

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

December 14, 2021

**RESOLUTION AUTHORIZING WAGE INCREASES FOR NON-BARGAINING
UNIT STAFF**

WHEREAS, The Library's Collective Bargaining Agreements with Laborers International Union of North America, Local 860 and the Service Employees International Union District 1199 both provide for annual wage increases for bargaining unit staff; and

WHEREAS, No similar guarantee of an annual wage increase exists for the Library's non-bargaining unit staff; and

WHEREAS, In recognition of the hard work and service that non-bargaining unit employees have invested in the Library over the past year, the Library Administration would like to extend the following pay increases and lump sum payments to all current full- and part-time non-bargaining unit employees who were hired by the Cleveland Public Library prior to December 12, 2021: 1) wage increases in the amount of four percent (4%) to those employees who are not at the maximum of their respective pay grade and 2) lump sum payments of four percent (4%) of their annualized base pay for those employees who have reached the maximum of their respective pay grade; now therefore be it

RESOLVED That the Executive Director, CEO, the Chief Financial Officer, and the Chief Talent Officer are authorized to implement the wage increases and lump sum payments set forth in this Resolution for all non-bargaining unit employees hired before December 12, 2021.