

CLEVELAND PUBLIC LIBRARY

New Business

January 15, 2015

**RESOLUTION AUTHORIZING NEW EMPLOYMENT AGREEMENT WITH THE
DIRECTOR OF THE CLEVELAND PUBLIC LIBRARY FOR AN ADDITIONAL THREE
YEAR TERM AND ESTABLISHING THE SALARY DIRECTIVES FOR THE
DIRECTOR FOR THAT TERM**

- WHEREAS, The Board of Trustees of the Cleveland Public Library unanimously and proudly selected Felton Thomas Jr. as its choice for Executive Director, CEO of the Cleveland Public Library and indicated that selection in its resolution of December 18, 2008, authorizing the Board President to work with legal counsel to finalize a contract to employ Mr. Thomas in that capacity, and the Board subsequently ratified such contract on January 22, 2009; and
- WHEREAS, On February 20, 2012, this Board renewed the initial agreement for an additional three (3) year term, with annual renewal options; and
- WHEREAS, The Board is enthused and looking forward to the continued leadership and energy that Felton Thomas Jr. has brought to the Cleveland Public Library as its Executive Director and commends the Library's superb staff to continue to give Mr. Thomas every support and assistance to continue the mission of the Library, and to implement the Library's *Strategic Plan* adopted in 2012 with a view toward CPL 150; and
- WHEREAS, Based upon all the foregoing, the proposed and continuing salary for the Executive Director, pursuant to this Resolution, will continue to be in accord with the scale of similar professional salaries in the library profession and other non-profit cultural institutions in the Cleveland area; and now therefore be it
- RESOLVED, That the Board of Trustees of the Cleveland Public Library directs and authorizes the President of the Board of Trustees to negotiate a new employment agreement with Felton Thomas Jr. to continue to be the Executive Director of the Cleveland Public Library for a four (4) year term, and on the same basis and conditions previously authorized in the prior agreement as ratified in this Board's Resolution of January 22, 2009, to the extent permitted by law; and be it further
- RESOLVED, That the Board hereby authorizes the annual salary of One Hundred Seventy-One Thousand Six Hundred Sixty-Six Dollars (\$ 171,666.00) for the Executive Director, effective December 28, 2014, which includes 2% raises for each of 2014 and 2015, and is subject to the 2 ½% raise for all non-union staff in 2016 as approved by this Board on October 16, 2014; and be it further
- RESOLVED, That the Board authorizes and directs the President of the Board to take all steps necessary to effectuate the intention of this Resolution forthwith, including both obtaining assistance of counsel to draft such agreement; and be it further
- RESOLVED, That the agreement once negotiated shall be presented to the Board for approval prior to execution.