

CLEVELAND PUBLIC LIBRARY

Board Meeting

May 16, 2023

RESOLUTION AUTHORIZING AGREEMENT FOR IT RECRUITING SERVICES

WHEREAS, The Cleveland Public Library Human Resources Department has a goal of building a larger and more robust internal IT Department to assist Library employees with the daily issues inherent in computer hardware, software, and workplace technology; and

WHEREAS, The Cleveland Public Library also employs individuals who serve the needs of CLEVNET, the consortium of 47 library systems, and CLEVNET also has several IT vacancies; and

WHEREAS, There are currently approximately eight vacancies in the IT Department and CLEVNET, including the positions of IT Network Manager, IT Manager, Creative Technology Engineer (two positions), Computer and Network Technician, Library Systems and Applications Analyst, Library Systems and Applications Specialist, and Solutions Architect; and

WHEREAS, The Human Resources Department has endeavored to recruit individuals for these positions, but has encountered difficulty due to the historically tight labor market and economic conditions; and

WHEREAS, The Human Resources Department, IT, and CLEVNET leadership believe that it would be beneficial to hire a consultant to assist in recruitment efforts to fill the vacancies in the IT Department and CLEVNET; and

WHEREAS, The Human Resources Department solicited a proposal for recruitment consulting services from Robert Half International, Inc., a global human resources consulting firm, which has proposed to conduct services for employee candidate placement for the vacant IT Department and CLEVNET positions for the fee of 25% of each hired candidate's annual starting salary; and

EXHIBIT 12

WHEREAS, The Library Administration finds Robert Half International's fee to be fair and reasonable, notes that it is 10% less than their standard fee, and recommends that the Library enter into an agreement or agreements with Robert Half International to provide consultant services to assist in the placement of well-qualified candidates in the vacant IT Department and CLEVNET positions; now therefore be it

RESOLVED, That the Executive Director, CEO, or his designee, is hereby authorized to enter into the necessary agreements between the Cleveland Public Library and Robert Half International, Inc. to perform the recruitment consultant services for the proposed fees of 25% of each hired candidate's annual starting salary, for a total proposed estimated cost not-to-exceed \$160,000 for placements for the vacant IT Department and CLEVNET positions, which \$95,000 shall be charged to the General Fund Account 11510053-53710 (Professional Services) and \$65,000 shall be charge to the CLEVNET Special Revenue Fund Account 23130103-53710 (Professional Services), and which agreements shall be subject to the review and approval of the Director of Legal Affairs.