

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

September 16, 2014

**RESOLUTION RATIFYING OFF-STEP SALARY FOR THE CHIEF
TECHNOLOGY OFFICER**

WHEREAS, On January 18, 2007, the Cleveland Public Library Board of Trustees adopted the classification/compensation schedule, as recommended by the Hay Group, with the ratification of the agreement with District 1199 SEIU, effective February 4, 2007; and

WHEREAS, On February 15, 2007, the Cleveland Public Library Board of Trustees adopted the Hay Group classification/compensation schedule for staff not covered by the collective bargaining agreement, effective March 4, 2007; and

WHEREAS, The Hay Group classification/compensation schedule establishes minimum annual salaries for each step; and

WHEREAS, On April 8, 2013, after a national search, Rod Houpe was hired by the Library as the Chief Technology Officer at the annual salary of \$140,000, Grade O of the Hay Group classification/compensation schedule. This salary did not fit into any of the existing steps for grade O, Step 7 being \$138,629.92 and Step 8 being \$141,403.08. Mr. Houpe left the employment of the Library on August 1, 2014; and

WHEREAS, In order to comply with auditing standards, it is necessary that this Board ratify and approve the off-step salary of Mr. Houpe; now therefore be it

RESOLVED, That the Cleveland Public Library Board of Trustees hereby ratifies and approves the \$140,000.00, Grade O off-step annual salary of the Chief Technology Officer, Rod Houpe, for the time period during which he was employed, from April 8, 2013 through August 1, 2014.