

**CLEVELAND PUBLIC LIBRARY**

**Human Resources Committee**

November 16, 2021

**RESOLUTION AUTHORIZING OFF-STEP SALARY FOR PAGES**

WHEREAS, On August 25, 2019, the Board of Library Trustees adopted a resolution authorizing a new off-step salary for substitute employees, and on July 6, 2021, the Board of Library Trustees adopted a new pay structure for all other non-bargaining unit employees except for pages and substitutes; and

WHEREAS, In order to remain competitive in today's labor market and to recognize their contribution to the Library, the Library Administration desires to set a new hourly rate of pay of \$13 per hour for all pages, which salary is not an existing grade in any compensation schedule approved by this Board, and to base future changes in starting compensation for pages on market conditions; and

WHEREAS, The Library Administration recommends that the salary of \$13 per hour be adopted for all new pages hired after the date of this Resolution and that the salaries of all current pages be raised to \$13 per hour beginning the first pay period after this Resolution. The Library Administration further recommends that any annual increase offered to non-bargaining unit employees for the pay period including January 1, 2022 also be offered to all current pages employed as of the date of this Resolution; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library hereby authorizes and approves the off-step salary of Thirteen Dollars (\$13.00) per hour for all new pages hired after the date of this Resolution and for all current pages, which increase for current pages shall be effective beginning on the first pay period after this Resolution; be it further

RESOLVED, That the Executive Director, CEO, the Chief Financial Officer, and the Chief Talent Officer are authorized to implement an annual wage increase in the amount offered to other non-bargaining unit employees for all current pages employed as of the date of this Resolution for the pay period that includes January 1, 2022.