

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

December 16, 2010

**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,** There will be no general increases, no step increments, a reduction in the length of paid “supper hour” in 2011; and
- WHEREAS,** Presidents Day, Columbus Day, and Veterans’ Day 2011 are to be designated as unpaid furlough days on which the Library is to be closed in 2011, and the pay rate for substitute and Page employees will be adjusted to reflect the equivalent of three furlough days; and
- WHEREAS,** Section 241.3 of the Human Resources Manual is to be amended to reduce retirement separation payments effective July 2011, 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 2, 2011; and be it further
- RESOLVED,** That the sick retirement separation payment be reduced to a maximum of 900 hours of accrued sick time paid at 40% to eligible retirees effective July 1, 2011,