

CLEVELAND PUBLIC LIBRARY

New Business

January 22, 2009

**RESOLUTION RATIFYING EMPLOYMENT AGREEMENT WITH
THE NEW DIRECTOR OF THE CLEVELAND PUBLIC LIBRARY
AND ESTABLISHING SALARIES FOR DIRECTOR AND DEPUTY DIRECTOR**

WHEREAS, The Board of the Cleveland Public Library unanimously and proudly selected Felton Thomas as its choice for the next Director of the Cleveland Public Library and indicated that selection in its resolution of December 18, 2008, authorizing the Board President to work with legal counsel to finalize a contract to employ Mr. Thomas in that capacity;

WHEREAS, The Board is informed that such an agreement for employment has been successfully negotiated and a contract finalized that the Board has reviewed, and the Board now wishes to ratify and adopt that agreement and its establishment of a three (3) year term, with annual renewal options, commencing January 19, 2009;

WHEREAS, The Board is enthused and looking forward to the leadership and energy that Felton Thomas will bring to the Cleveland Public Library as its new Director and commends the Library's superb staff to give Mr. Thomas every support and assistance to continue the mission of the Library;

WHEREAS, The comprehensive national search for candidates for Director resulted in finalists who were of excellent caliber and included the interim Director of the Cleveland Public Library, Holly Carroll;

WHEREAS, The Board, working with the new Director's consent, endeavored to seek to retain Holly Carroll as Deputy Director; and has insisted that she accept a raise in salary that acknowledges her excellent service as interim Director and her strong supporting role to the new Director;

WHEREAS, Based upon all the foregoing, the proposed salaries for Director and Deputy Director, pursuant to this resolution, will be in accord with the scale and considerations recommended in the recent Hay Group study of all library positions and similar professional salaries in the library profession and other non-profit cultural institutions in the Cleveland area, completed at the Board's direction and used by the Board for guidance on these issues; in fact, the proposed salaries are near or below the mid-point on those scales; and now therefore be it

RESOLVED, That Cleveland Public Library ratifies the employment agreement with Felton Thomas to be the next Director of the Cleveland Public Library; and be it further

RESOLVED, That the Board hereby authorizes the annual salary of One Hundred Sixty-five Thousand Dollars (\$165,000.00) for the Director, effective January 18, 2009; the full amount of the statutorily required employee contributions to OPERS shall be picked up and paid as a fringe benefit by the Library for Felton Thomas during the time that

he serves as Director of the Library pursuant to a "pick-up" plan; and be it further

RESOLVED, That the Board authorizes the annual salary of One Hundred Sixty-two Thousand Dollars (\$162,000.00) for the Deputy Director, effective January 18, 2009; the full amount of the statutorily required employee contributions to OPERS shall be picked up and paid as a fringe benefit by the Library for Holly Carroll during the time that she serves as Deputy Director of the Library pursuant to a "pick-up" plan; and be it further

RESOLVED, That the pick up contributions, although designated as employee contributions, are being paid by the Library in lieu of contributions by Mr. Thomas and Ms. Carroll, such contributions are not included as federally taxable wages and Mr. Thomas and Ms. Carroll do not have the option of choosing to receive such amounts directly rather than having them paid by the Library directly to OPERS.