

CLEVELAND PUBLIC LIBRARY

**Human Resources Committee
December 17, 2009**

**RESOLUTION FOR STAFF NOT COVERED BY THE
COLLECTIVE BARGAINING AGREEMENT**

- WHEREAS, Current economic conditions have reduced funding to the Library from both the Public Library Fund (state funding) and Property Tax revenues (local funding); and
- WHEREAS, In an effort to reduce the financial shortfall caused by the reduction in funding without layoffs; and
- WHEREAS, Pursuant to collective bargaining agreements union staff received a 3% general increase in 2009. The non union staff did not receive a general increase in 2009 and no general increase will be given in 2010. Further there will be no step increments given in 2010; and
- WHEREAS, Presidents' Day, Columbus Day, Veterans' Day and June 1, 2010 are to be designated as unpaid furlough days on which the Library is to be closed in 2010; and the pay rate for substitute and Page employees will be adjusted to reflect the equivalent of four furlough days; and
- WHEREAS, Section 385 of the Human Resources Manual is to be amended to delete all floating Holidays and add Presidents' Day, Columbus Day and Veterans' Day to closed holidays. Founders Day is no longer to be a holiday; and
- WHEREAS, Section 241.3 of the Human Resources Manual is to be amended to reduce retirement separation payments effective April 3, 2010, and
- WHEREAS, The Library management will continue to propose additional salary and benefit cost saving measures to mitigate projected revenue losses; and therefore be it
- RESOLVED, That such changes to salaries and benefits be in effect beginning January 1, 2010.