

CLEVELAND PUBLIC LIBRARY

Human Resources Committee Report
March 18, 2010

**RESOLUTION FOR TEMPORARY EXTENSION OF RETIREMENT SICK LEAVE PAYMENTS
FOR NON-UNION EMPLOYEES**

- WHEREAS,** The Cleveland Public Library is reorganizing to face significant economic challenges, and
- WHEREAS,** The Cleveland Public Library will be reducing the number of non union positions in the process of the reorganization, and
- WHEREAS,** The Cleveland Public Library wants to offer a retirement incentive for non union employees, now therefore be it
- RESOLVED,** That the current retirement sick leave payouts as specified in Section 241 of the Human Resources Manual for non union employees be extended up to May 31, 2010 for non union employees who file retirement papers by March 31, 2010 and retire by May 31, 2010.

EMPLOYMENT PRACTICES – 230
Separation from Service - 240
(Change 230)

Retirement – 241

Retirement from public service is governed by the provisions of the Ohio Public Employees Retirement System.

- 241.1 - An employee disabled before age 60 will be governed by the provisions of the Ohio Public Employees Retirement System and the Library's group insurance plan.
- 241.2 - Retired employees may be re-hired upon the recommendation of the Human Resources Manager, and in accordance with applicable laws. The salary of such employees will be commensurate with the duties assigned, with due recognition of past experience, knowledge and skills.
- 241.3 - For **retirements through April 2, 2010**, the employee will be paid for one-half unused sick hours in cash at his/her current salary rate. In addition, for each full year of service exceeding twenty-five (25) years the employee will be paid an additional 37.5 hours, until the remaining unused sick balance is exhausted.
For **retirements from April 3, 2010 through December 31, 2010**: 50% of sick leave balance up to 900 hours, (900 hour cap); 1 extra week of sick time, (37.5 hrs.) for each year after 30 years.
For **retirements from January 1, 2011 through June 30, 2011**: 40% of sick leave balance up to 900 hours, (900 hour cap); 1 extra week of sick time, (37.5 hours), for each year after 32 years.
For **retirements from July 1, 2011 and thereafter**: 40% of sick leave balance up to 900 hours, (900 hour cap); 1 extra week of sick leave, (37.5 hours) for each year after 35 years.

Per Board Action
January 21, 2010