$191,175	Chief

Sent to Ronelle 5/20/2021