

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

October 16, 2018

RESOLUTION OFFERING RETIREMENT INCENTIVE FOR ACTIVE EMPLOYEES

WHEREAS, In both 2011 and 2014, the Cleveland Public Library (“Library”) offered union and nonunion full-time staff financial incentives to retire in order to reduce the operational expenses of the organization; and

WHEREAS, The Library Administration believes it would be beneficial to offer another retirement incentive to active full-time employees in order to further reduce the Library’s operating budget; and

WHEREAS, The Library Administration would like to offer a retirement incentive of \$10,000 to all full-time employees who have active status as of October 18, 2018, under the following conditions:

- Employees must have at least 10 years of employment with the Cleveland Public Library to be eligible to participate in this program;
- Retirement paperwork must be submitted to OPERS with notice to CPL between the dates of October 19, 2018 and November 30, 2018;
- Participating employees must be retired no later than December 22, 2018;
- The maximum number of employees eligible for the retirement incentive will be 25.

Now therefore be it

RESOLVED, That the Cleveland Public Library Board of Trustees approves the retirement incentive program upon the terms and conditions as set forth in this Resolution.