

Cleveland Public Library

Human Resources Committee

September 15, 2011

**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,** There will be no general increases and no step increments in 2012, the ING short-term disability plan will terminate October 15, 2011, and the health insurance increase was reduced by 6.3%; and
- WHEREAS,** Presidents' Day, Memorial Day, Columbus Day, Labor Day, and Veteran's Day 2012, are to be designated as unpaid furlough days on which the Library is to be closed in 2012, and the pay rate for substitute and Page employees will be adjusted to reflect the equivalent of five furlough days; and
- WHEREAS,** Section 241.3 of the Human Resources Manual is to be amended to require 10 years of CPL service for sick leave payments on retirement, the payout is to be reduced on January 1, 2012 to 30% of unused sick time on an 825 hour cap, to be reduced again on April 8, 2012 to 25% of unused sick time on a 750 hour cap, and to be reduced again on July 1, 2012 to 25% of unused sick time on a 500 hour cap; and
- WHEREAS,** A resignation/retirement incentive will be made available for up to fifteen (15) full time employees who resign or retire between October 1, 2011 and December 15, 2011 with an effective date on or before December 31, 2011. A \$5,000 separation payment will be paid on the first pay date following the pay period that includes the employee's last day paid or compensated; and
- WHEREAS,** An Attendance Incentive Program will be implemented whereby employees who use three or less sick days between August 28, 2011 and December 31, 2011 earn two bonus days (taken from sick leave balance) that must be used in 2012 or will be lost. Bonus days are not subject to payout on separation. Each year thereafter employees who use five sick days or less will earn three bonus days (taken from sick leave balance) for the next year; now therefore be it
- RESOLVED,** That such changes to salaries and benefits be in effect beginning September 15, 2011; and be it further
- RESOLVED,** That the sick retirement separation payment be reduced on January 1, April 8, and July 1, 2012; and be it further
- RESOLVED,** That the Attendance Incentive begin on August 28, 2011, and that the resignation incentive be in effect October 1, 2011 to December 15, 2011.