

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

December 15, 2020

**RESOLUTION AUTHORIZING WAGE INCREASES FOR NON-BARGAINING
UNIT STAFF**

WHEREAS, The Library's Collective Bargaining Agreements with Laborers International Union of North America, Local 860 and the Service Employees International Union District 1199 both provide for annual wage increases for bargaining unit staff; and

WHEREAS, No similar guarantee of an annual wage increase exists for the Library's non-bargaining unit staff; and

WHEREAS, In recognition of the hard work and service that non-bargaining unit employees have invested in the Library over the past year, the Library Administration would like to extend wage increases in the amount of two percent (2%) to full- and part-time non-bargaining unit employees, other than substitutes, pages, and those members of the Executive Leadership Team listed in Exhibit "A" to this Resolution, who are employed by the Cleveland Public Library as of the date of this Resolution, effective the beginning of the pay period that includes January 1, 2021; now therefore be it

RESOLVED That the Executive Director, CEO, the Chief Financial Officer, and the Chief Talent Officer are authorized to implement the wage increases set forth in this Resolution for all non-bargaining unit employees.

Exhibit "A"

Executive Leadership Team Staff Excluded from Wage Increase

Felton Thomas, Jr., Executive Director, CEO

Carrie Krenicky, Chief Financial Officer

Timothy R. Diamond, Special Assistant to the Director

Tana Peckham, Chief Marketing & Communications Officer

Lynn Sargi, Chief Talent Officer

John Lang, Chief Operating Officer

Shenise Johnson-Thomas, Chief of External Relations & Development

Sadie Winlock, Chief Equity, Education, and Engagement Officer

John Skrtic, Director of Public Services

Harriette Parks, Director of Public Services