

CLEVELAND PUBLIC LIBRARY
Joint Finance & Human Resources Committee Meeting
January 14, 2020
Trustees Room Louis Stokes Wing
12:00 Noon

Present: Ms. Butts, Mr. Seifullah, Mr. Hairston, Mr. Parker, Mr. Corrigan (arrived, 12:16 p.m.)

Absent: Ms. Rodriguez, Ms. Washington

Mr. Seifullah called the Joint Finance & Human Resources Committee Meeting to order at 12:02 p.m.

Finance Committee Members (Mr. Seifullah, Chair)

Present: Alan Seifullah, Thomas Corrigan, John Hairston, Anthony Parker

Absent: None

First Amendment to the Year 2020 Appropriation

Carrie Krenicky, Chief Financial Officer, stated that the Estimated Certificate of Resources has been updated to reflect the actual carryover fund balances as we closed the year. We updated the unencumbered balances for all of the funds and we noted a small increase in the Public Library Fund of just over \$48,000 as the Ohio Department of Taxation recertified us in December. We will be appropriating funds in the Special Revenue Funds noted on the schedule consisting of the Founders, Judd, Lockwood Thompson, Ohio Center for the Book, Schweinfurth, CLEVNET, Ohio Library for the Blind and Physically Disabled, and Learning Centers

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

Resolution to Accept the Endowment from the Francis M. Paulson Trust

Carrie Krenicky, Chief Financial Officer, stated that the Library received a check in the amount of \$148,784.42 to be endowed to Cleveland Public Library in memory of Mr. Paulson's first wife, Marcella Vilt Paulson, a former art teacher in grades one through six in the Mentor, Ohio school system in the early 1960s.

Ms. Krenicky stated that all of this endowment is not expendable. The principal is to be invested by the Board of Library Trustees and all annual income should be granted to the Fine Arts Department to defray the cost of books, art materials, librarian travel, and all efforts by the Fine Arts Department that aid art teachers in area schools in grades one through twelve.

John Skrtic, Director of Public Services, stated that an art lab has been opened in the Main Library that has been very popular with CMSD visitors. Our Fine Arts Department teaches origami and other art classes. Once the Board approves this resolution we will develop classes in the art lab and teen center for CMSD students to participate.

In response to Mr. Seifullah's inquiry, Ms. Krenicky noted that Marcella Vilt Paulson traveled from home to each school in an old Volkswagen carrying all the art supplies needed for the day's lessons on the backseat. At times she was accompanied by her dog, Shane, a shepherd mix, that served as a patient model for young artists.

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

Resolution to Enter Into an Agreement with Business Smarts for Hardware Maintenance

Carrie Krenicky, Chief Financial Officer, stated that current agreement with Business Smarts for maintenance of the Library's Hewlett Packard printers, desktop stations, and servers expires at the end of this month and we would like to enter into a new agreement beginning February 1, 2020 through January 31, 2021, at a cost not to exceed \$89,331.65.

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Parker seconded the motion, which passed unanimously by roll call vote.

Resolution Authorizing Agreement with Art Therapy Studio for Art Therapy Programming During 2020

Sadie Winlock, Chief Equity, Education & Engagement Officer, stated that art therapy is a program that the Library has provided for a few years that has provided a safe place for self-expression and building self-esteem in tweens and teens. Art therapy is one of the Library's highest retention programs consisting of 2 days per week and 32 sessions with a combination of a licensed therapist and a Library staff and focuses on children addressing emotional problems through art. Currently, Art Therapy Studio is providing art therapy programming in 4 branch locations.

Ms. Winlock stated that the Library is very pleased with the quality of programming offered by Art Therapy Studio and has expanded the number of branches where programming is offered from two branches when the programming was first offered to four branches in 2018 and 2019.

Ms. Winlock stated that Art Therapy Studio has proposed to provide a total of 288 group art workshops during 2020 for up to eight youth per group at the Library's East 131st Street, Hough, Sterling, and West Park branches for a total fee of \$37,376.00.

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

Resolution Authorizing Fourth Amendment with the Chilcote Law Firm LLP for Legal Services Related to the Martin Luther King, Jr. Branch of the Cleveland Public Library

Joyce Dodrill, Chief Legal Officer, stated that this Resolution is a request to increase the contract with Lee Chilcote Law Firm in the amount of \$75,000 for legal services related to the Martin Luther King, Jr. Branch of the Cleveland Public Library.

Ms. Dodrill explained that Mr. Chilcote has been engaged since 2015 as the Library's legal representative for the MLK Project at an average of \$45,000 per year. Because this is a very complicated development, we have had to deal with development changes in the plan around the Library and because we are dealing with multiple parties, nuances continue to regularly come up. Over the past year, we have had to negotiate with the Developer, University Circle Inc., and Cleveland Clinic concerning land transfers; environmental investigations and issues; parcel consolidations and splits; allocations and responsibility for construction of the super structure and deed restrictions.

In addition, Ms. Dodrill stated that we have recently been informed by the Developer that there will be another apartment building built on the police station through a joint venture with the Developer. This will be a 300 unit semi luxury style apartment building that is going to be constructed at the same time as the MLK Library. As a result, we now have new legal issues in regards to site use, construction staging, and we must negotiate some use agreements.

In conclusion, Ms. Dodrill stated that because this is a constantly evolving project that demands a lot of legal work, we are asking for authority to continue our engagement with Lee Chilcote as he has extensive history on this project going back to 2015.

After some discussion about the definition of "affordable" apartments being built in the University Circle area, Director Thomas stated that the apartments that will be above the new MLK branch will not be a luxury apartments.

Mr. Hairston commended Director Thomas and the Board for their firm stance when dealing with the Developer.

Director Thomas stated that it was because of the expertise of Joyce Dodrill and Lee Chilcote that we are able to endure the Developer battle after battle.

Ms. Dodrill reported that the branch has regained its parking garage that will be situated behind the branch.

In response to Ms. Butts' inquiry, Ms. Dodrill stated that site preparation for the new MLK branch will begin in mid-May and the building is in the second phase of design development which will also be completed in mid-May. The construction of the library is scheduled for next year. The superstructure will be put into the ground this year.

Director Thomas stated that as we look forward to our buildings renovations, it may be useful to stay informed of the many developments in the city and possible implications on our branches and the neighborhoods they serve.

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

Resolution Authorizing Amendment to Agreement with Kastner Westman & Wilkins, LLC for Legal Services Related to Labor Negotiations

Joyce Dodrill, Chief Legal Officer, stated that this Resolution requests an increase for Mr. Wilkins agreement for representing the Library in labor negotiations with SEIU and Local 860 for an additional \$75,000 as negotiations are ongoing. Although we will hopefully resolve soon, we will need additional funds in anticipation of fact finding.

Mr. Hairston moved that this item be tabled and considered following an Executive Session at the Regular Board Meeting on Thursday, January 16, 2020. Mr. Corrigan seconded the motion, which passed unanimously by roll call vote.

Human Resources Committee Members (Mr. Hairston, Chair)

Present: John Hairston, Alice Butts, Thomas Corrigan, Anthony Parker

Absent: None

Regular Employment Report

Mr. Hairston motioned that this item would go to the full Board for approval. Mr. Parker seconded the motion, which passed unanimously by roll call vote.

Resolution to Revise Human Resources Manual

Bryan Szalewski, Senior Legal Officer, stated that this Resolution proposes to revise the Sick Leave policy to replace the current program of Good Attendance Days with the program that was presented to the union and has received a tentative agreement to give employees the option of once a year to either receive a cash payout of 75% of their sick time hours in excess of 900 hours of their bank or to cash in up to 15 days of sick time at 50% of their value once a year.

Mr. Szalewski stated that this may be more of an incentive for staff to use less sick time than was our previous practice of giving good attendance days.

Mr. Hairston explained that although he likes this proposal, his concern was that the Library is currently in negotiations with the union.

Ms. Dodrill stated that the union has tentatively agreed to this proposal.

Mr. Hairston moved that this item be tabled and considered following an Executive Session at the Regular Board Meeting on Thursday, January 16, 2020. Mr. Corrigan seconded the motion, which passed unanimously by roll call vote.

Mr. Hairston adjourned the Joint Finance & Human Resources Committee Meeting at 12:28 p.m.