

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

November 14, 2023

RESOLUTION AUTHORIZING BONUSES

WHEREAS, Throughout 2023, the Library's Human Resources Department conducted a variety of recruiting events to fill vacancies across nearly all Library departments resulting in approximately 232 positions being filled since January 1, 2023; and

WHEREAS, The efforts of the Human Resources Department over the year have brought the Library the closest it has been in recent years to having a full staff complement; and

WHEREAS, The Library Administration understands the challenges faced by Library staff over the previous year as a result of the post-pandemic labor market and the lack of a full staff complement; and

WHEREAS, In recognition of the challenges faced by Library staff over the past year, the Library Administration would like to extend the following one-time bonuses to active Library employees employed as of October 31, 2023: 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 that the bonuses are processed to be paid to staff with the December 8, 2023 pay date.