

Board Retreat
November 21, 2009



CLEVELAND PUBLIC LIBRARY

THE LIBRARY JOURNAL INDEX OF PUBLIC LIBRARY SERVICE 2009

AMERICA'S **STAR** LIBRARIES

THE LIBRARY JOURNAL INDEX OF PUBLIC LIBRARY SERVICE **2009**
ROUND 2

AMERICA'S **STAR** LIBRARIES



Today's Agenda

| | | |
|--|-----------------|---------------|
| Introduction: Housekeeping & Ground Rules | Jacque McLemore | 8:30 – 8:45 |
| Chapter 1: Brief History of CPL Structure | Tim Diamond | 8:45 – 9:00 |
| Chapter 2: Restructuring the Library 🗣️/📄 | Tim Diamond | 9:00 – 9:30 |
| Question & Answer / Discussion | Jacque McLemore | 9:30 – 10:00 |
| Break | | 10:00 – 10:10 |
| Chapter 3: Financial Update | Sandy Kuban | 10:10 – 10:45 |
| Question & Answer / Discussion | Jacque McLemore | 10:45 – 11:00 |
| Chapter 4: Negotiations Update | Bob Carterette | 11:00 – 11:20 |
| Floating Holidays 🗣️/📄 | | |
| Sunday Hours 🗣️/📄 | | |
| Question & Answer / Discussion | Jacque McLemore | 11:20 – 11:30 |
| Break | | 11:30 – 11:45 |
| Chapter 5: Accomplishments in 2009 | Felton Thomas | 11:45 – 12:00 |
| Chapter 6: Strategic Priorities 🗣️/📄 | Felton Thomas | 12:00 – 12:15 |
| Lunch / Discussion | | 12:15 – 1:00 |
| Chapter 7: New Chapter begins in 2010 | | |

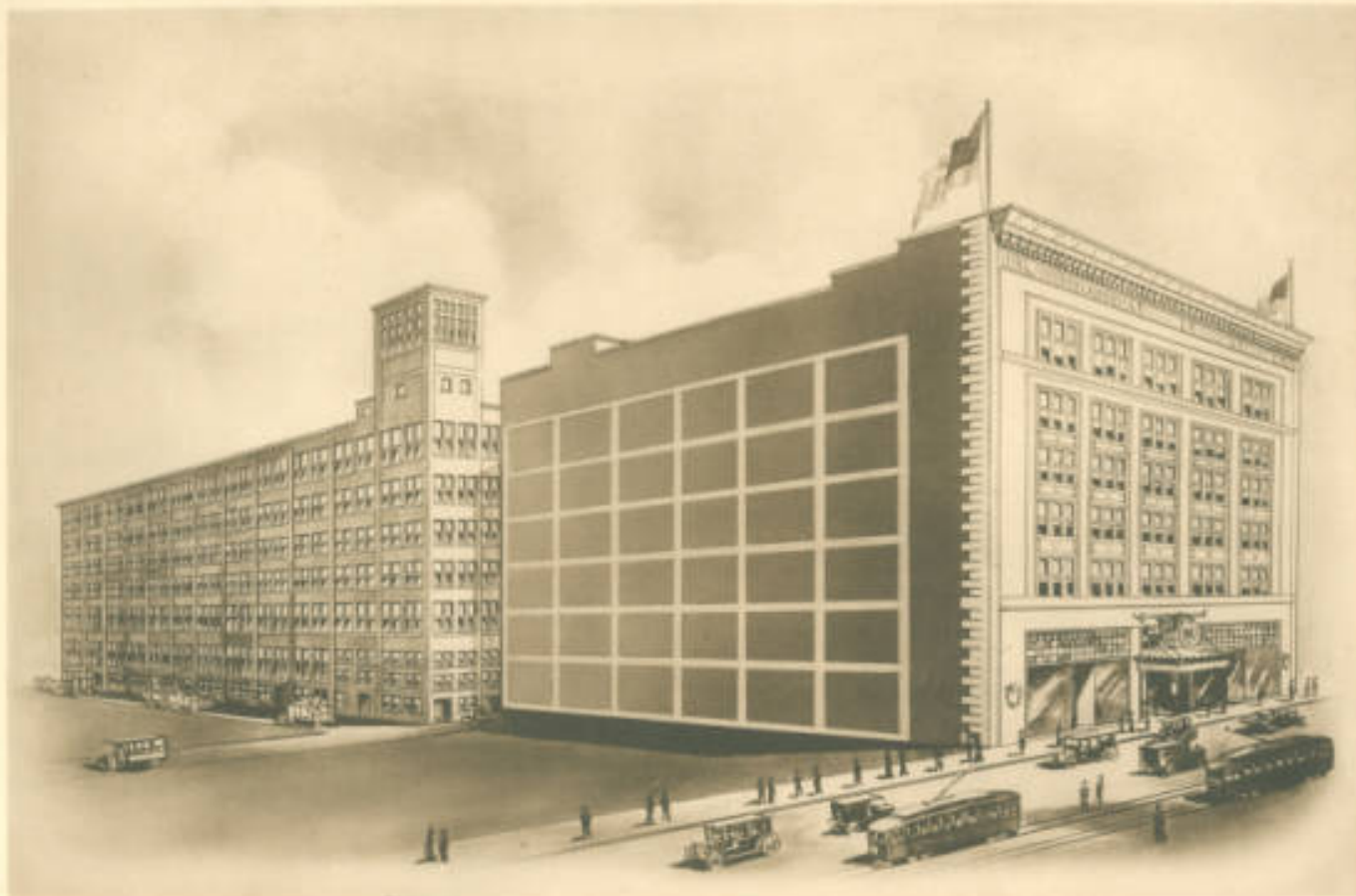
Chapter One

Introduction: Brief History of CPL









CHINA - CUT GLASS
DINNERWARE

THE LARGEST EXCLUSIVE STORE OF ITS KIND IN AMERICA
THE KINNEY & LEVAN BUILDING

HOUSE FURNISHINGS
LIGHTING FIXTURES

1375 EUCLID AVENUE

CLEVELAND, U. S. A.



CLEVELAND PUBLIC LIBRARY







Hough Branch 1942











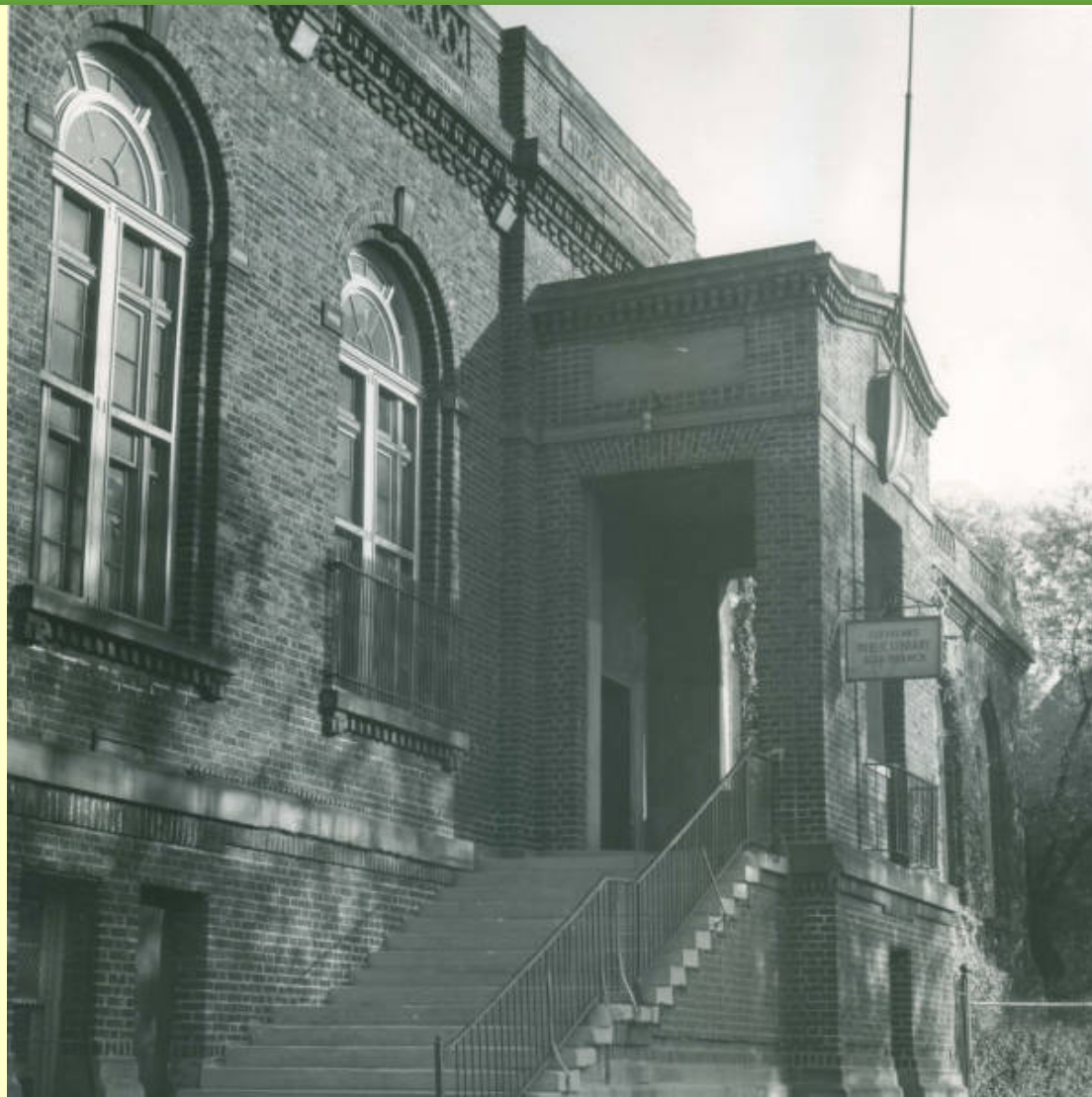






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PUBLIC LIBRARY
OGDEN SQUARE BRANCH

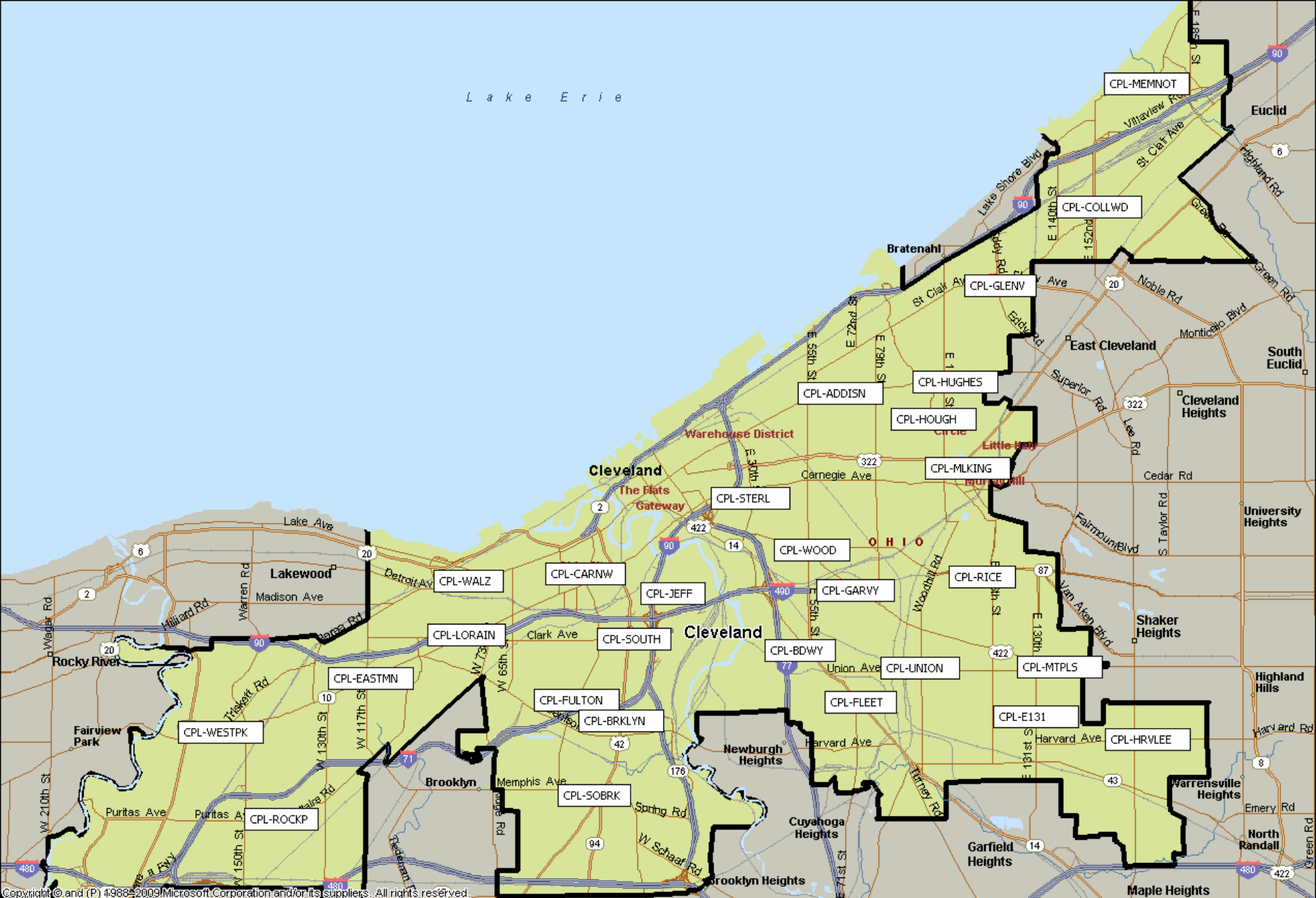
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Lake Erie



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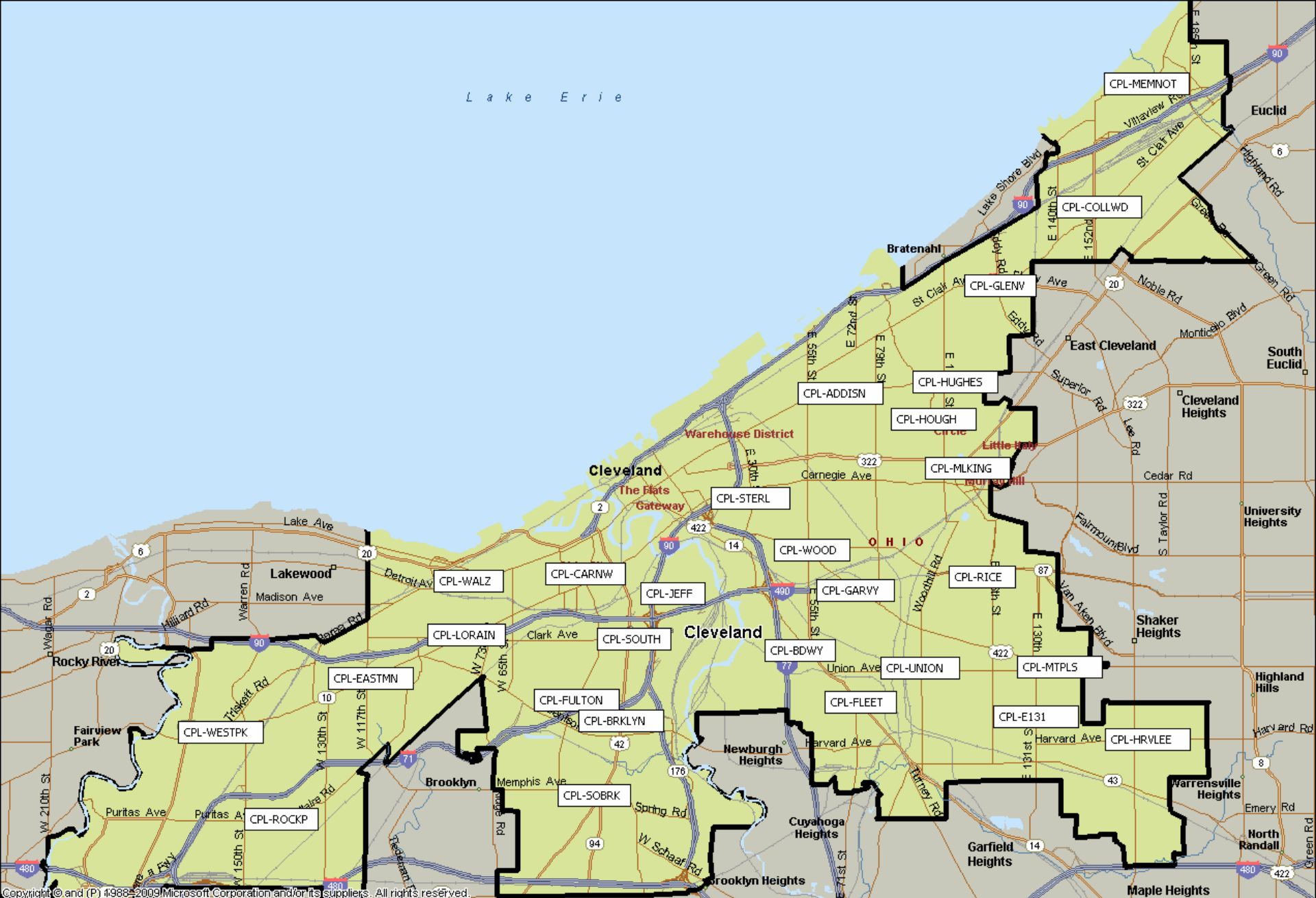
Chapter **Two**

Restructuring the Library

- Branches – New Service Model January 2010
- Main Library – End of 1st Qtr 2010



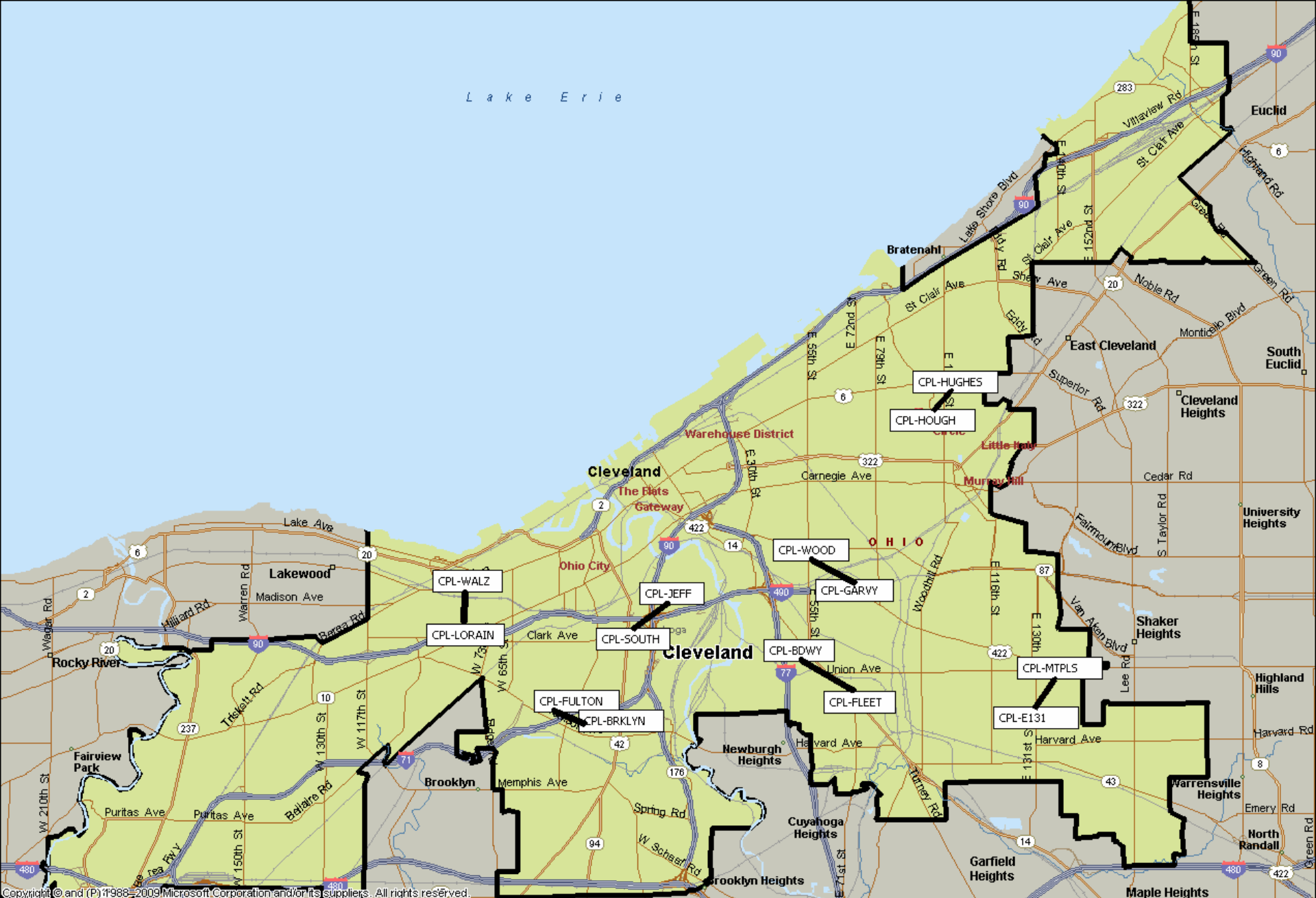
Lake Erie



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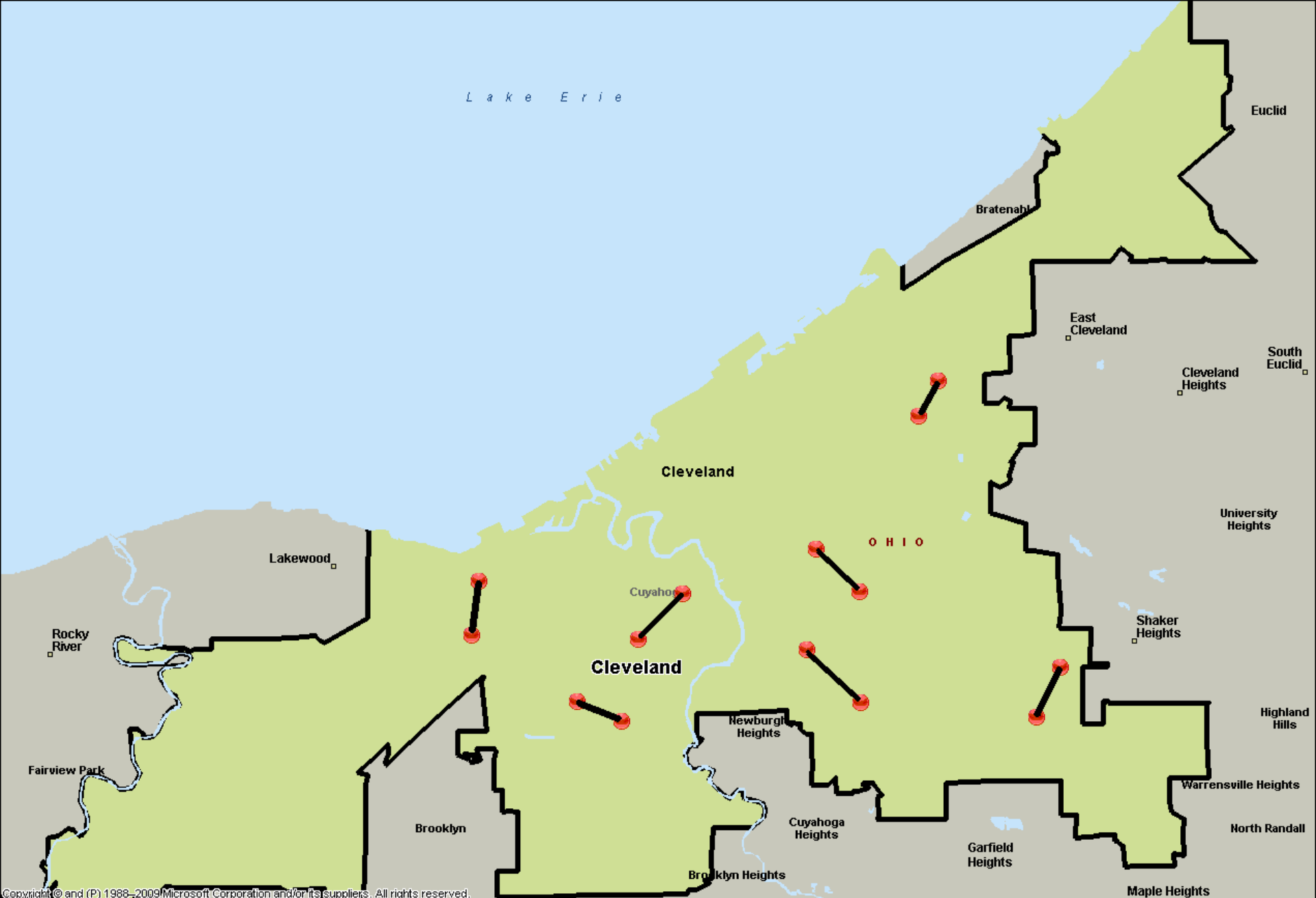
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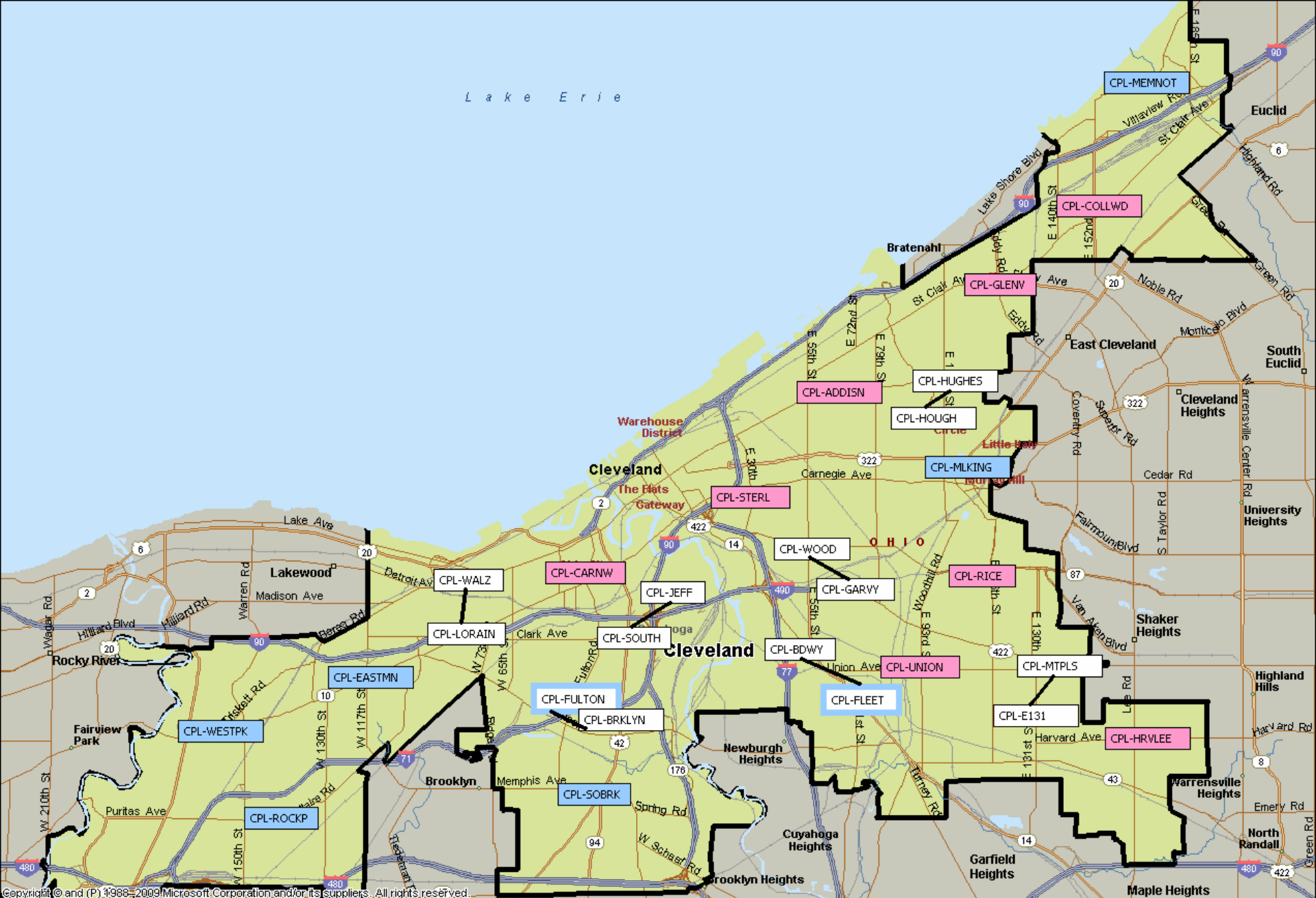
dyad (di' ad') *n.*

< Gr < dyo, TWO

1 two units regarded as one; pair **2** *Biol.* a double chromosome resulting from the division of a tetrad in meiosis; half of a tetrad **3** *Chem.* An atom, element, or radical with a valence of two **4** *Sociology* two persons in a continuing relationship in which they interact upon each other – *adj.*
consisting of two – dy·ad'ic *adj.*

Webster's New World Dictionary of American English
Third College Edition, 1988



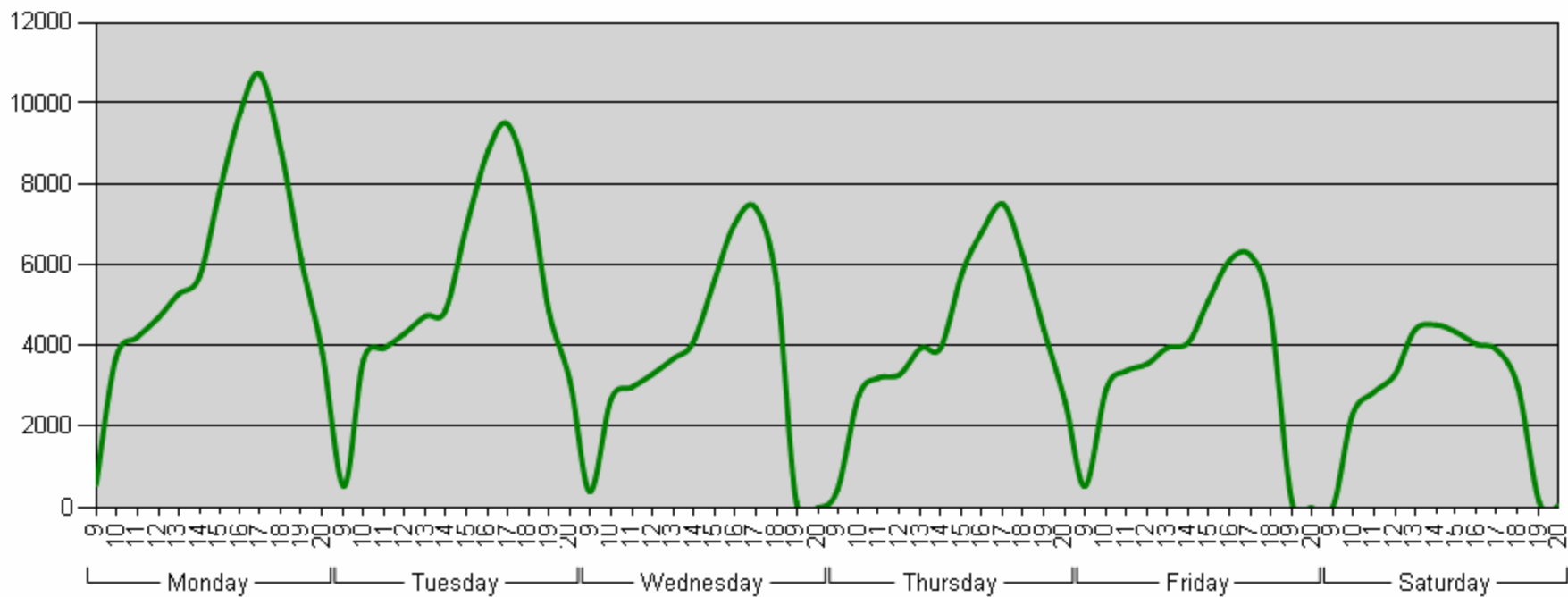


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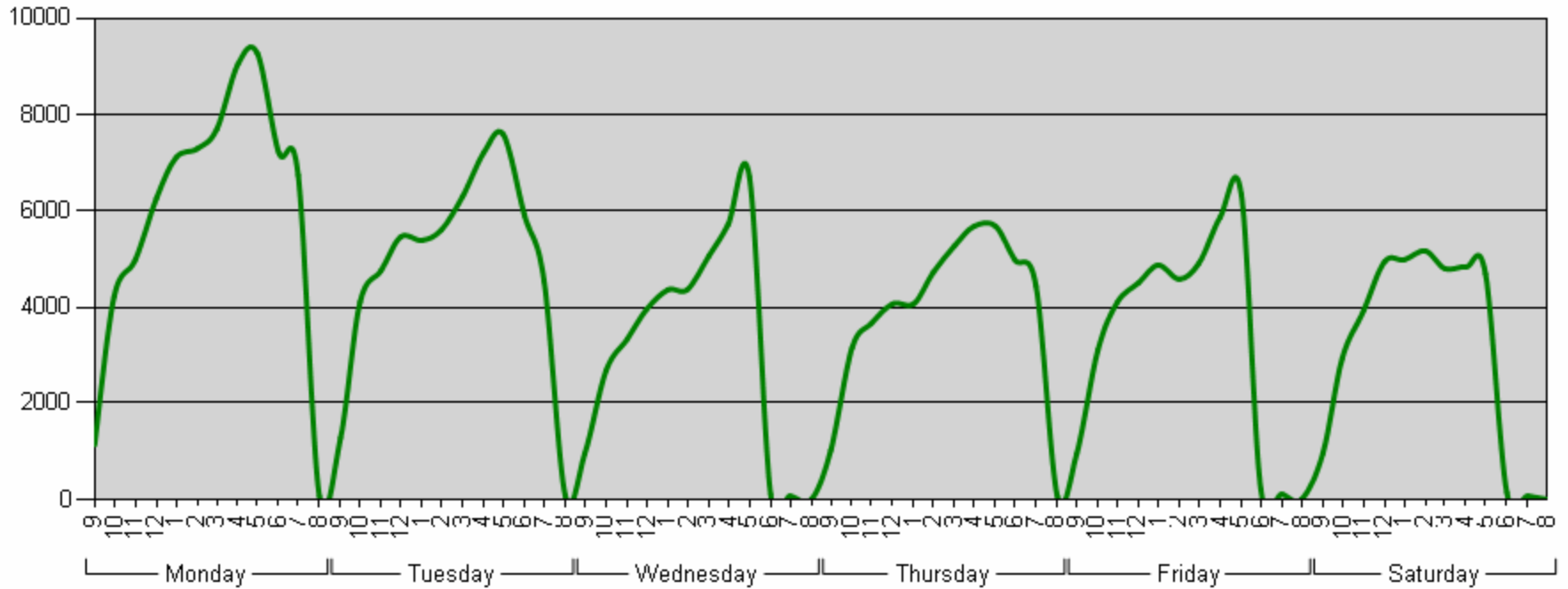


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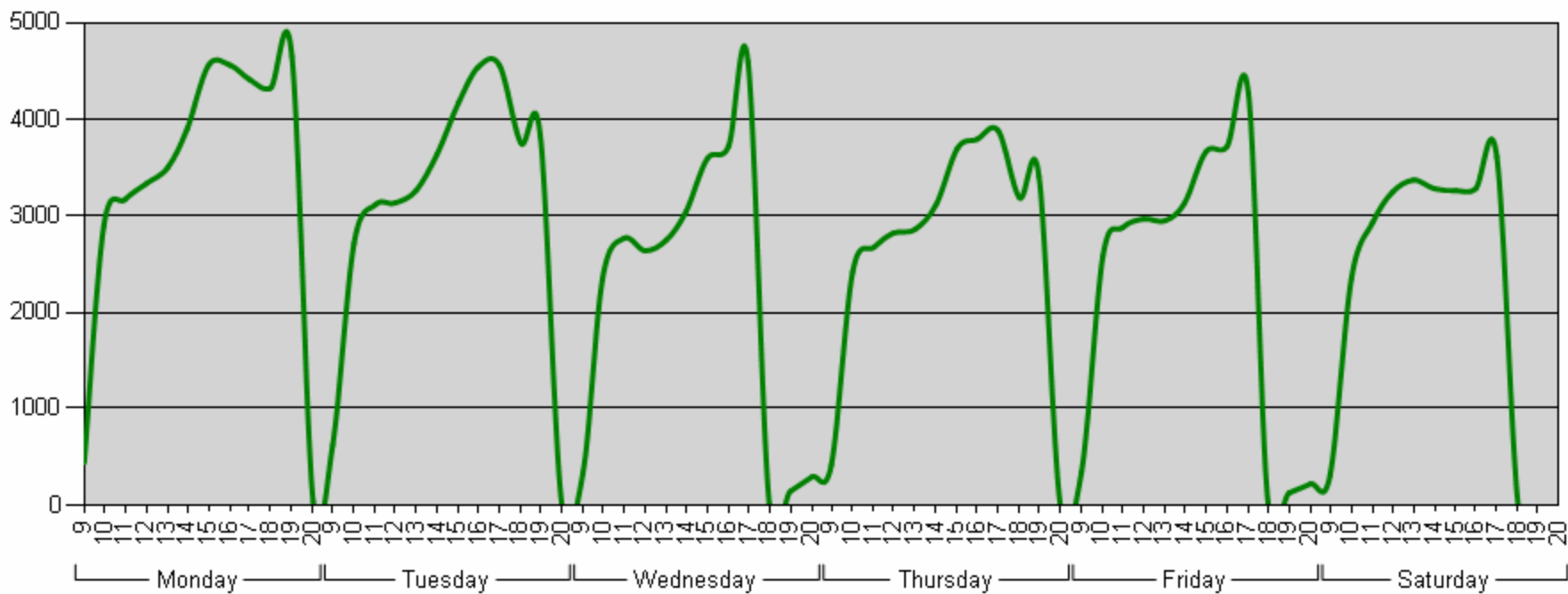
Average Attendance by Day and Hour



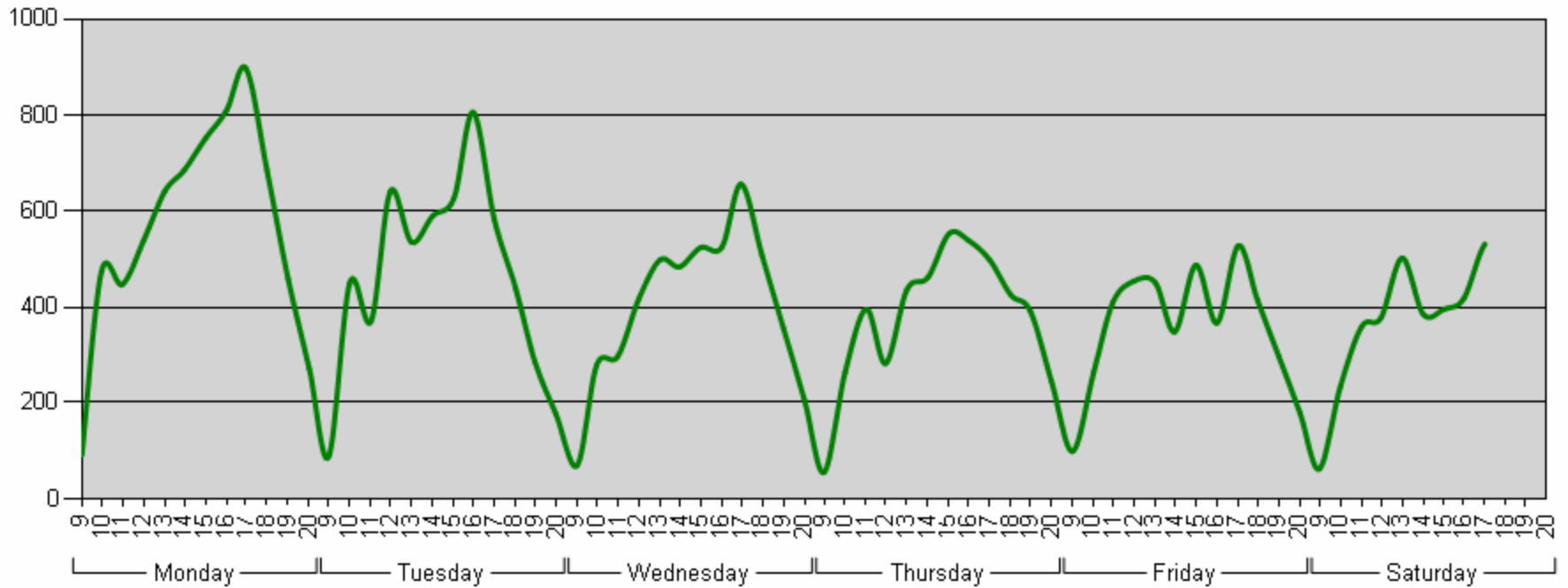
Average Checkouts by Day and Hour



Average Computer Usage by Day and Hour



Average Total Attendance, Checkouts & SAM Usage



Proposed Schedule

PROPOSED SCHEDULE FOR BRANCHES

| | |
|------------------|---------------|
| MONDAY | 11 – 7 |
| TUESDAY | 11 – 7 |
| WEDNESDAY | 11 – 7 |
| THURSDAY | 11 – 7 |
| FRIDAY | 10 – 6 |
| SATURDAY | 10 – 6 |
| SUNDAY | Closed |

PUBLIC ADMINISTRATION LIBRARY

| | |
|------------------|---------------|
| MONDAY | 8 – 5 |
| TUESDAY | 8 – 5 |
| WEDNESDAY | 8 – 5 |
| THURSDAY | 8 – 5 |
| FRIDAY | 8 – 5 |
| SATURDAY | Closed |
| SUNDAY | Closed |

OHIO LIBRARY FOR THE BLIND & PHYSICALLY DISABLED

| | |
|------------------|---------------|
| MONDAY | 9 – 5 |
| TUESDAY | 9 – 5 |
| WEDNESDAY | 9 – 5 |
| THURSDAY | 9 – 5 |
| FRIDAY | 9 – 5 |
| SATURDAY | Closed |
| SUNDAY | Closed |

PROPOSED SCHEDULE FOR MAIN LIBRARY

| | |
|------------------|---------------|
| MONDAY | 9 – 6 |
| TUESDAY | 9 – 6 |
| WEDNESDAY | 9 – 6 |
| THURSDAY | 9 – 6 |
| FRIDAY | 9 – 6 |
| SATURDAY | 9 – 6 |
| SUNDAY | Closed |



CLEVELAND PUBLIC LIBRARY
DRAFT: PROPOSED STAFF COMPLEMENT FOR SINGLE-SHIFT DYADIC MODEL

| | Hours | | Mgr Lg | Mgr Med | Librarian | LA | LA P/T | Clerk | Clerk P/T | Actual | FTE |
|---------------|-------|---------------------------------|---------------|-----------------|----------------|---------------|-----------------|-----------------|---------------|-------------------|-------|
| EASTMAN | 48 | SINGLE LARGE | 1 | | 1 | 1 | 2 | 2 | 2 | 9.0 | 7.0 |
| MLK | 48 | | 1 | | 1 | 1 | 2 | 2 | 2 | 9.0 | 7.0 |
| MEMNOTT | 48 | | 1 | | 1 | 1 | 2 | 2 | 2 | 9.0 | 7.0 |
| ROCKPORT | 48 | | 1 | | 1 | 1 | 2 | 2 | 2 | 9.0 | 7.0 |
| WESTPARK | 48 | | 1 | | 1 | 1 | 2 | 2 | 2 | 9.0 | 7.0 |
| SOBRKLYN | 48 | | 1 | | 1 | 1 | 2 | 2 | 2 | 9.0 | 7.0 |
| BRKLYN-FULTON | 48 | DYADS | 1 | | 2 | 2 | 2 | 2 | 2 | 11.0 | 9.0 |
| LORAIN-WALZ | 48 | | 1 | | 2 | 2 | 2 | 2 | 2 | 11.0 | 9.0 |
| JEFF-SOUTH | 48 | | 1 | | 2 | 2 | 2 | 2 | 2 | 11.0 | 9.0 |
| GRDVLY-WOOD | 48 | | 1 | | 2 | 2 | 2 | 2 | 2 | 11.0 | 9.0 |
| HOUGH-HUGHES | 48 | | 1 | | 2 | 2 | 2 | 2 | 2 | 11.0 | 9.0 |
| E131-MTPL | 48 | | 1 | | 2 | 2 | 2 | 2 | 2 | 11.0 | 9.0 |
| BDWY-FLEET | 40 | | 1 | | | 3 | 1 | 2 | 1 | 7.0 | 6.5 |
| | 48 | | | | | | | | | | |
| CARNW | 48 | SINGLE MEDIUM | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| STERLING | 48 | | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| ADDISON | 48 | | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| UNION | 48 | | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| RICE | 48 | | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| HARVLEE | 48 | | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| GLENV | 48 | | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| COLLW | 48 | | | 1 | 1 | 1 | 1 | 1 | 1 | 6.0 | 5.0 |
| | 1336 | Totals | 13 | 8 | 26 | 29 | 33 | 34 | 33 | 175.0 | 142.5 |
| | | | | | | | | | | | |
| | | Current (approx) | 8 | 20 | 27 | 26 | 53 | 57 | 21 | 212.0 | 175.0 |
| | | Change | 5 | -12 | -1 | 3 | -20 | -23 | 12 | -37.0 | -32.5 |
| | | Est Savings* | \$ 392,704.65 | \$ (821,035.80) | \$ (59,454.33) | \$ 141,096.15 | \$ (501,675.20) | \$ (916,596.00) | \$ 201,156.00 | \$ (1,563,804.53) | |
| | | * Based on 2008 salary averages | | | | | | | | | |



CLEVELAND PUBLIC LIBRARY

DRAFT: ESTIMATED ANNUAL SALARY COSTS FOR SINGLE-SHIFT DYADIC MODEL

| | | | Mgr Lg | Mgr Med | Librarian | LA | LA P/T | Clerk | Clerk P/T | Annual |
|---------------|------|---------------|-----------------|---------------|-----------------|-----------------|---------------|-----------------|------------------|-------------------|
| EASTMAN | 48 | SINGLE LARGE | \$ 78,540.93 | | \$ 59,454.33 | \$ 47,032.05 | \$ 50,167.52 | \$ 79,704.00 | \$ 33,526.00 | \$ 348,424.83 |
| MLK | 48 | | \$ 78,540.93 | | \$ 59,454.33 | \$ 47,032.05 | \$ 50,167.52 | \$ 79,704.00 | \$ 33,526.00 | \$ 348,424.83 |
| MEMNOTT | 48 | | \$ 78,540.93 | | \$ 59,454.33 | \$ 47,032.05 | \$ 50,167.52 | \$ 79,704.00 | \$ 33,526.00 | \$ 348,424.83 |
| ROCKPORT | 48 | | \$ 78,540.93 | | \$ 59,454.33 | \$ 47,032.05 | \$ 50,167.52 | \$ 79,704.00 | \$ 33,526.00 | \$ 348,424.83 |
| WESTPARK | 48 | | \$ 78,540.93 | | \$ 59,454.33 | \$ 47,032.05 | \$ 50,167.52 | \$ 79,704.00 | \$ 33,526.00 | \$ 348,424.83 |
| SOBRKLYN | 48 | | \$ 78,540.93 | | \$ 59,454.33 | \$ 47,032.05 | \$ 50,167.52 | \$ 79,704.00 | \$ 33,526.00 | \$ 348,424.83 |
| BRKLYN-FULTON | 48 | DYADS | \$ 78,540.93 | | \$ 118,908.66 | \$ 94,064.10 | \$ 50,167.52 | \$ 79,704.00 | \$ 33,526.00 | \$ 454,911.21 |
| | 48 | | | | | | | | | |
| LORAIN-WALZ | 48 | | \$ 78,540.93 | | \$ 118,908.66 | \$ 94,065.10 | \$ 50,168.52 | \$ 79,704.00 | \$ 33,527.00 | \$ 454,914.21 |
| | 48 | | | | | | | | | |
| JEFF-SOUTH | 48 | | \$ 78,540.93 | | \$ 118,908.66 | \$ 94,066.10 | \$ 50,169.52 | \$ 79,704.00 | \$ 33,528.00 | \$ 454,917.21 |
| | 48 | | | | | | | | | |
| GRDVLY-WOOD | 48 | | \$ 78,540.93 | | \$ 118,908.66 | \$ 94,067.10 | \$ 50,170.52 | \$ 79,704.00 | \$ 33,529.00 | \$ 454,920.21 |
| | 48 | | | | | | | | | |
| HOUGH-HUGHES | 48 | | \$ 78,540.93 | | \$ 118,908.66 | \$ 94,068.10 | \$ 50,171.52 | \$ 79,704.00 | \$ 33,530.00 | \$ 454,923.21 |
| | 48 | | | | | | | | | |
| E131-MTPL | 48 | \$ 78,540.93 | | \$ 118,908.66 | \$ 94,069.10 | \$ 50,172.52 | \$ 79,704.00 | \$ 33,531.00 | \$ 454,926.21 | |
| | 48 | | | | | | | | | |
| BDWY-FLEET | 48 | \$ 78,540.93 | | \$ 59,454.33 | \$ 141,096.15 | \$ 25,083.76 | \$ 79,704.00 | \$ 16,763.00 | \$ 400,642.17 | |
| | 30 | | | | | | | | | |
| CARNW | 48 | SINGLE MEDIUM | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| STERLING | 48 | | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| ADDISON | 48 | | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| UNION | 48 | | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| RICE | 48 | | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| HARVLEE | 48 | | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| GLENV | 48 | | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| COLLW | 48 | | | \$ 68,419.65 | \$ 59,454.33 | \$ 47,032.05 | \$ 25,083.76 | \$ 39,852.00 | \$ 16,763.00 | \$ 256,604.79 |
| | 1326 | | \$ 1,021,032.09 | \$ 547,357.20 | \$ 1,605,266.91 | \$ 1,363,944.45 | \$ 827,779.08 | \$ 1,354,968.00 | \$ 553,194.00 | \$ 7,273,541.73 |
| | | | | | | | | | 2008 Expenditure | \$ 9,068,781.44 |
| | | | | | | | | | Est Difference | \$ (1,795,239.71) |



Question & Answer

Discussion



Chapter Three

Financial Update



General Fund

Major Sources of Revenue

2 Major Sources:

– Property Tax Revenue

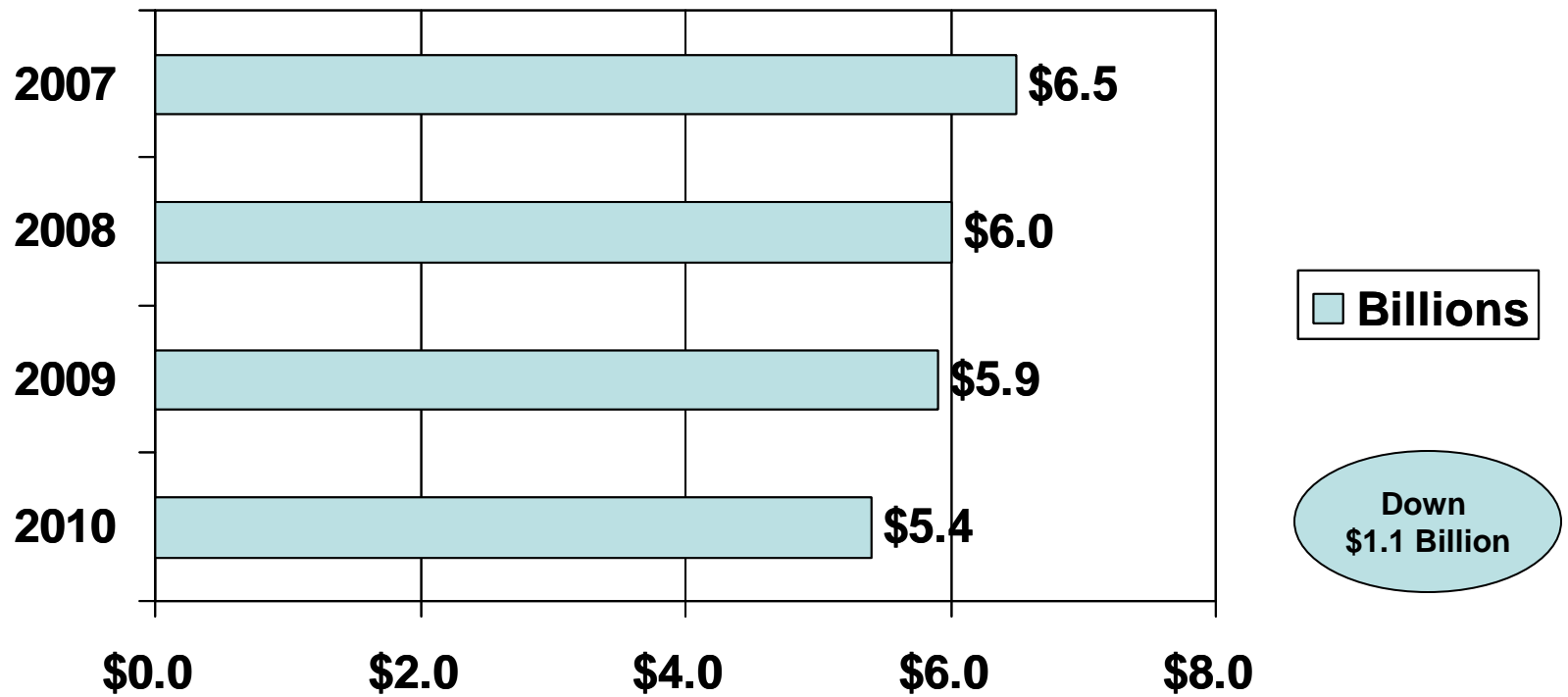
- 1 Mill Continuous Levy (Commenced in 1985)
- 5.8 Mill 5yr Levy (2009-2013)
- Recession Has Drastically Diminished Revenue Stream

– Public Library Fund Revenue

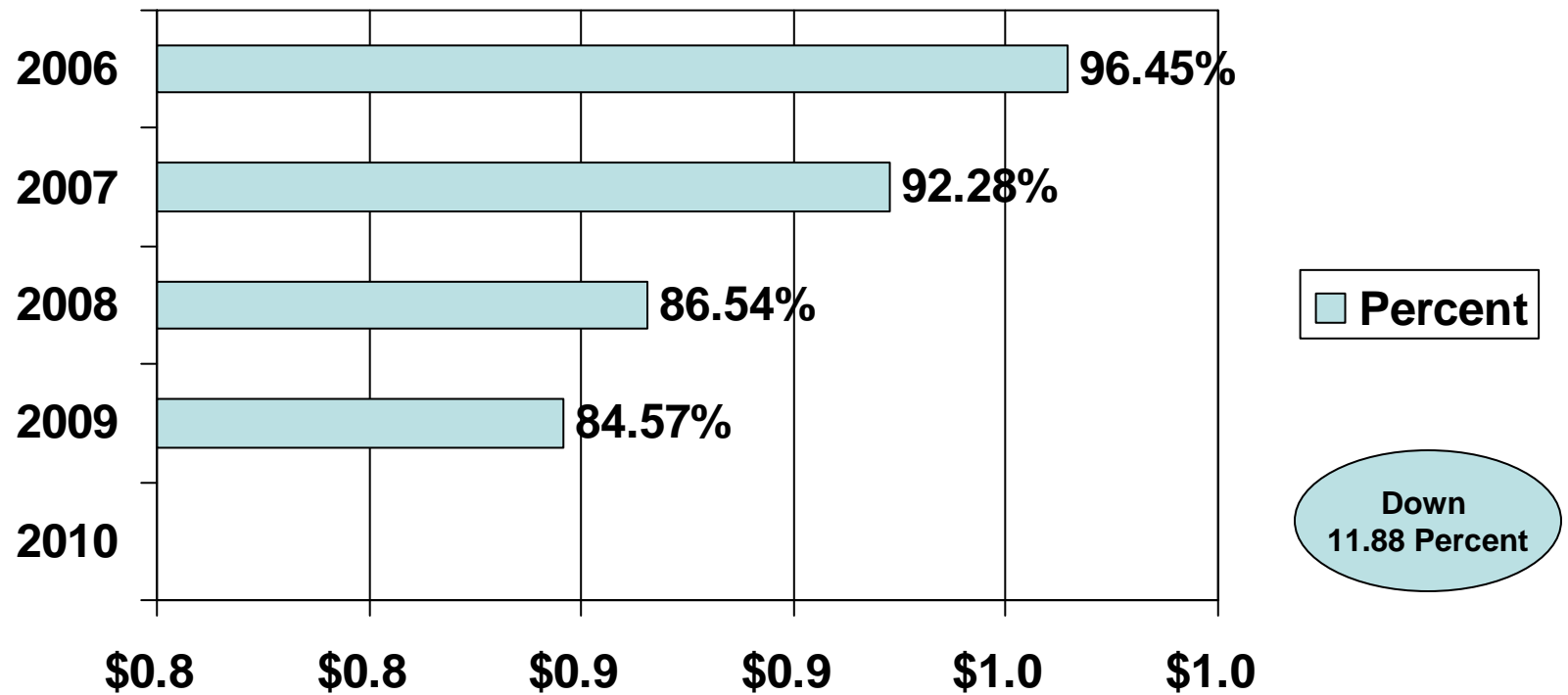
- Lowered % Share on Declining Revenue Source
 - Was 2.2% of State General Revenues
 - As of 7/1/09, 1.9% of State General Revenues
- Recession Has Drastically Diminished Revenue Stream



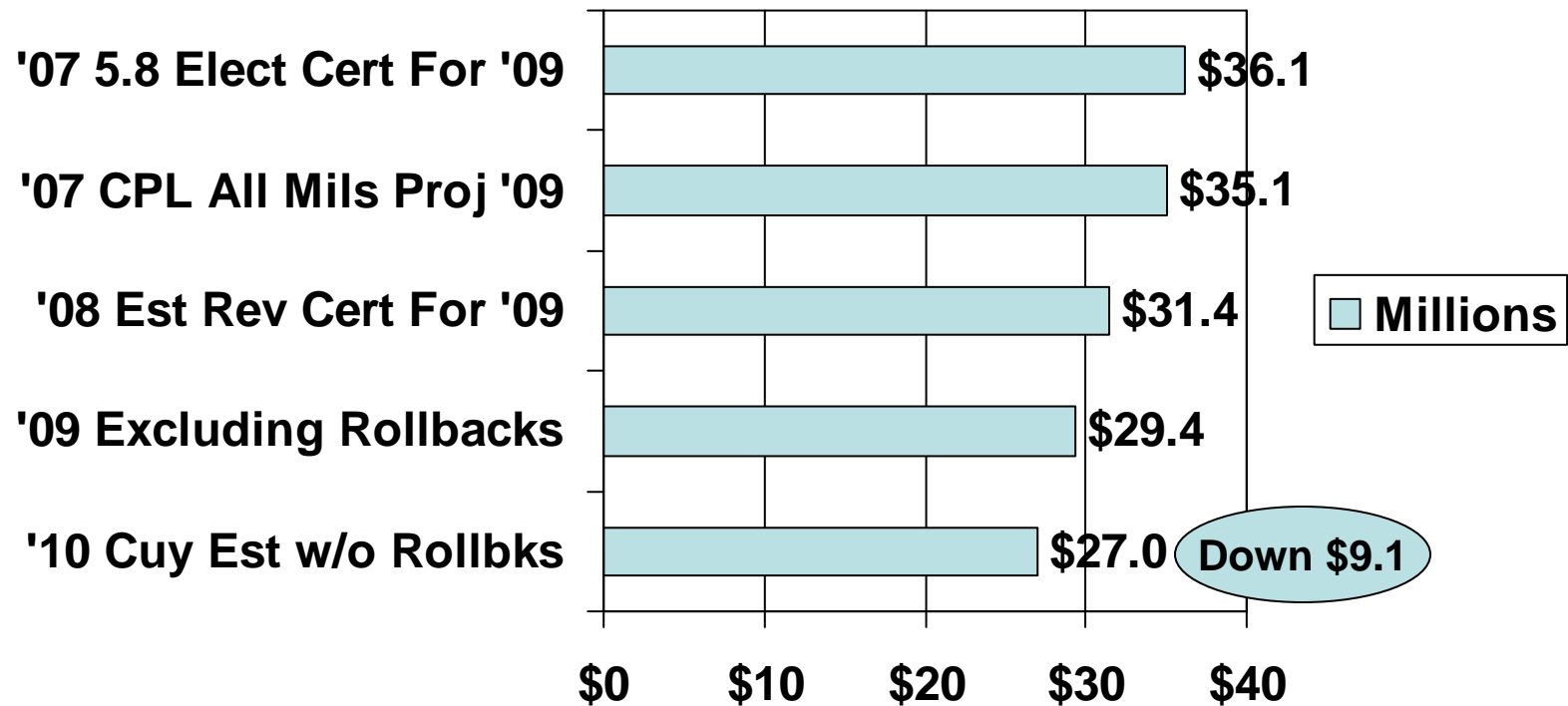
Property Tax Assessed Valuation History Graph



Property Tax Collection Rate History Graph



Property Tax For 2009-2013 From Expectation To Reality



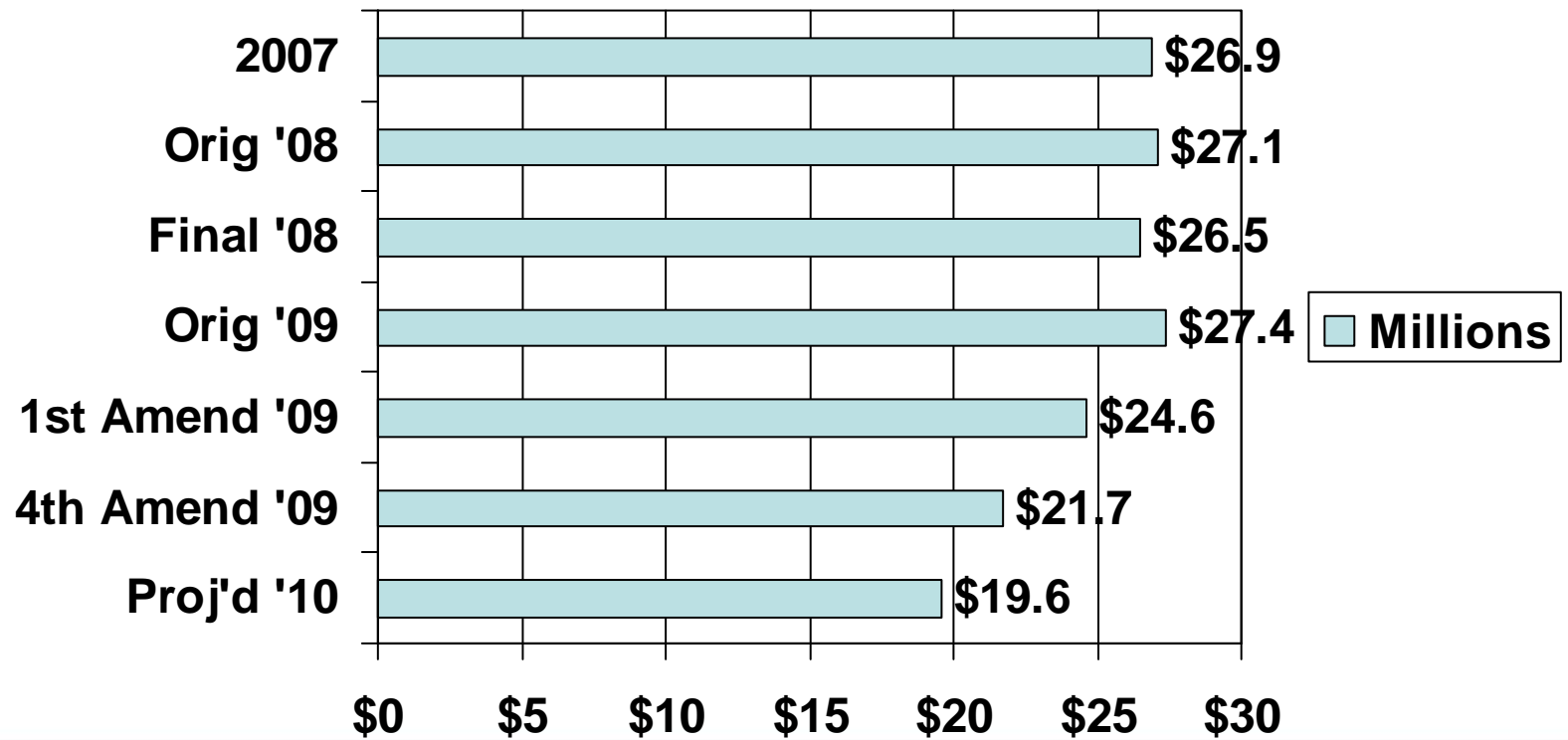
5.8 Levy 2009-2013

From Expectation to Reality

- '07 Election Certified Amount for Levy \$36.1
- '09 Current Certified Revenue \$28.8
- Loss of Expected Revenue - 1 Yr \$ 7.3
- Times 5 Years = HUGE LOSSES \$36.5
 - The 5 Year Levy becomes a 4 Year Levy spread over 5 Years



Public Library Fund (PLF) Amount Certified History



Public Library Fund (PLF) Projected Accumulated Loss

| | 2009 Certified | 2010 Projected | 2011 Projected | Total |
|----------|-------------------|-------------------|-------------------|--------|
| Original | \$27.4 | \$27.4 | \$27.4 | \$82.2 |
| Current | \$21.7 | \$19.6 | \$18.3 | \$59.6 |
| Loss | \$ 5.7 | \$ 7.8 | \$ 9.1 | \$22.6 |



Budgeted Revenue Picture 2009-2013: Assumes Unknowns Not Worse Than Currently Known

| | 2009-4 | 2010 | 2011 | 2012 | 2013 |
|----------|---------|---------|---------|---------|---------|
| Prop Tax | \$ 29.4 | \$ 27.0 | \$ 27.0 | \$ 27.0 | \$ 27.0 |
| PLF | \$ 21.7 | \$ 19.6 | \$ 18.3 | \$ 18.3 | \$ 18.3 |
| Other | \$ 12.2 | \$ 10.6 | \$ 10.6 | \$ 9.2 | \$ 8.8 |
| Use Cash | \$ 3.3 | \$ 2.0 | | | |
| Total | \$ 66.6 | \$ 59.2 | \$ 55.9 | \$ 54.5 | \$ 54.1 |

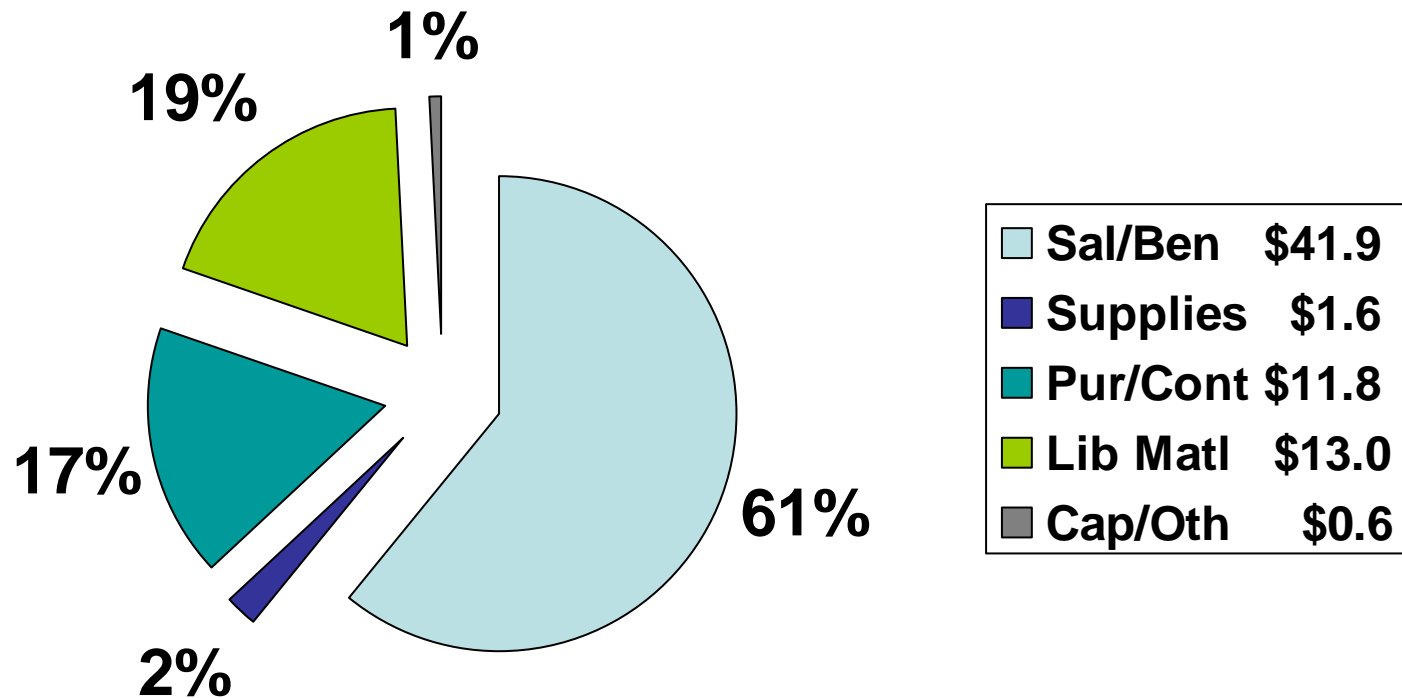
↓ \$7.4

↓ \$3.3

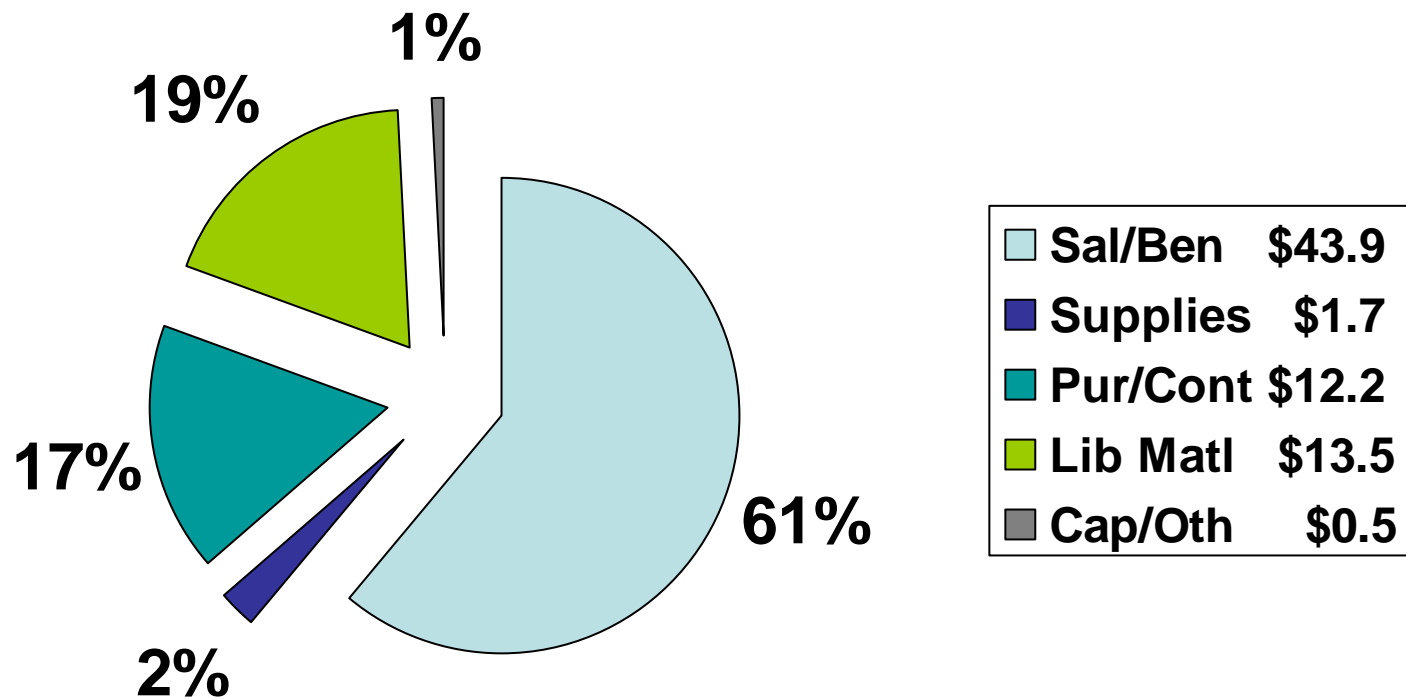
↓ \$1.4

↓ \$0.4

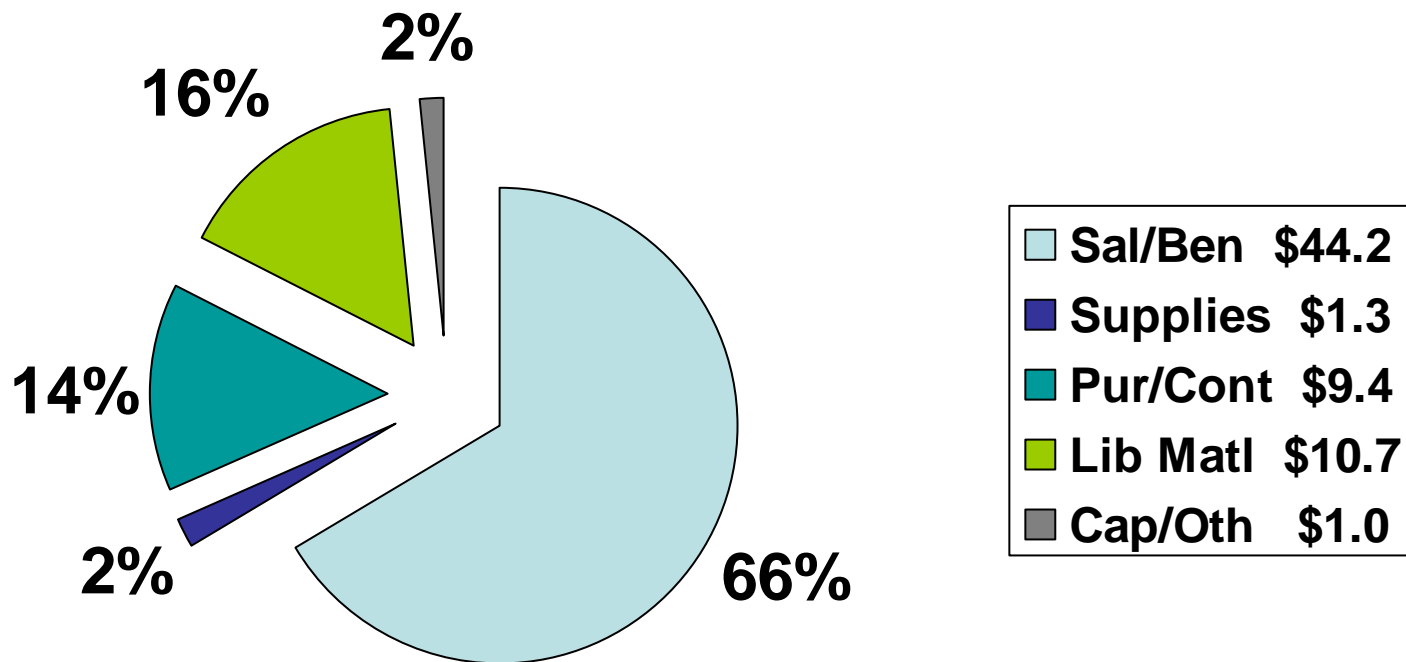
General Fund Appropriations 2007 – 3rd & Final Amendment \$68.9



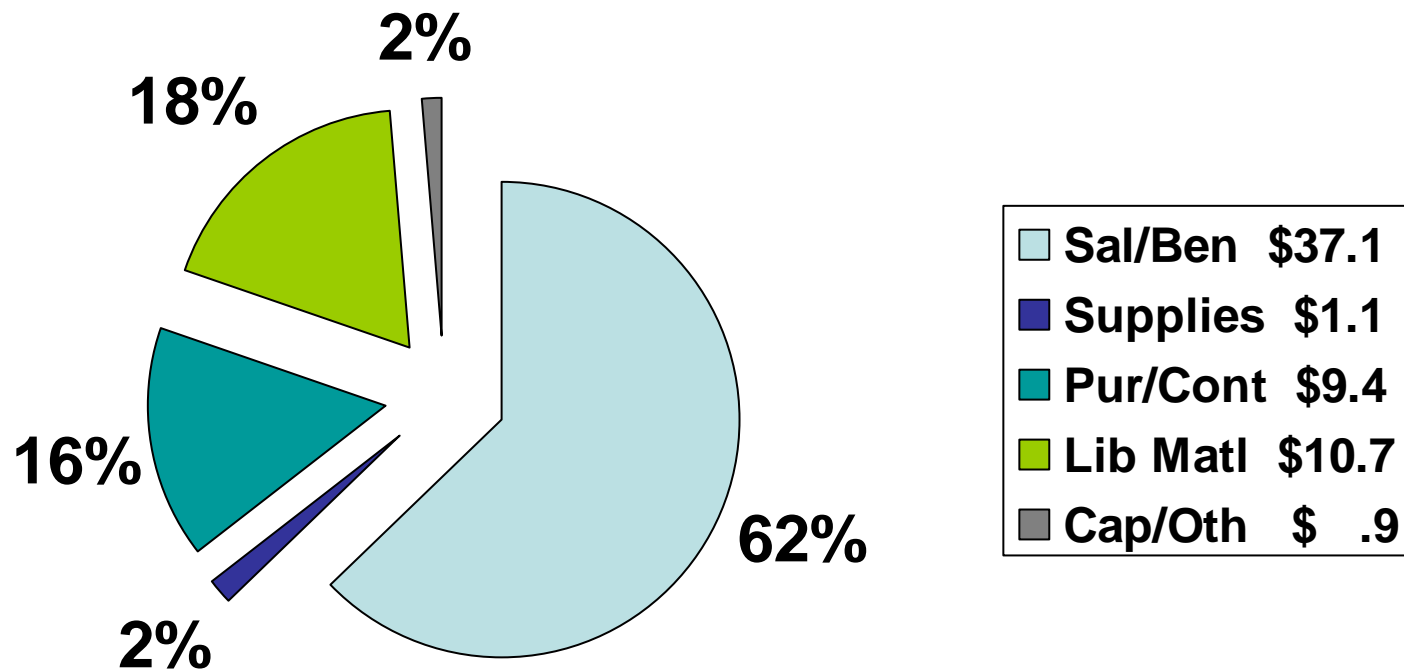
General Fund Appropriations 2008 – Orig & Final Amendment \$71.8



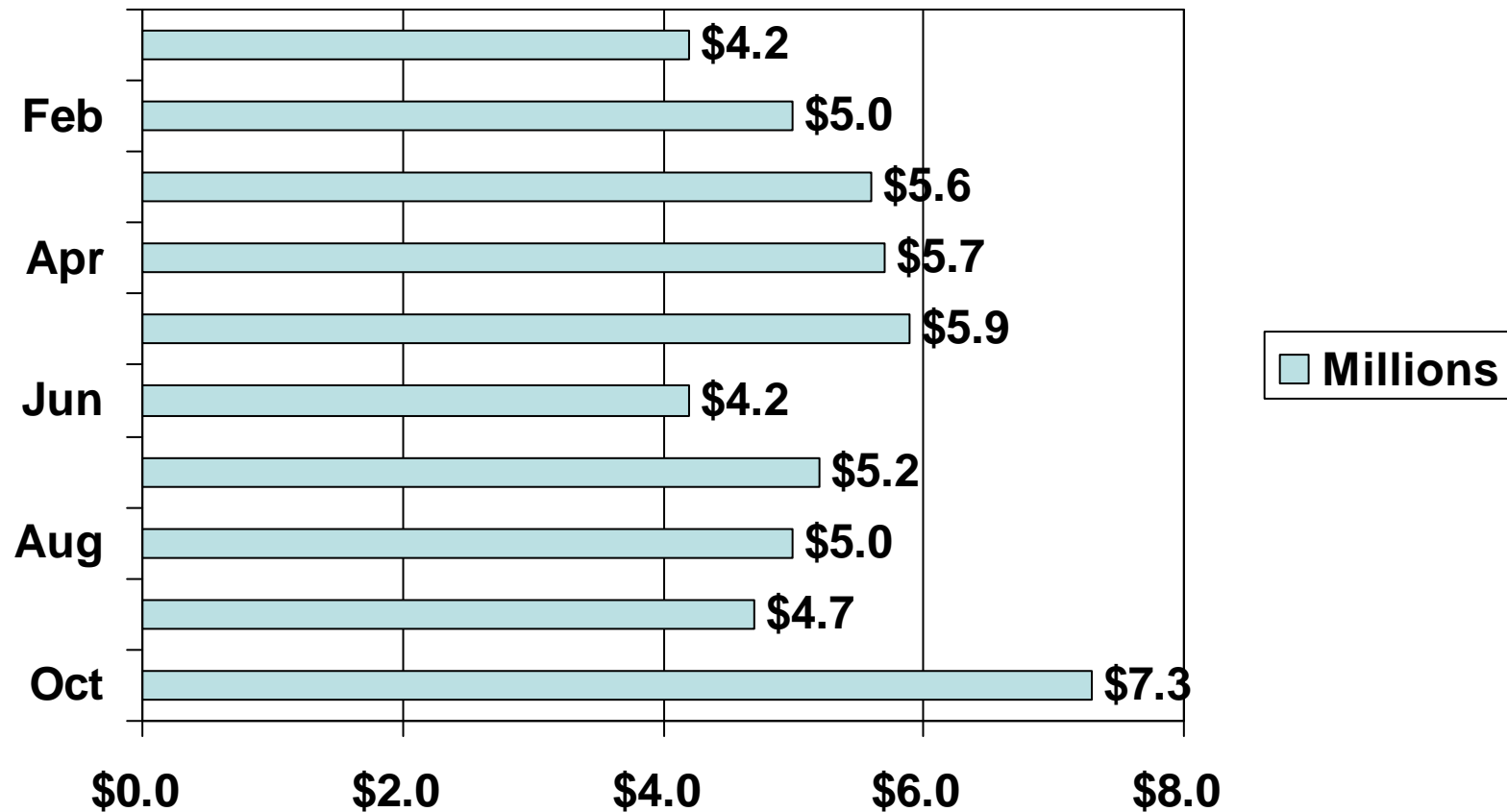
General Fund Appropriations 2009 – 4th Amendment To Date \$66.6



General Fund Appropriations 2010 – Projection \$59.2



2009 Monthly General Fund Expenses (Average \$5.3 Million Spent Per Month)



What's New

- As of the 10/31/09 Financial:
 - Our actual Rollbacks & Homestead Credit receipts are coming in above the current certified revenue amount
 - Our Property Tax receipts are above the current certified amount
 - Our expenses are trending slightly below the appropriated amounts



2009 Total Revenue

Budget Versus Actual Projection

| | Budget 2009-4 | Actual 10/31/09 | Est. Nov + Dec | Proj'd 12/31/09 | Variance |
|-----------------|------------------|--------------------|-------------------|--------------------|---------------|
| Prop Tax | \$ 29.4 | \$ 31.8 | \$ 0.0 | \$ 31.8 | \$ 2.4 |
| PLF | \$ 21.7 | \$ 18.7 | \$ 2.7 | \$ 21.4 | \$ (.3) |
| Other | \$ 12.2 | \$ 8.3 | \$ 5.1 | \$ 13.4 | \$ 1.2 |
| Subtotal | \$ 63.3 | \$ 58.8 | \$ 7.8 | \$ 66.6 | \$ 3.3 |
| Use Cash | \$ 3.3 | | | | (\$ 3.3) |
| Total | \$ 66.6 | \$ 58.8 | \$ 7.8 | \$ 66.6 | \$.0 |



Property Tax Delinquencies

| | 2007 Actual | 2008 Actual | 2009 Proj'd |
|---------|--------------|--------------|--------------|
| Current | \$ 4,091,578 | \$ 4,343,813 | \$ 5,794,149 |
| Total | \$14,804,288 | \$14,240,246 | \$15,554,518 |



2009 Total Expense Budget Versus Actual Projection

| | Budget 2009-4 | Actual 10/31/09 | Est.Nov + Dec | Proj'd 12/31/09 | Variance |
|--------------|------------------|--------------------|------------------|--------------------|--------------|
| Sal/Ben | \$ 44.2 | \$ 35.3 | \$ 8.3 | \$ 43.6 | \$.6 |
| Supplies | \$ 1.3 | \$.9 | \$.2 | \$ 1.1 | \$.2 |
| Pur/Contr | \$ 9.4 | \$ 8.0 | \$ 1.4 | \$ 9.4 | \$.0 |
| Lib Mat'l | \$ 10.7 | \$ 7.9 | \$ 2.8 | \$ 10.7 | \$.0 |
| Cap/Other | \$ 1.0 | \$.7 | \$.2 | \$.9 | \$.1 |
| | | | | | |
| Total | \$ 66.6 | \$ 52.8 | \$ 12.9 | \$ 65.7 | \$.9 |



Excludes \$3.0 Transfer To Capital Fund For Strategic Plan

Revenue, Expenses & Fund Balance Budget Versus Actual Projection

| | Budget 2009-4 | Proj'd 12/31/09 | Variance |
|----------------------------|------------------|--------------------|----------|
| New Rev | \$ 63.3 | \$ 66.6 | \$ 3.3 |
| Expenses | \$ 66.6 | \$ 65.7 | \$.9 |
| Balance | (\$ 3.3) | \$.9 | \$ 4.2 |
| Beg Cash | \$ 29.1 | \$ 29.1 | |
| Yr End Enc. | (\$ 5.1) | (\$ 5.3) | \$.0 |
| | | | |
| End Unenc. Cash | \$ 20.7 | \$ 24.7 | \$ 4.2 |



Revenue, Expenses & Fund Balance Budget Versus Actual Projection

| | Budget 2009-4 | Proj'd 12/31/09 | Budget 2010 | Variance Proj'd 12/31 vs. 2010 |
|--------------------|------------------|--------------------|----------------|--------------------------------------|
| New Rev | \$ 63.3 | \$ 66.6 | \$ 57.2 | (\$ 9.4) |
| Expenses | \$ 66.6 | \$ 65.7 | \$ 59.2 | (\$ 6.5) |
| Balance | (\$ 3.3) | \$.9 | (\$ 2.0) | (\$ 2.9) |
| Beg Cash | \$ 29.1 | \$ 29.1 | \$ 24.7 | |
| Yr End Enc. | (\$ 5.1) | (\$ 5.3) | \$.0 | |
| Yr Beg Enc. | | | (\$ 14.8) | |
| End Unenc. Cash | \$ 20.7 | \$ 24.7 | \$ 7.9 | Approx. 1.5 month's cash flow |

Was (\$7.4)

Was \$ 3.9

Excludes \$3 Million Transfer



How Must We Cut \$6.5 From 2010

| | Budget 2008 | Proj'd 2009 | Plus | Minus | % '08 | '10 vs. Proj'd | % '08 |
|--------------|----------------|----------------|---------------|-----------------|-------|-------------------|-------|
| Sal/Ben | \$ 43.9 | \$ 43.6 | \$ 1.3 | | | (\$ 6.5) | 14.8% |
| Sal/Ben | | | | (\$ 1.6) | 3.6% | | 18.4% |
| Supplies | \$ 1.7 | \$ 1.1 | | (\$.6) | 35.3% | | |
| Pur/Contr | \$ 12.2 | \$ 9.4 | | (\$ 2.8) | 23.0% | | |
| Lib Mat'l | \$ 13.5 | \$ 10.7 | | (\$ 2.8) | 20.7% | | |
| Cap/Other | \$.5 | \$.9 | \$.8 | | | | |
| Cap/Other | | | | (\$.4) | 60.0% | | |
| Total | \$ 71.8 | \$ 65.7 | \$ 2.1 | (\$ 8.2) | | | |



Open Positions At CPL

- 41 positions are open as of 11/9/09 as a result of resignations and retirements
- 25 resignations and retirements from 12/31/08 to 10/31/09
- 14 more retirements in November & December, 2009



Breakdown of October 2009 Payroll (3 Pays)

| Gross Pay | Oct 2 2009 | Oct 16 2009 | Oct 30 2009 | Total | |
|--|-----------------|-----------------|-----------------|----------------|-----|
| Hrs Worked | \$ 1.056 | \$ 1.053 | \$ 1.049 | \$3.158 | 84% |
| Premiums & OT | \$.010 | \$.010 | \$.012 | \$.032 | |
| Vacation | \$.098 | \$.096 | \$.099 | \$.293 | |
| Sick Time | \$.058 | \$.081 | \$.062 | \$.201 | |
| FMLA | \$.021 | \$.019 | \$.011 | \$.051 | |
| Other (Funeral, Jury, Union, Floating etc.) | \$.002 | \$.002 | \$.008 | \$.012 | |
| Total Gross Pay | \$ 1.245 | \$ 1.261 | \$ 1.241 | \$3.747 | |



Annual Salary & Benefits Breakdown (Based on October 2009 Payroll)

| | Gross | OPERS | Health | Life | M'care | WC | Total |
|--------------|----------|---------|---------|---------|---------|---------|---------|
| Oct Ave Pay | \$ 1.255 | \$.177 | \$.146 | \$.007 | \$.014 | \$.010 | \$1.61 |
| Calc Factor | 26 | 26 | 24 | 12 | 26 | 26 | |
| Total Annual | \$ 32.6 | \$ 4.6 | \$ 3.5 | \$.08 | \$.36 | \$.27 | \$ 41.4 |

\$8.81

27% of Gross Pay Or 21% of Salary/Benefits Total

Annual Salary & Benefits Breakdown

(Based on October 2009 Payroll)

| Type (EE's) | Gross | OPERS | Health | Life | M'care | WC | Total | |
|--------------------|----------------|---------------|---------------|---------------|---------------|---------------|----------------|-----|
| NU-FT (112) | \$ 8.5 | \$ 1.2 | \$.8 | \$.02 | \$.09 | \$.07 | \$ 10.7 | |
| NU-PT (194) | \$ 2.2 | \$.3 | | | \$.03 | \$.01 | \$ 2.5 | |
| NU (306) | \$ 10.7 | \$ 1.5 | \$.8 | \$.02 | \$.12 | \$.08 | \$ 13.2 | 32% |
| U4-FT (17) | \$.7 | \$.1 | \$.1 | | \$.01 | \$.01 | \$.9 | 2% |
| U9-FT (386) | \$ 19.3 | \$ 2.7 | \$ 2.5 | \$.06 | \$.20 | \$.16 | \$ 24.9 | |
| U9-PT (86) | \$ 2.0 | \$.3 | \$.1 | | \$.03 | \$.02 | \$ 2.4 | |
| U9 (472) | \$ 19.3 | \$ 3.0 | \$ 2.6 | \$.06 | \$.23 | \$.18 | \$ 27.3 | 66% |
| Total (795) | \$ 32.6 | \$ 4.6 | \$ 3.5 | \$.08 | \$.36 | \$.27 | \$ 41.4 | |



Cut of \$6.5 For 2010 Revised To \$4.3 Due to Frozen Open Positions

| | Proj'd 2009 | Budget 2010 | Variance | 2010 Sal/Ben Proj'd | Revised Variance |
|--------------|----------------|----------------|-----------------|---------------------------|---------------------|
| Sal/Ben | \$ 43.6 | \$ 37.1 | (\$ 6.5) | \$41.4 | (\$ 4.3) |
| Supplies | \$ 1.1 | \$ 1.1 | | | |
| Pur/Contr | \$ 9.4 | \$ 9.4 | | | |
| Lib Mat'l | \$ 10.7 | \$ 10.7 | | | |
| Cap/Other | \$.9 | \$.9 | | | |
| Total | \$ 65.7 | \$ 59.2 | (\$ 6.5) | | (\$ 4.3) |



Floating Holidays Based on Columbus Day: October 12, 2009 (plus Veteran's, President's & Founder's)

| Type | Hours | Receive 1.5 Times Vacation Accrual | OT Component |
|-----------------|-----------------|------------------------------------|---------------------|
| Worked | 3,614.25 | 5,421.38 hrs | 1,807.13 hrs |
| Sick | 188.25 | | X 4 Floating |
| Vacation | 171.00 | | 7,228.52 hrs |
| Taken | 200.00 | | |
| Total | 4,173.50 | | |

3.7 FTE's

1 FTE works 1,950 hrs/yr

Cost of Floating Holidays Based on Columbus Day: October 12, 2009 (plus Veteran's, President's & Founder's)

| Type | Hours | Amount | Receive 1.5 Vacation Accrual | OT Component |
|-----------------|-----------------|------------------|------------------------------------|---------------------|
| Worked | 3,614.25 | \$ 98,685 | \$ 148,027 | \$ 49,342 |
| Sick | 188.25 | \$ 5,704 | | X 4 Floating |
| Vacation | 171.00 | \$ 3,811 | | \$ 197,368 |
| Taken | 200.00 | \$ 5,085 | | |
| Total | 4,173.50 | \$113,285 | | |



$$X 4 = \$453,140 + OT \$197,368 = \$650,508$$



Question & Answer

Discussion





Chapter **Four**

Negotiations Update



Floating Holidays

- **Presidents' Day**
- **Founder's Day**
- **Columbus Day**
- **Veterans Day**

CURRENT UNION CONTRACT:

All full-time employees who work on holidays when the Library is open (Presidents' Day, Founder's Day, Columbus Day, and Veterans Day) shall be credited with vacation time equivalent to the number of hours they worked. If a full-time employee has been compensated for 37.5 hours during a week in which one of the above holidays falls, she/he shall be credited with vacation time equivalent to one and one half times the number of hours worked.

FLOATING HOLIDAY OUTPUT MEASURES

| | MAIN | | | BRANCHES | | |
|-----------------------|------------|------------|-----------|------------|------------|-----------|
| | Attendance | Check-Outs | Computers | Attendance | Check-Outs | Computers |
| PRESIDENTS DAY | Low | Low | Low | Low | Low | Normal |
| FOUNDER'S DAY | High | High | Normal | Normal | Normal | Normal |
| COLUMBUS DAY | Low | Low | Low | Low | Low | Normal |
| VETERANS DAY | Low | Low | Low | Normal | Normal | Normal |

Note: Cleveland Metropolitan School District facilities closed Presidents Day and Columbus Day but not Veterans Day.

Question & Answer

Discussion



Chapter Five

Accomplishments
in 2009



Progress Report on 2009

- Barberton Public Library joined CLEVNET
- Return on Investment study was completed, showing CLEVNET members receive \$6 in value for every value invested
- **Statewide Library Service to the Blind began June 1, 2009**
- Establishing Public Services (PS) and Community Outreach & Public Affairs (COPA) departments
- Bill and Melinda Gates Foundation Opportunity Online hardware grant Award
- Successful Library Card Sign-Up Campaign – 3,709 applications processed
- Statewide Library Service to the Blind (began June 1, 2009)
- Provided office space for the Credit Union in Louis Stokes Wing
- Tyler MUNIS Financial Enterprise Resource Planning (ERP) System and MUNIS HRIS
- Restructured branch depositing



Progress Report on 2009

- Completed 1st year successfully of FSA benefits for health, dependent and 2 commuter plans
- Froze 42 positions to hold down salaries/benefits costs
- Performance evaluation emphasis
- Monthly Works of Wonder (WOW!) staff award
- Main Library as “Cleveland’s Living Room” – Innovations Teams
- Formation of Public Services Administrative Team
- Year long monthly management training series for all CPL managers
- Significant cost savings realized by eliminating duplication of formats (e.g., microfilm, print, electronic databases)
- **New CPL logo, new look, new business cards design, and print-on-demand letterhead**
- “Save Ohio Libraries” Campaign and Rally
- CPL Facebook page; YouTube, Flickr and Twitter accounts



Progress Report on 2009

- Established network of free advertising opportunities for interviews, community calendar listings and public service announcements
- **CPL is projected to hit its highest annual circulation since 1965**
- Resource sharing with other libraries is up 16% over last year
- Total Security Irregularity Reports are down 18%
- Disruptive Behavior reports are down 38%
- Floating Collections reduced Audio Visual items in transit between Branches by one third
- CPL Harvest for Hunger Campaign collected 50% more food and 100% more cash than the 2008 Campaign
- Circulation has increased despite multi-million dollar reductions to the materials budgets

Chapter Six

Strategic Priorities



DARE to be more



Open Your Mind: Freedom to Read

Feel the Power: Tech Central

Open Doors: Inviting Spaces

Celebrate Diversity: Multicultural
Programming

Connect the Community:
Volunteerism, Advocacy Work Plan,
Foundation





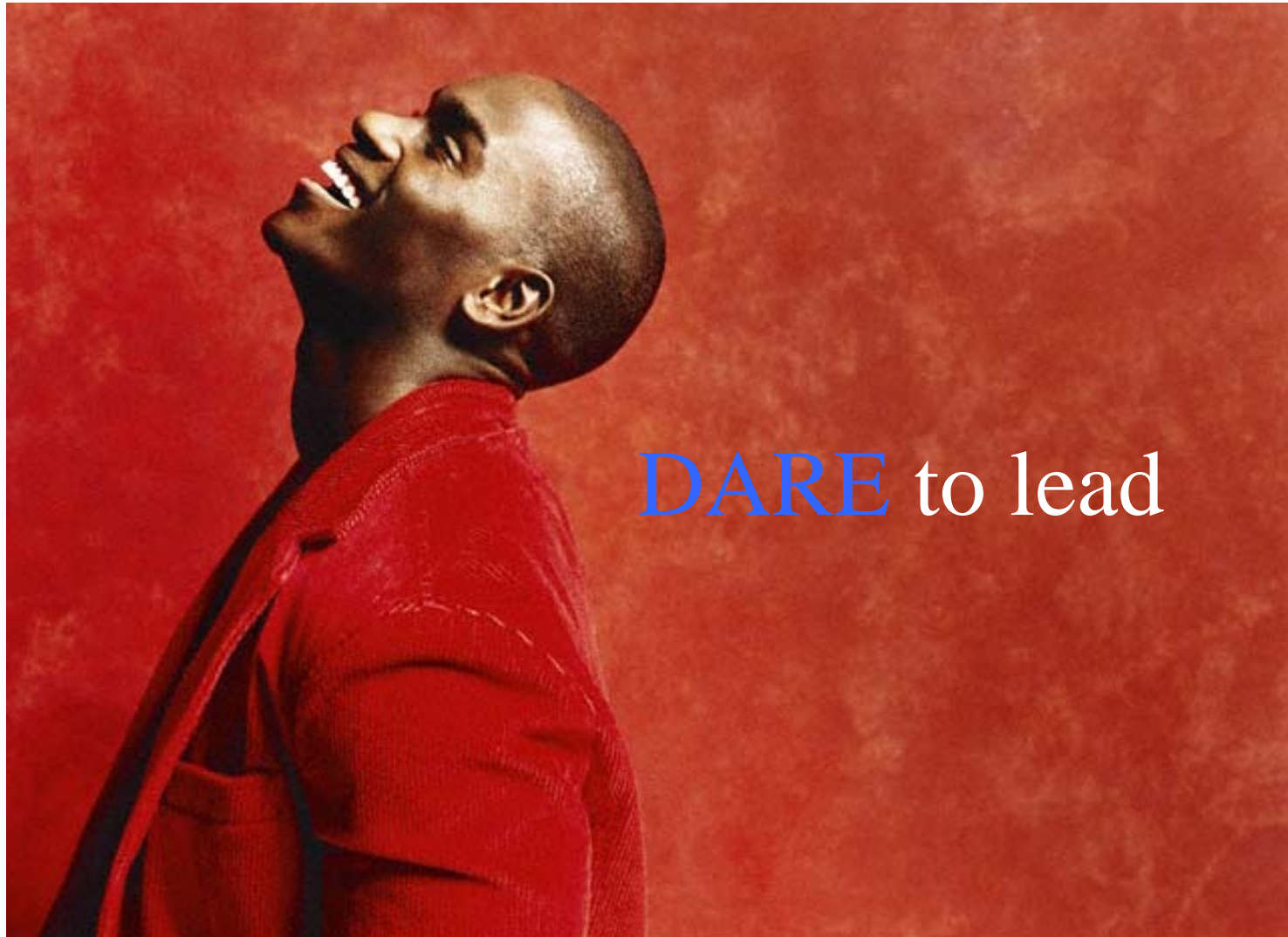
CLEVELAND PUBLIC LIBRARY



DARE to be more



CLEVELAND PUBLIC LIBRARY



DARE to lead



CLEVELAND PUBLIC LIBRARY

A close-up photograph of a young girl with dark hair, looking down intently at an open book she is holding. The lighting is soft and focused on her face and the book.

DARE to learn



CLEVELAND PUBLIC LIBRARY

DARE to discover

DARE to believe

DARE to escape

DARE to wonder



CLEVELAND PUBLIC LIBRARY

Feel the power!





CLEVELAND PUBLIC LIBRARY

Feel the power!





CLEVELAND PUBLIC LIBRARY

Feel the power!





CLEVELAND PUBLIC LIBRARY

Feel the power!





CLEVELAND PUBLIC LIBRARY

The power to achieve.

The power to believe.

The power to change.

The power to learn.

The power to do more.

The power to lead.

The power to escape.

The power to succeed.



CLEVELAND PUBLIC LIBRARY

Open your mind.





CLEVELAND PUBLIC LIBRARY

Open your mind.





CLEVELAND PUBLIC LIBRARY

Open your mind.





CLEVELAND PUBLIC LIBRARY

Open your mind.

Knowledge is power.

Do more. Be more.

Never the same place twice.

It's new every day.



Chapter Seven

New Chapter
begins in 2010





DARE to be more

