

CLEVELAND PUBLIC LIBRARY

Board Meeting
May 21, 2020

**RESOLUTION TO APPROVE APPLICATION FOR SHAREDWORK OHIO AND TO
AUTHORIZE SALARY REDUCTIONS**

WHEREAS, Due to the economic effects of the COVID-19 pandemic, the Library anticipates a reduction in the State's Public Library Fund by approximately twenty to twenty-five percent and have identified ways to reduce costs by \$6 million by instituting a hiring freeze for all non-critical positions, reducing our collections spending, and utilizing our unencumbered fund. Library Administration continues to look for ways to reduce costs as we look towards the summer months and continue to plan for a possible 30-35% PLF reduction along with a 10% reduction in property taxes; and

WHEREAS, The Library's salaries and benefits amount to approximately 65% of the Library's annual budget, and the Library Administration have carefully examined the various options of reducing staff costs, including furloughs, layoffs, and participation in the Ohio Department of Jobs and Family Services' (ODJFS) SharedWork Ohio (SWO) layoff aversion program; and

WHEREAS, Under the SWO program, a participating employer reduces affected employees' hours by ten to fifty percent of their normal weekly hours for up to 52 weeks and ODJFS provides eligible employees with unemployment insurance benefits proportionate to their reduction in hours. Additionally, employees receiving unemployment benefits from ODJFS are eligible to receive the \$600 per week federal unemployment benefit authorized by the CARES Act; and

WHEREAS, The Library Administration recognize that all of the options under consideration involve sacrifice on the part of Library staff and have determined that participation in the SharedWork Ohio program would be least detrimental to Library staff while also addressing the Library's current economic needs; and

WHEREAS, On May 1, 2020, the Library submitted applications to ODJFS to participate in the SWO program. If approved, the Library's participation in the program would begin on May 24, 2020, and most Library staff would have their hours reduced by 20 to 50%. The Library would maintain full benefits for all affected staff until at least July 31, 2020; and

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WHEREAS, The Library Administration have determined that approximately 52 of the Library's 648 employees cannot feasibly participate in the SWO program because they must continue to work full-time hours in order to ensure that key Library operations continue. The Library Administration recommends that such non-bargaining unit staff whose salaries are greater than \$87,700 receive a temporary, off-step salary reduction of 5% commencing on May 24, 2020 and continuing until at least July 31, 2020; and

WHEREAS, The Executive Director, CEO recognizes the sacrifices being made by Library staff and has agreed to a temporary salary reduction of 10% commencing on May 24, 2020 and continuing until at least July 31, 2020; and

WHEREAS, The Library Administration recommend that the Executive Director, CEO be given authority to terminate and/or extend both the Library's participation in the SWO program and the salary reductions set forth in this Resolution when he determines that doing so is in the best interests of the Library; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library hereby approves the Library's applications for participation in the SharedWork Ohio program submitted by the Library to the Ohio Department of Jobs and Family Services on May 1, 2020 and which are on file with the Chief Talent Officer; be it further

RESOLVED, That the Board of Trustees of the Cleveland Public Library approves a temporary, off-step salary reduction in the amount of 5% for those non-bargaining unit staff not participating in the SharedWork Ohio program and whose salaries are greater than \$87,700 and directs the Payroll Department to reduce the Executive Director, CEO's salary by 10% commencing on May 24, 2020 and continuing until at least July 31, 2020; be it further

RESOLVED, That the Board of Trustees of the Cleveland Public Library authorizes the Executive Director, CEO to terminate and/or extend both the Library's participation in the SharedWork Ohio program and the salary reductions as approved in this Resolution upon determination by the Executive Director that doing so is in the best interests of the Library.