

**CLEVELAND PUBLIC LIBRARY**

**New Business**

February 16, 2012

**Resolution Authorizing Renewal of Employment Agreement with the Director of the Cleveland Public Library for an Additional Three Year Term and Establishing the Salary Directives for the Director for that Term**

- WHEREAS, The Board of Trustees of the Cleveland Public Library unanimously and proudly selected Felton Thomas as its choice for Director of the Cleveland Public Library and indicated that selection in its resolution of December 18, 2008, authorizing the Board President to work with legal counsel to finalize a contract to employ Mr. Thomas in that capacity, and the Board subsequently ratified such a contract on January 22, 2009;
- WHEREAS, The Board is informed that the initial agreement for employment and its three (3) year term has come to its conclusion, and the Board now wishes to renew and adopt a similar agreement, effective immediately without any gap in authority or salary, for an additional three (3) year term, with annual renewal options, commencing February 20, 2012;
- WHEREAS, The Board is enthused and looking forward to the continued leadership and energy that Felton Thomas has brought to the Cleveland Public Library as its Director and commends the Library's superb staff to continue to give Mr. Thomas every support and assistance to continue the mission of the Library, and to implement the recently adopted *Strategic Plan 2012-2014* with a view toward CPL at 150;
- WHEREAS, The Board initially proposed a raise in salary for the Director in recognition both of his exemplary performance and leadership during his initial term, and of the substantial increases in salaries for top executive leadership in the library profession at other major metropolitan public libraries and similar non-profit cultural institutions in the region, but the Director declined such considerations, in light of the sacrifices already made by all the staff, both those in and those not in the collective bargaining units, to forego raises and accept furlough days in order that the Library could continue to serve the public at our established high standards despite recent severe state and local revenue cuts;
- WHEREAS, Based upon all the foregoing, the proposed and continuing salary for Director, pursuant to this resolution, will continue to be in accord with the scale and considerations recommended in the last Hay Group study of all library positions and similar professional salaries in the library profession and other non-profit cultural institutions in the Cleveland area, completed at the Board's direction and used by the Board for guidance on these issues; in fact, the proposed salary remains near or below the mid-point on those scales; and now therefore be it:

RESOLVED, That the Board of Trustees of the Cleveland Public Library directs, authorizes, and ratifies the adoption of a new employment agreement with Felton Thomas to continue to be the Director of the Cleveland Public Library for a three (3) year term; the terms of such agreement to be substantially the same as the prior agreement, excepting only that the Board reserves to itself the authority to grant raises during the second and third year of the agreement, but only as, in the sole judgment of the Board, improved financial conditions warrant, and other Library staff have been proposed for raises, and be it further

RESOLVED, That the Board hereby authorizes the continuing annual salary of One Hundred Sixty-five Thousand Dollars (\$165,000.00) for the Director, effective January 19, 2012, and on the same basis and conditions previously authorized in the prior agreement as ratified in this Board's resolution of January 22, 2009; and be it further

RESOLVED, That the Board authorizes and directs the President of the Board to take all steps necessary to effectuate the intention of this Resolution forthwith, including both his obtaining assistance of counsel to draft such agreement and his execution of the agreement for the Board .