

Cleveland Public Library

Human Resources Committee

September 15, 2011

RESOLUTION TO MAKE ACTING APPOINTMENTS PERMANENT

- WHEREAS,** The last three years have placed great financial strain on the Library, causing among other things a salary freeze and furlough days for all employees, and more particularly a hiring freeze; and
- WHEREAS,** During the hiring freeze over thirty non-union employees, the vast majority of whom were supervisors, left the employment of the Library and could not be replaced by permanent appointments; and
- WHEREAS,** Out of necessity the open positions created by the departures were filled with acting appointments; and
- WHEREAS,** The budgetary concerns are continuing for the foreseeable future and further attrition critical to operations is projected through mid-2012 due to additional staff resigning and retiring from the Library; and
- WHEREAS,** Since May of 2010 the Library has experienced a loss of 185 employees whose positions were critical to operations, of which 36 were assigned as acting positions to ensure effective and efficient continuous service in these critical vacancies; and
- WHEREAS,** To now open these positions for bidding would interfere with the operations of the Library and cost the Library substantial money in time and resources; now therefore be it
- RESOLVED,** That the Board of Trustees of the Cleveland Public Library hereby makes an exception to the Library's usual promotion procedures that will permit the Director to make, at his discretion, permanent appointments of any non-union employee given an acting appointment between May 1, 2010 and May 31, 2012 who has satisfactorily performed in his/her position for a period of a least six months; and be it further
- RESOLVED,** It is the intent of this Board to make this authority a one-time exception to the usual promotion procedures due to the extraordinary circumstances set forth in this Resolution, and not to set a precedent upon which future promotion decisions may be made;
- RESOLVED,** That a revision to HR Manual Policy 354 Acting Department Heads, Branch Librarians or Division Heads be drafted and presented to the Board of Trustees for review, input, and approval prior to July 2012.