

**CLEVELAND PUBLIC LIBRARY**

**Human Resources Committee**

November 15, 2022

**RESOLUTION AUTHORIZING BONUSES**

WHEREAS, Inflation rates are currently sitting at a 40-year high, resulting in consumers facing steeply increasing costs for housing, groceries, fuel, and other essentials of daily living; and

WHEREAS, Current inflation rates far surpass the annual wage increases provided for in the Collective Bargaining Agreements with Labors International Union of North America, Local 860 and the Service Employees International Union District 1199, and the Library's non-bargaining unit staff have no similar guarantee of annual wage increases; and

WHEREAS, In order to help ameliorate the economic conditions currently faced by all Library staff, the Library Administration would like to extend the following one-time bonuses to active Library employees excluding temporary interns: 1) \$2,000 for all full-time employees; 2) \$1,500 for all part-time regular employees (including pages whose status is part-time regular); 3) \$750 for substitutes; and 4) \$375 for pages and part-time non-union staff; now therefore be it

RESOLVED, That the Executive Director, CEO, the Chief Financial Officer, and the Chief Talent Officer are authorized to implement the bonuses set forth in this Resolution for all active employees based on their status on the date of this Resolution to be paid to staff with the December 9, 2022 payroll.