

CLEVELAND PUBLIC LIBRARY

Special Board Meeting

August 29, 2019

RESOLUTION AUTHORIZING OFF-STEP SALARY FOR SUBSTITUTE EMPLOYEES

- WHEREAS, On January 18, 2007, the Board of Library Trustees adopted the classification/compensation schedule, as recommended by the Hay Group, with the ratification of the agreement with SEIU District 1199, effective February 4, 2007; and
- WHEREAS, On February 15, 2007, the Board of Library Trustees adopted the Hay Group classification/compensation schedule for staff not covered by a collective bargaining agreement, effective March 4, 2007; and
- WHEREAS, The Hay Group classification/compensation schedule established minimum annual salaries for each pay grade and step, including for the position of “substitute”; and
- WHEREAS, The Library currently employs substitutes in three different positions: clerk substitutes, library assistant substitutes, and librarian substitutes. Each substitute position is paid on an hourly basis based on the pay grade for the corresponding non-substitute position; and
- WHEREAS, The Library Administration has determined that it is in the best interest of the Library to align all substitute employees into a single classification with a uniform salary of \$20 per hour for all new substitutes, which salary is not an existing grade in the Hay Group classification and compensation schedule; and
- WHEREAS, The Library Administration recommends that the salary of \$20 per hour be adopted for all new substitutes hired after the date of this Resolution and that the salaries of all current clerk substitutes be raised to \$20 per hour beginning the first pay period after this Resolution. The Library Administration further recommends that no change be made to the compensation of current library assistant and librarian substitutes; now therefore be it
- RESOLVED, That the Board of Trustees of the Cleveland Public Library hereby authorizes and approves the off-step salary of Twenty Dollars (\$20.00) per hour for all new substitutes hired after the date of this Resolution and for all current clerk substitutes, which increase for clerk substitutes shall be effective beginning on the first pay period after this Resolution.