

CLEVELAND PUBLIC LIBRARY

**Human Resources Committee**

December 18, 2008

**RESOLUTION RESCINDING NON-BARGAINING UNIT STAFF ACROSS  
THE BOARD INCREASE FOR 2009**

- WHEREAS, The Cleveland Public Library is now experiencing unanticipated financial constraints both from the State of Ohio's Public Library Fund which has been reduced by 2% or \$578,641 in 2008 and is projected to be reduced again, by at least an additional 8% or approximately \$2.5 million in 2009, due to the overall "soft" economy in Ohio and in the nation; and
- WHEREAS, The Library's replacement five (5) year levy passed in March 2008, was projected to bring in new funding totaling approximately \$35,070,000 beginning January of 2009, is now certified to be only \$31,400,248 for 2009, due to a major reduction in property valuation, (foreclosures, etc.) in the City and a declining collection rate which mirrors the ability of tax payers to actually pay their current tax bills; and
- WHEREAS, The Library is making cuts in many line items of the budget, including professional services, overtime expenses, and library materials in 2008 and has made additional cuts in the 2009 projected budget; and
- WHEREAS, Staff salaries and benefits are the most significant expense in the 2009 Library's budget at 62.6%, reductions in this major expense are needed at this time, therefore be it
- RESOLVED, That non-bargaining unit staff will not be eligible to receive the January 2009 3% across the board increase that the Library Board of Trustees had previously approved in its resolution of January 18, 2007; and be it further
- RESOLVED, That non-bargaining unit staff will remain eligible for step increments based on longevity per the Hay salary schedule as they are earned in 2009, and Page staff at the Page entry rate will remain eligible for an increase after 500 hours worked; and be it further
- RESOLVED, That such salary scale modifications will be effective with the last pay period of 2008 that includes January 1, 2009.