

CLEVELAND PUBLIC LIBRARY
Minutes of the Regular Board Meeting
January 15, 2015
Trustees Room Louis Stokes Wing
12:00 Noon

Present: Ms. Butts, Ms. Rodriguez, Mr. Seifullah, Mr. Werner, Mr. Corrigan (arrived, 12:12 p.m.), Mr. Hairston (departed 1:44 p.m.), Mr. Parker (departed, 1:19 p.m.)

Absent: None

Ms. Rodriguez called the meeting to order at 12:07 p.m.

Approval of the Minutes

Ms. Butts moved approval of the minutes for the 12/18/14 Regular Board Meeting and the Joint Finance & Human Resources Committee Meeting of 12/16/14. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

Presentation: Endowment Portfolio, Glen Danahey, PNC

Following an introduction by Carrie Krenicky, Chief Financial Officer, Glen Danahey, Senior Vice President, Senior Portfolio Manager, PNC Institutional Investments, gave a detailed presentation of Cleveland Public Library's Endowment Portfolio for the period ending 12/31/14.

Mr. Danahey's presentation included but was not limited to: Economic and Market Review with an outlook for 2015; and a review of Investment Guidelines.

Mr. Danahey's presentation continued with the Account Review with an overall asset allocation summary, portfolio performance, manager performance, large cap core advantage portfolio, fixed income allocation, fixed income structure, and endowment and foundation comparison for Fiscal Year ending 6/30/14; and holdings as of 12/31/14.

The presentation concluded with the Market Outlook and Strategy. Mr. Danahey stated that he recommended that

REGULAR BOARD
MEETING 12/18/14;
JOINT FINANCE
& HUMAN
RESOURCES
COMMITTEE
MEETING OF
12/16/14
Approved

the strategy continue to maintain a defensive posture and make changes to the portfolio as necessary.

After some discussion about endowment and foundation comparison, Mr. Corrigan thanked Mr. Danahey for his detailed presentation.

Presentation: The People's University Update, Eric and Hallie Kogelschatz

Before introducing Eric and Hallie Kogelschatz, Director Thomas spoke on how libraries are attempting to make themselves more relevant to the patrons they serve. The Director emphasized the need for Cleveland Public Library to continue to take the lead as an innovator especially with The People's University initiative.

Director Thomas recited the vision of the Library's strategic plan: "Cleveland Public Library will be the driving force behind a powerful culture of learning that will inspire Clevelanders from all walks of life to continually learn, share and seek out new knowledge in ways that are beneficial to themselves, their community and the world." He stated that as the library profession is seeking ways to become more relevant to patrons, Cleveland Public Library has been working for two years on making changes to the infrastructure that will support The People's University.

Director Thomas stated that the Board gave approval for Shark and Minnow to develop the plan for The People's University and stressed the urgency for Cleveland Public Library to move forward in this effort.

Hallie Kogleschatz thanked Director Thomas for the introduction and expressed gratitude for those who participated in developing the plan. The insights provided through the research process were helpful in identifying goals for the Library and the steps needed to bring the plan to fruition.

Ms. Kogleschatz distributed a Patron Experience Journey Map that noted highlights from the research.

Eric Kogleschatz stated that the Journey Map is a summary of insights and how the plan for The People's University will roll out. This document includes insights from internal stakeholders. Insights and input from patrons and external stakeholders have yet to be integrated.

Mr. Kogleschatz explained The People's University Patron Journey Map that details the pathway for participation including: Wayfinding Session; identifying Custom, Path and Random Curricula; Register & Enroll; Learn & Experience; Earn; and Reward.

Continuing the presentation by explaining The People's University Value Map, Mr. Kogleschatz reviewed the Goals; Tasks; Needs & Wants; Frustration & Pain Points; and Solutions Shark & Minnow identified as part of the initial research process.

Ms. Kogleschatz stated that, while staff could be teachers in The People's University, the teachers would not all be members of Library staff. Partners will help identify teachers to help fill programming gaps.

Following a review of The People's University Course Architecture that included Curriculum and Courses, Mr. Kogleschatz gave an overview of The People's University People & Partners. Included were institutions grouped into categories such as Arts & Culture, Education, Economic Development & Community; Likeminded civic organizations; and Corporations in various industries, including, Finance, Food & Beverage, Gaming, Healthcare, Home & Garden, Insurance, Science & Technology, Sports, Trades and Small Businesses.

Mr. Corrigan asked if library resources could be assessed and, if so, what expenses the Library could incur.

Director Thomas stated that although there would be significant costs to the Library, he wanted to be certain that the Board was comfortable with the direction of the plan. A proposal will be brought to the Board with library costs attached.

Ms. Kogleschatz stated that based on the research, the intention was that services to be provided would be complimentary through the Library. However, there have been conversations about possibly providing a premium model with more advanced classes with some fees attached.

Ms. Kogleschatz reviewed next steps that included but are not limited to: the development of a course catalog, pitching ideas to partners, funding, technology,

marketing and communications, roll outs and launching. The tentative launch date is September 2015.

Ms. Rodriguez said many people are having difficulty passing GED examinations and asked if GED test preparation would be incorporated in The People's University.

Director Thomas stated that a highlight of The People's University concept is that services such as GED and tutoring would fit together under one umbrella supported with incentives and rewards.

Mr. Hairston expressed that he liked the concept of The People's University and expressed the importance of positioning this unique opportunity that would attract other institutions, funders and partners to join in.

Mr. Corrigan stated that the Library is in a unique position to preserve and manage library collections as well as teach the community how to utilize the Library's resources and services.

Mr. Werner stated that before we invest resources and solicit partnerships for this plan we should assess the potential demand and interest.

Director Thomas stated that when ed2go online learning was introduced at Cleveland Public Library, patrons were enthusiastic and began taking classes. In addition, library book clubs often give awards to participants. The success of these efforts might indicate the potential success for The People's University.

Mr. Corrigan stated that participants of The People's University may be inclined to become teachers at The People's University in an effort to give back to the community.

Director Thomas stated that The People's University should be approached, implemented and assessed in phases. Therefore, if the program does not appear to be as successful, the Library's financial commitment can be minimized.

Mr. Werner stated that it is important that we are thoughtful about this plan and the Library's constituency who may not have been successful in other educational institutions.

Director Thomas stated that for this reason, some people may be attracted to the Library as an alternative.

After additional discussion about the significance of partnerships, Mr. Corrigan thanked Eric and Hallie Kogleschtaz for their detailed presentation and looked forward to future discussions about The People's University.

COMMUNICATIONS

Director Thomas acknowledged letters from: Kitty Leung, Manager of CYF Services, Asians Services In Action, Inc., expressing thanks for continued support of low-income refugees and immigrant families living in northeast Ohio; Sarah Sidik, complimenting Homebound Services staff for their helpfulness; and Angela Guy expressing her concern for the restoration and preservation of South Branch.

Director Thomas acknowledged Cindy Lombardo and Debbie Hajzak for their participation in the Warm Up Cleveland Project.

FINANCE COMMITTEE REPORT

Ms. Rodriguez stated that there was no prior Finance Committee Meeting and requested a motion to temporarily suspend the Regulations.

Motion to Temporarily Suspend the Regulations

Mr. Seifullah moved to temporarily suspend the Regulations of the Board of Trustees in Article IX and X requiring referral of resolutions to committees, to consider the following resolutions. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

LETTERS FROM:
KITTY LEUNG,
ASIANS
SSERVICES IN
ACTION, INC.;
AND SARAH SIDIK
Acknowledged

MOTION TO
TEMPORARILY
SUSPEND THE
REGULATIONS
Approved

RESOLUTION
TO ACCEPT
GIFTS FOR
DECEMBER

Approved

Resolution to Accept Gifts for December

(See page 55)

Ms. Rodriguez moved approval of the following resolution. Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Board receives gifts of moneys and library services materials from generous citizens from time to time; and

WHEREAS, Attached to this Resolution is the Gift Report itemizing the gifts received by the Library for the month of December 2014; now therefore be it

RESOLVED, That the gifts described in the Gift Report for December of 2014 be accepted upon the conditions connected with said gifts in accordance with Section 3375.40(K) of the Ohio Revised Code.

FIRST
AMENDMENT
TO THE YEAR
2015 APPROPRIATION

Approved

First Amendment to the Year 2015 Appropriation

(See pages 56-61)

Ms. Rodriguez moved approval of the following resolution. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, **Ohio Revised Code** Section 5705.40 provides for the amendment of an appropriation measure when necessary; and

WHEREAS, It is now deemed necessary to amend the Year 2015 Appropriation Measure to comply with the attached January 8, 2015 Amended Official Certificate of Estimated Resources received from the Cuyahoga County Budget Commission; and

WHEREAS, The aggregate of all appropriation classifications does not exceed the total amount authorized by the Cuyahoga County Budget Commission; now therefore be it

RESOLVED, That the sums indicated on the attached First Amendment to the Year 2015 Appropriation Schedule be approved.

Resolution to Purchase Shelving for Harvard-Lee Branch
from Library Design Associates, Inc.

(See pages 62-74)

Ms. Rodriguez moved approval of the following resolution. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Cleveland Public Library has determined that it is necessary to purchase new shelving for the Harvard-Lee Branch; and

WHEREAS, The purchase of this new shelving is not a purchase which must be competitively bid pursuant to Ohio Revised Code Section 3375.41; however, the Library has a practice of requiring three (3) competitive quotes for purchases of goods when competitive bidding is not required; and

WHEREAS, Library Design Associates, Inc. is the vendor who provided the original shelving for Harvard-Lee in the late 1970's, and is the only remaining designated service dealer who can obtain the parts from the manufacturer to retrofit the existing shelving; and

WHEREAS, The Library issued Purchase Order #00141889 on December 30, 2014, authorizing the purchase and installation of steel and wood shelving with shadow box end panel designs for the Harvard-Lee branch from Library Design Associates, Inc. in the amount of \$13,361.00; and

WHEREAS, The Library has received an additional proposal from Library Design Associates, Inc., dated January 5, 2015, for Escalook style mobile media shelving to replace existing DVD towers in the amount of \$13,995.00; and

WHEREAS, The Library is requesting authority for a total purchase from Library Design Associates, Inc. in the amount of \$27,356.00; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library authorizes the Executive Director, CEO or his designee, to purchase shelving from Library Design Associates, Inc. in the total amount of \$27,356.00 for the Harvard-Lee Branch of the Cleveland Public Library,

RESOLUTION
TO PURCHASE
SHELVING FOR
HARVARD-LEE
BRANCH FROM
LIBRARY
DESIGN
ASSOCIATES,
INC.

Approved

and further authorizes the Executive Director, CEO or his designee to enter into and execute agreements and such other documents as may be necessary for the purchase, subject to approval of the Chief Legal Officer. The cost of these expenditures shall be charged to the General Fund account 17500055-55510 (Furniture).

In response to Ms. Rodriguez' inquiry about the type of shelving, Director Thomas stated that this was shelving for dvds.

RESOLUTION
TO
AUTHORIZE
ANNUAL
EXPENDITURE
FOR
MAINTENANC
E ON THE
MULTI-
FUNCTION
DEVICES
WITH XEROX
Approved

Resolution to Authorize Annual Expenditure for
Maintenance on the Multi-Function Devices with Xerox

Ms. Rodriguez moved approval of the following resolution. Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

WHEREAS, On December 15, 2011, the Board of Trustees of the Cleveland Public Library authorized the Executive Director of the Cleveland Public Library to enter into a Service Agreement with Xerox Corporation for the print charges, the consumable supplies and all parts, labor, and travel for emergency service, at an estimated annual cost not to exceed \$30,000, to support the (50) multi-function devices purchased at this time in the Branches and Main Library Departments; and

WHEREAS, The original estimated volumes used were 980,000 for black and white and 200,000 for color per year. Black and white prints are \$0.012 per print and color prints are \$0.08 per print, which calculated to an estimated total of \$27,760 annually.

WHEREAS, During 2014 the number of prints have doubled; color prints exceeded 416,000 and black and white prints exceeded 1,960,000; now therefore be it

RESOLVED, That the Board of Trustees authorizes the 2015 annual expenditure for maintenance on all of the Library's multi-function devices not to exceed \$60,000, with the expenditure being charged to the General Fund Account 1xxx0053-53350 (Machine Maintenance), where xxx=the location. The Executive Director, CEO, or his designee, is hereby authorized to negotiate and execute such agreements and documents as may be necessary to

effectuate this increase in maintenance expenditures, subject to approval of the Chief Legal Officer.

Mr. Corrigan stated that the library is upscaling its maintenance as the use of multi-function devices have increased.

Carrie Krenicky, Chief Financial Officer, state the Library is charged by the number of copies that are printed. Patrons are charge in accordance to the approved fee schedule.

Resolution to Enter Into An Agreement with Business Smarts for Hardware Maintenance

(See pages 75-77)

Ms. Rodriguez moved approval of the following resolution. Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The effective date of termination of the current hardware maintenance agreement with Business Smarts for the Library's Hewlett Packard ("HP") printers, desktop stations and servers is January 31, 2015; and

WHEREAS, The Library desires to utilize HP-approved support for its HP equipment in order to resolve problems reliably and to avoid a situation in which a non-HP maintenance vendor would be unable to resolve a problem because of its unfamiliarity with the operating system; and

WHEREAS, Business Smarts is an Elite HP Partner that provides in-house service for printers, desktop stations and industry standard server support; and

WHEREAS, Business Smarts has installed the larger components, knows the Library's complex configuration, including CLEVNET, and demonstrates the ability to provide the services in a timely manner, and the Library is satisfied with the quality of their services; now therefore be it

RESOLVED, That the Board of Trustees authorizes the Executive Director, CEO or his designee, to enter into a Maintenance Agreement with Business Smarts, subject to

RESOLUTION
TO ENTER INTO
AN
AGREEMENT
WITH BUSINESS
SMARTS FOR
HARDWARE
MAINTENANCE
Approved

FISCAL
OFFICER'S
REPORT
Submitted

the Chief Legal Officer's approval, for the period February 1, 2015 through January 31, 2016, at a cost not to exceed \$62,799.12, with the expenditure being charged to the General Fund Account 13010053-53360.

Fiscal Officer's Report

(See pages 78-131)

REPORT ON
INVESTMENTS
Submitted

Report on Investments

(See page 132)

REPORT ON
CONFER. &
TRAVEL
EXPENDITURES
Submitted

Report on Conference and Travel Expenditures

(See pages 133-134)

REPORT ON
CLEVELAND
FOUNDATION
GRANT
Submitted

Report on Cleveland Foundation Grant for Library
Learning Centers

(See page 135)

PURCHASES
FROM \$5,000-
\$25,000, 10/1/14-
12/31/14
Submitted

Purchases from \$5,000 to \$25,000 for the period
10/1/14-12/31/14

(See page 136)

PRUCHASES
EXCEEDING
\$25,000, 10/1/14-
12/31/14
Submitted

Purchases Exceeding \$25,000 for the period, 10/1/14-
12/31/14

(See page 137)

FEES PAID TO
OGLETREE
Submitted

Fees Paid for Legal Advice and Services to Ogletree

(See page 138)

REPORT ON
BRAVO
WELLNESS
INCENTIVE
PROGRAM
Submitted

Report on BRAVO Wellness Incentive Program

(See page 139)

HUMAN RESOURCES COMMITTEE REPORT

Mr. Seifullah presented the following report.

Regular Employee Report

(See pages 140-166)

Mr. Seifullah moved approval of the Regular Employee Report. Ms. Rodriguez seconded the motion, which passed unanimously by roll call vote.

2015 Salary Report

(See pages 167-191)

Madeline Corchado, Director of Human Resources, stated that 2015 Salary Tables are submitted to document the general salary increases effective December 28, 2014 as approved by the following Board Resolutions:

1. Resolution Accepting Findings and Recommendations of Fact Finder, September 24, 2014 and (for SEIU, District 1199);
2. Resolution for Ratification of Agreement with City, County, Waste paper Drivers Union Local 244 and Benefit Package to Nonunion Employees, October 16, 2014.

Report on Paid Sick Time Used by the Month

(See page 192)

Affirmative Action Plan Report

(See page 193)

Insurance Summary Report

(See page 1194)

COMMUNITY SERVICES

Mr. Werner submitted the following report.

Monthly Activity Report

(See pages 195-201)

REGULAR
EMPLOYMENT
REPORT
Approved

2015 SALARY
REPORT
Submitted

REPORT ON
PAID SICK TIME
Submitted

AFFIRMATIVE
ACTION PLAN
REPORT
Submitted

INSURANCE
SUMMARY
REPORT
Submitted

MONTHLY
ACTIVITY
REPORT
Submitted

Mr. Werner acknowledged the Trends In Circulation by Format chart as prepared by Anastasia Diamond-Ortiz, Director of Strategy and Innovation.

Mr. Corrigan noted that the trend line for serials such as magazines and periodicals indicates a radical circulation decrease. Many of these materials that were once available in hard copies are now accessible via the web. This offset is reflected in the electronic media increase.

Mr. Werner stated that he would be interested in reviewing similar circulation trends with CLEVNET partners as well as national peer libraries.

Mr. Werner asked if circulation trends affect our decisions on what the Library carries.

Tish Lowrey, Director of Technical Services, stated that circulation trends affect what we carry and how we shift funds. However, not captured by the trend chart are the serials that are read by patrons within the Library and are not checked out.

CPL150
STRATEGIC
PLAN
UPDATE
Presented

CPL150 Strategic Plan Update

Chief Knowledge Officer Timothy Diamond presented the following report on the neighborhood community engagement work underway as part of CPL150:

The CPL150 community vision project continues to focus on eight of our neighborhood branches: a) four branches that are part of Group 1 (South, Fleet, Woodland, and Sterling) and b) four branches that are part of Group 2 (Mt Pleasant, East 131st Street, Brooklyn and South Brooklyn).

In each of the Group 1 neighborhoods, our consultants—Cleveland Urban Design Collaborative (CUDC) and Enlightenment Consulting Group—have put together advisory committees of residents and stakeholders. The advisory committee's role is to shape the goals of the public meetings and drive resident participation in the process.

Public meetings are being scheduled for Fleet, Woodland, and Sterling branches, to be held in the latter part of February. The advisory groups are settling on dates and locations for those meetings. The meetings will follow the same format as the South Branch meeting with interactive stations at different spots throughout the venue.

Feedback and video clips from the first South Branch public meeting, held Wednesday, December 10, 2014, will be available soon on the project website, CPL150.org.

Meanwhile, Enlightenment Consulting Group completed their work in the Group 2 neighborhoods surrounding Mt. Pleasant and East 131st Branches on December 19. Meetings and focus groups have been held at Union-Miles Development Corporation, Mt. Pleasant NOW, East 131st Street Branch, Union Court Apartments, the Boys & Girls Club of Mt. Pleasant, and at Mt. Pleasant Branch.

More work is being done on the website, including an online survey to gather data from users of these branches.

We continue to hear from those in the community who are concerned about the future of the South Branch building on Scranton Road. A new petition form is being circulated which has a space for comments. For the purpose of our work, having those comments is helpful because it gives us more information than a traditional petition.

Mr. Werner stated that if it were possible, it may be useful to communicate directly to those people who have signed petitions for the preservation and restoration of the South Branch.

Building Status Update

Myron Scruggs, Director of Property Management, gave an update on the carpet and furniture installation for the Digital Public Library. Staff should be moved in the new space in early February.

**BUILDING
STATUS
UPDATE**
Presented

RESOLUTION
AUTHORIZIN
G A VENUE
AGREEMENT
WITH THE
2016 HOST
COMMITTEE
FOR THE
REPUBLICAN
NATIONAL
CONVENTION

Tabled

OLD BUSINESS

Resolution Authorizing a Venue Agreement with the 2016
Host Committee, Inc. for the Republican National
Convention

Mr. Corrigan stated that discussion was held at the last Board Meeting regarding this item and a revision was in order.

Joyce Dodrill, Chief Legal Officer, explained that a revision was not necessary as she learned that the Host Committee, Inc. for the Republican National Convention, will accept the Library's proposal to allow use of Library spaces before and after regular hours of operations only. Theoretically, is not necessary for the Board to adopt a resolution under those conditions because we would not have to amend our Meeting Room Policy. However, the Board could make a motion to amend the resolution to specify the use of library spaces before and after hours of operations.

Mr. Corrigan stated that an amendment would be in order.

Ms. Rodriguez concurred and emphasized the benefit of allowing use of library under those conditions.

Mr. Werner stated that if we did not have to grant a one time exception to the meeting room policy he would rather not.

Mr. Seifullah asked if under our current policy, if a space in the library was rented on a Sunday, they could hold a political rally.

Ms. Dodrill stated it was her understanding that the meeting room policy would not apply before or after library hours of operation but a resolution noting those exclusive terms may be appropriate.

Ms. Butts moved to table the following resolution pending the amendment of the resolution to reflect (1) welcome the RNC; (2) authorizing the use of library space only before and after library hours of operation; and (3) the necessary venue agreements would be signed according to normal policy. Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

Mr. Werner asked if an undesirable group would request the same use of library space before of after hours, would we be inclined to grant the request under the same conditions.

Ms. Dodrill stated that a revision to the policy to define the types of events may be appropriate in that instance.

WHEREAS, The 2016 Host Committee for the Republican National Convention has requested that the Cleveland Public Library make available some of its downtown facilities as a venue for various events to be held during the Republican National Convention, which will take place during a four (4) day period in either June or July of 2016; and

WHEREAS, The Agreement requires that the Library reserve and set aside designated facilities for groups of various officials, delegates and guests of the convention, and that no other use of those designated Library facilities may occur during this time period without the approval of the Host Committee and the RNC; and

WHEREAS, The Meeting Room Policy adopted by this Board on October 18, 2012 specifies that meeting rooms shall not be used for "*political demonstrations, rallies, or campaigns for specific partisan political issues or candidates*"; and

WHEREAS, It is necessary, therefore, that this Board approve the use of designated Library facilities for the RNC as an exception to the meeting room policy prohibition on political activity on Library property; now therefore be it

RESOLVED, That the Board of Trustees authorizes the Executive Director CEO or his designee, to enter into an agreement with the 2016 Host Committee, Inc. for the use of designated downtown Library facilities during the 2016 Republican National Convention, and further authorizes a one-time exception to the meeting room policy prohibition on using Library property for political demonstrations, rallies, or campaigns for specific partisan political issues or candidates in order to accommodate use by various officials, delegates

and guests of the convention. The Agreement shall be subject to the review and approval of the Chief Legal Officer.

NEW BUSINESS

Mr. Werner presented the following item of New Business.

Resolution to Renew Commitment to the CLEVNET Service Model

Mr. Werner moved approval of the following resolution. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The identity of the Cleveland Public Library, as defined in the Strategic Plan, begins with the exclamation: "We are not a typical public library!" and, from that foundation, the definition builds from the local ("We take great pride in being Cleveland's public library") to the universal ("We are part of the global library community, learning from and sharing with our counterparts around the world"); and

WHEREAS, Between the two ends of the spectrum, the Library also identifies itself on a regional level ("We are the heart of CLEVNET, the best example of regional collaboration in Ohio") and as a statewide resource ("We are a public library for Ohio, providing library services statewide . . . "); and

WHEREAS, Over the last three decades, Cleveland Public Library's identity has become so interwoven with CLEVNET that now it cannot imagine itself outside this tremendous resource sharing network; and

WHEREAS, This Board wishes to express to the CLEVNET member libraries its sincere gratitude for the trust they have placed in Cleveland Public Library to administer CLEVNET responsibly and with accountability to the membership; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library renews its commitment to the CLEVNET service model and the principles it is based upon: service, access, and collaboration.

RESOLUTION
TO RENEW
COMMITMENT
TO THE
CLEVNET
SERVICE
MODEL
Approved

Mr. Corrigan stated that he plans to attend the CLEVNET Directors Meeting at the end of January to reaffirm the Library's commitment to CLEVNET.

Mr. Werner asked if this type of resolution has been done in the past.

Mr. Corrigan stated that we have done similar resolutions when contracts were renewed. However, with the departure of Rod Houpe, former Director of IT, this resolution is appropriate.

Mr. Seifullah presented the following item of New Business.

Resolution to Extend the Strategic Plan through 2016

Mr. Seifullah moved approval of the following resolution. Ms. Rodriguez seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Board of Trustees of the Cleveland Public Library, at their regular meeting on January 19, 2012, adopted a new three-year strategic plan for 2012-2014; and

WHEREAS, Unlike a traditional strategic plan that is static and locks an organization into specific goals and objectives over the long term, the framework CPL adopted promotes strategic thinking in a rapidly changing environment, with the realization that strategies, in the words of Henry Mintzberg, "must be free to appear at any time and at any place in the organization"; and

WHEREAS, The Cleveland Digital Public Library is but one example of how agile, strategic thinking allowed the Library to respond to the unexpected; and

WHEREAS, The need for the Library to identify and act upon new opportunities in a dynamically evolving world is more critical than ever; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library approves the extension of the Strategic Plan through 2016, with the same encouragement it offered three years ago to the Library's leadership and staff to celebrate their successes along the way.

RESOLUTION
TO EXTEND
THE
STRATEGIC
PLAN
THROUGH
2016
Approved

Mr. Corrigan stated that this is an acclamation to the staff and all who have worked on the Strategic Plan during this past period. The Strategic Plan is a vital document as evidenced by the Board's approval of this resolution.

Ms. Rodriguez asked what time period the Strategic Plan covers.

Timothy Diamond, Chief Knowledge Officer, stated that the Strategic Plan was originally for three years and is available on the Library's website.

Ms. Rodriguez requested a document highlighting the accomplishments of the Strategic Plan and the status on items yet to be accomplished.

Director Thomas recommended that a Strategic Plan update would be provided to the Board at an upcoming Board Work Session.

After some discussion, Mr. Corrigan presented the following item of New Business.

Resolution Authorizing A New Employment Agreement with the Director of the Cleveland Public Library for an Additional Four Year Term and Establishing the Salary Directives for Director for that Term

Mr. Corrigan moved approval of the following resolution. Ms. Rodriguez seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Board of Trustees of the Cleveland Public Library unanimously and proudly selected Felton Thomas Jr. as its choice for Executive Director, CEO 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 contract on January 22, 2009; and

WHEREAS, On February 20, 2012, this Board renewed the initial agreement for an additional three (3) year term, with annual renewal options; and

RESOLUTION
AUTHORIZING A
NEW
EMPLOYEMENT
AGREEMENT
WITH THE
DIRECTOR OF
THE
CLEVELAND
PUBLIC
LIBRARY FOR
AN ADDITIONAL
FOUR YEAR
TERM AND
ESTABLISHING
THE SALARY
DIRECTIVES
FOR DIRECTOR
FOR THAT TERM
Approved

WHEREAS, The Board is enthused and looking forward to the continued leadership and energy that Felton Thomas Jr. has brought to the Cleveland Public Library as its Executive 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 Library's *Strategic Plan* adopted in 2012 with a view toward CPL 150; and

WHEREAS, Based upon all the foregoing, the proposed and continuing salary for the Executive Director, pursuant to this Resolution, will continue to be in accord with the scale of similar professional salaries in the library profession and other non-profit cultural institutions in the Cleveland area; and now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library directs and authorizes the President of the Board of Trustees to negotiate a new employment agreement with Felton Thomas Jr. to continue to be the Executive Director of the Cleveland Public Library for a four (4) year term, and on the same basis and conditions previously authorized in the prior agreement as ratified in this Board's Resolution of January 22, 2009, to the extent permitted by law; and be it further

RESOLVED, That the Board hereby authorizes the annual salary of One Hundred Seventy-One Thousand Six Hundred Sixty-Six Dollars (\$ 171,666.00) for the Executive Director, effective December 28, 2014, which includes 2% raises for each of 2014 and 2015, and is subject to the 2 ½% raise for all non-union staff in 2016 as approved by this Board on October 16, 2014; 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 obtaining assistance of counsel to draft such agreement; and be it further

RESOLVED, That the agreement once negotiated shall be presented to the Board for approval prior to execution.

Mr. Corrigan stated that employment agreement renewals for the director has in the past been for three years. However, a renewal for four years will appropriately support accomplishments with the CPL150 Strategic Plan.

Mr. Corrigan stated that Director Thomas will receive the same salary increase as Library employees have received through the collective bargaining agreement.

Director Thomas expressed his appreciation to the Board and the support and hard work of Library staff and looks forward to the next four years at Cleveland Public Library.

Mr. Corrigan presented the following item of New Business.

Appointment of Nominating Committee for 2015 Library Officers

Mr. Corrigan appointed a Nominating Committee for 2015 Library Officers and designated Mr. Seifullah as chair with Mr. Werner and Ms. Butts to serve on the Committee. The Committee met publicly for discussion.

Following the discussion, Mr. Seifullah, Nominating Committee Chair, presented the following report on behalf of the Nominating Committee which was comprised of himself, Rick Werner and Alice Butts.

President-----Maritza Rodriguez
Vice President-----Thomas D. Corrigan
Secretary-----Rick Werner

ELECTION OF OFFICERS
Elected

Mr. Seifullah moved that the nominations be closed. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

The Nominating Committee's report was approved unanimously by voice vote.

Mr. Seifullah moved to accept the Nominating Committee's recommendations as proposed. Mr. Werner seconded the motion, which passed unanimously by roll call vote.

Mr. Corrigan thanked the Nominating Committee.

Mr. Werner expressed his gratitude to Mr. Corrigan for his leadership, commitment and service to Cleveland Public Library.

DIRECTOR'S REPORT

Before presenting his report, Director Thomas introduced the following staff in their new positions: Carlos Latimer in his new position as Assistant to the Director for Internal and External Affairs; Robin Wood, Assistant Director of Public Services - Main Library; and Stephanie Tyus, Assistant Director of Public Services - Branches.

Ms. Rodriguez acknowledged Steve Katavonic, who reiterated his desire for the Library to utilize outdated CRT monitors and recommended that the Library consider the preservation of vinyl audio records.

Mr. Corrigan thanked Mr. Katavonic for his continued interest in the Library and format issues.

Form Communities of Learning

On December 6th, The Holiday Hack-a-Thon program was held in partnership with *Scene Magazine* in the Louis Stokes Wing of the Main Library. It attracted 52 competitors ranging from teens to adults. Five groups formed, each tasked to come up with an idea to "hack" anything holiday related, plan their project and build or execute as much as possible in one day. Participants used resources and information available in the library as well as the resources and equipment in TechCentral. Finished projects included an electronic holiday clock, an interactive holiday song website, a gift-snooping alarm/notification system and an online wish list/gift idea website.

Fighting Community Deficits

During the month of October the Library hosted a total of 184 programs. Educational programming and services, not included in the above totals, accounted for approximately 121 adult education classes, and 663 hours of after-school homework help for grades K-8. After-school snacks were served M-Th. at 18 branch locations. Impact 216, the program formerly known as Rocking the 216, held 88 ACT sessions at 4 CPL locations: Eastman, South Brooklyn, Martin Luther King, Jr., and Harvard-Lee. Business Chinese classes continued at Main library and occurred on 8 occasions with an average class size of 23 adult students.

Online outreach for Warm Up Cleveland through Ravelry.com continues to attract new participants and increase donations. As of Dec. 30, a total of 1,074 items have been donated to Warm Up Cleveland in 2014.

Warm Up Cleveland deliveries were made in December to 2100 Lakeside Men's Shelter, Providence House, West Side Catholic Center, Mary's House, Cuyahoga County Women's Crisis Shelter and Asian Services in Action.

Legal Aid @ Your Library

On Saturday, December 6th, the Harvard-Lee Branch hosted the Legal Aid @ Your Library clinic. Forty-nine patrons signed up to receive a free consultation from a volunteer attorney. Twenty-one volunteers from Buckley King, the Cuyahoga County prosecutor's office, and Kohrman Jackson & Krantz provided pro bono legal services.

Celebrate a Global Perspective

Foreign Literature Librarian Victoria Kabo hosted a traditional Russian New Year's program for 124 children and 80 adults. The program included arts and crafts, children's choral performance, games, contests and a small gift for all of the pre-registered attendees.

Research That's Possible Only at Main Library

* A patron requested articles from 1912 American Musician regarding Danish ragtime composer Bodewalt Lampe aka Ribé Danmark.

* A patron request for an article from the *Cleveland Plain Dealer* regarding local architect William Trout.

* Patron wanted to know the "dime store" located next to the Downtown May Company in the 1950's. The answer (S.S.Kresge) was verified by the Cleveland directories.

* A staff member from the Ohio Tourist Center inquired about a mural purchased in 1973 for \$2.5 million.

* Patron requested to view the music vertical file on James Hodgkiss Rogers (1922) who was a Cleveland composer and music critic for the *Plain Dealer* from 1915-32.

* Researcher requested information and photographs of Dr. Zelma Watson George (who was prominent African American educator in Cleveland.)

* Request for information on collectibles and antiques: American historical flasks; Doorstops: identification & values.

* Requests for information on The "Lancaster" iron toys, mechanical banks.

* A chess historian requested assistance to identify which edition of The Famous Game of Chesse-Play by Arthur Saul and edited by Joseph Barbier he owned.

* A researcher from France requested information about the edition of 1520 of the Image du Monde by Gossuin de Metz located in Special Collections.

* Researcher requested information pertaining to a former Kentucky slave owner named David Leitch (born in 1753).

* PAL assisted a student with his thesis by email. His topic concerned the deaths of Patrick Toolis and Patrick Cleary who died while helping to build the foundation of the Terminal Tower.

Strategic Plan

Our Mission:

We are "The People's University," the center of learning for a diverse and inclusive community.

Our Strategic Priorities:

1. Form communities of learning
2. Fight community deficits
3. Ready for the future: CPL 150
4. Cultivate a global perspective
5. Innovate for efficient and sustainable operations

Meetings and Activities

- I attended Margaret Wong's Holiday Celebration, along with Trustee Corrigan.

- I presented at the Friends Annual Meeting.
- I attended the CPL 150 meeting on the South branch.
- I served as a panelist for the Greater Cleveland Partnership's introduction to PRE4CLE.

CLEVNET

CPL has over 9700 total followers on Twitter and the Facebook page currently has over 7,100 fans.

GRANTS & DEVELOPMENT

Awarded Grants

Moscow Open Challenge - CPL was selected as one of five 'winners' for the Literary Lots project and its ability to engage the community through literacy. There is no monetary award. CPL will receive recognition for its participation. Awaiting details.

Submitted Grants

PPG Foundation - Submitted request for \$4,500 to support 2015 STEM programs at Rockport Branch.

Projects

Letters to Elected Officials - Wrote letters congratulating elected and reelected officials from the November elections.

Reconciled Restricted Grants - Will work to notify department managers of restricted funds available and help them to spend these funds down in 2015.

Meeting at Cleveland Foundation - introduced new Friends Executive Director and discussed a proposal for capacity-building for the Friends.

Began planning for an application to the National Endowment for the Humanities for *The Big Read*. Full proposals are due in in January.

Began discussing an application for ALA's *StoryCorps at Your Library* grant, application due in February.

PUBLIC SERVICES

Programs, Services & Exhibits

During the month of December the Library hosted a total of 138 programs. Educational programming and services, not included in the above totals, accounted for approximately 92 adult education classes, and 536 hours of after-school homework help: 440 hours for grades K-8 provided by the Cleveland State University America Reads program and 96 hours of intensive reading instruction for children grades K-3, provided by Braxton Educational and Technology Consulting. After-school snacks were served M-Th. at 10 branch locations.

Renovation and updates to Learning Centers have neared completion. Branches are being equipped with flat screen monitors, fresh paint and carpeted where needed. Sixty iPads purchased with Cleveland Foundation funds for use in the Learning Centers, have been configured and given asset barcodes are ready to will be deployed the week of January 5.

Impact 216, College Now's college readiness program did not hold classes in December due to winter recess. From October 1 through December 31st, 94 students participated in the program.

On Saturday, December 6th, the Harvard-Lee Branch hosted the *Legal Aid @ Your Library* clinic. Forty-nine patrons signed up to receive a free consultation from a volunteer attorney. Twenty-one volunteers from Buckley King, the Cuyahoga County prosecutor's office, and Kohrman Jackson & Krantz provided pro bono legal services.

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Warm Up Cleveland deliveries were made in December to 2100 Lakeside Men's Shelter, Providence House, West Side Catholic Center, Mary's House, Cuyahoga County Women's Crisis Shelter and Asian Services in Action.

EXPENDITURES & REVENUE

Total programming/educational services related encumbrances for December totaled \$130,315.22, \$95,000 of which was provided by Starting Point in support of the Library's intensive reading program at Garden Valley, Woodland, Walz, and Addison.

MEETING ROOMS and SCHEDULING

The total number of requests for Main Library in the month of December was 58. There was an estimated total attendance of 1,533. The Lake Shore Facility requested meeting rooms 9 times and 190 requests originated in branch libraries; there was an estimated total attendance of 3,132. There were a total of 37 AV requisitions for the month of December; 27 of them were for Main and 10 for Branches.

BOOKMOBILE/ON THE ROAD TO READING

The bookmobile was off the road the last two weeks in December to be revamped with new materials and supplies for the 2015 service year. While in service the Bookmobile made 49 stops and serviced 403 patrons.

Art Lab Programs

Youth Services hosted two Art Lab programs during the month of December. The Painting and Punch program on December 13th gave participants the opportunity to create winter landscapes using salt in watercolor to add texture to their masterpieces!

Reading is Aloud

Literature Library Assistant Evone Jeffries created a program called Reading is Aloud which featured a reading of *the Gift of the Magi* by Ohio author, O'Henry. Guests and patrons each read a section. A box of "gifts" was included as part of the program.

Little Free Library Cleveland Movement

Literature Department Manager Amy Dawson coordinated with the representatives of the Little Free Library Cleveland Movement to create stickers for donated books. In addition, she created a display on the 2nd floor of Main Library which featured book donations for the movement.

Main Library Kitting Club

Popular Library Manager Sarah Flinn hosted a Knitting Club on November 14th. Participants worked on beginning projects such as scarves and hats.

If you love a book, let it go... Little Free Libraries @ the Ohio Center for the Book Literature Department Manager Amy Dawson had an article included in the Ohio Library Quarterly which discussed the Little Free Library Movement in Ohio and the impact of book ownership and literacy.

Main Library Book Clubs

Social Sciences Librarian Helena Travka and Library Assistant Lakeisha Winstead coordinated the Social Sciences Non-Fiction Book Club on December 11th. A lively discussion of Don Miguel Ruiz's *The Four*

Agreements was led by Social Sciences Librarian Tracey Overbey.

Foreign Literature Librarian Victoria Kabo hosted a traditional Russian New Year's program for 124 children and 80 adults. The program included arts and crafts, children's choral performance, games, contests and a small gift for all of the pre-registered attendees.

Literature Librarian Jean Collins hosted *Comics & the Clinic*, a graphic novel book club, on December 18th. Seven patrons and guest reader Valentino Zullo engaged in a lively discussion of *Can't We Talk about Something More Pleasant* by Roz Chast.

The Popular Department hosted the African American Book club who discussed *Bring on the Blessings* by Beverly Jenkins.

Story Time and Class Visits

Youth Services Manager, Annisha Jeffries, Subject Department Librarians, Maria Estrella and Kristen Schmidt, Library Assistant and Christine Feczkanin conducted story times throughout the month of December. Ms. Jeffries conducted a story time with students from Marion Seltzer Elementary School on December 19th, Ms. Estrella conducted the Growing Readers Preschool Story Time, and Ms. Schmidt conducted two programs: Snowflakes and Penguins along with a Family Story Time on December 27th and Ms. Feczkanin coordinated the Wee Read and Play Story Time.

Students representing from Denison School, St. Bartholomew School, St. Barnabas School, Birchwood Elementary and Cleveland School of Architecture and Design Students from John Hay all made special visits to Cleveland Public Library in December. These student groups visited numerous departments including Youth Services, Fine Arts, The Center for Local and Global History, Science and Technology and the Photograph Collection where staff members assisted them with their projects and assignments. Also during the month of December, a Girl Scout troop visited the Photograph

Collection for a scavenger hunt and several independent student groups visited the Center for Local and Global History to look for primary resources for their History Day projects.

Communications & Culture Programs

Foreign Literature Senior Subject Librarian Caroline Han offered on-demand classes titled "Communications & Culture" which supplants the original offering of "Business Chinese: Introduction to Business Culture" throughout the month of December.

Main Library Outreach

Youth Services staff members visited two schools and four daycares, conducted story time at the Fed Kids Daycare at the Federal Building every other Monday and assisted with the Fleet Branch Winter Fest program.

Foreign Literature Librarian Victoria Kabo hosted regular bi-monthly meetings of the Russian Book Club at the Memorial-Nottingham Branch.

Fine Arts Librarian Bruce Biddle assisted with an art program for children at the Addison Branch on Friday, December 12th. He worked with Heidi Landskroener to prepare and conduct a holiday painting project.

Special Collections Librarian Stacie Brisker posted a blog entitled *Holiday Plant Folklore* and some examples of their legendary tales.

Foreign Literature Librarian Caroline Han hosted two ESOL and Information Literacy programs for seniors at Goodrich-Gannett Community Center on December 3rd and December 10th.

Youth Service's Book Bike arrived on December 29th. With the addition of this new outreach tool, staff members will be able to host activities at farmer's markets,

local events, and neighborhood daycare/school visits throughout downtown Cleveland in 2015.



Collection Development

Starting on 2015 the Foreign DVD collection will be moved to the Foreign Literature Department to make room for the expanding Blue Ray Collection.

Collection Development in Fine Arts and Special Collections continued in December. Music Librarian Andy Kaplan processed a collection of sheet music of socialist and American songs. Librarian Bruce Biddle weeded the art section of books and is shifting on the 5th floor to accommodate the transfers. Special Collections Librarian Stacie Brisker continues relabeling books designated for shelving on the 5th floor of Main. Special Collections Librarian Kelly Brown was notified by Preservation the first of the Emanuel Lasker chess scrapbooks will be receiving preservation treatment by ICA in the spring of 2015 and Kent Practicum student Chad Statler completed the Howell & Thomas architectural finding that will be posted in the OhioLINK EAD once Catalog completes a collection level record.

Business, Economics and Labor Sr. Subject Librarian Sandy Witmer continued to work with Catalog to inventory several heavily-used sets of older reference books. She also continued the reference book weeding project.

The Center for Local and Global History received an index to photographs that the Plain Dealer had previously donated to the Photograph Collection. Librarian, Patrice Hamiter, is processing images from the African American Families Collection and Clerk Nick

Durda is working with Page Lily Korte to process portraits from the Plain Dealer.

Research that's Possible Only at Main Library

- A local artist visited the Map Collection to digitize and make copies of various historical maps of Cleveland for a project he is constructing through a grant funded by local art gallery, Spaces.
- The Photograph Collection was contacted by the Cleveland Magazine, The Plain Dealer, and The Parma Observer for images to accompany articles being written.
- A researcher from a national television news program called requesting help in finding photographs of the three men recently exonerated of murder charges 1975. Staff members in BEL found photographs and articles in the *Call and Post* historical database for the patron. The researcher responded with his thanks: "*Your colleague in photos is also sending me some stills of the judge at the time. Together, you have out-researched and out-archived a dozen correctional facilities, news outlets, and schools!*"
- Information requests for: how to choose and use recorded music for children; biography on Mary Wells, three performers from the 1968 Young People's concert (Steven & Martin Vann, Helen Quach and Laurence Foster; lyricist Dorothy Fields and information on her song "A Fine Romance."; Shostakovich booklet accompanying a 1979 RCA recording; Bob Dylan biographies and studies.
- A researcher at the Carnegie Museum of Art in Pittsburgh and needed a high resolution scan of an image from the journal *Deutsch Kunst und Dekoration*.
- A professor from Buffalo State SUNY requested high resolution scans from Pierre Boiaustuau's "*Histoires prodigies*" of 1560.
- A researcher from France inquired about the CPL edition of *Image du monde* (printer Olivier

Arnoullet) and its woodcuts and if there were any other images.

- A chess researcher needed scans of the pages in Samuel Loyd's 1878 book "*Chess Strategy*" in which a Loyd v Moore position occurs.
- A chess researcher from Florence, Italy sent an email inquiring on research materials on the Grob's Attack.
- A Kent State professor from the Urban Design program is researching information on the Great Lakes Expositions of 1936 and 1937 for an article.
- Researcher wanted to view the Audubon Bien edition of *Birds of America* prints, and 2 volumes of her book *The Fairyland around Us*.
- A book collector from San Jose, CA called Special Collections and inquired about an edition of Dickens' Christmas Carol.
- A Cleveland researcher provided scans to supplement torn out pages from *The Ohio Architect & Builder*.
- A researcher requested a microfilm copy of the 15th century manuscript of *Brut's Chronicles of England*.
- A patron viewed PAL's copies of the Cleveland Illuminating Annual Reports.
- Social Sciences staff was able to provide some portraits of German generals from a rare 1904 regimental history to support research by a graduate student at the University of New Mexico.
- Literature Department staff assisted a gentleman who was interested in reviews of black films from the 1920s and 1930s. He was able to find material in Literature's file cabinet of Ward Marsh reviews, part of the Ward Marsh Cinema Archives.

Staff Development

On December 1st, Youth Outreach & Programming Coordinator, Nichole Shabazz, Literacy & Education Coordinator, Sherri Jones, Mobile Services Manager, Rhonda Pai and Assistant Director, Outreach and Programming Services attended the Personalized Blended Learning at Cleveland State University. Two of the

nation's most recognized leaders on the subject of personalized blended, Prasad Ram, the founder of the ed-tech company Gooru and a former chief engineer at Google, and Gordon Freedman, president of the National Laboratory for Educational Transformation, were panelist in a discussion about the future of education within an online, individualized context.

On December 2nd, Mobile Services Manager, Rhonda Pai and Youth Outreach & Programming Coordinator, Nichole Shabazz, attended the Personalized Blended Learning Luncheon @ ideaStream. This lunch event delved more deeply into the benefits of personalized and blended learning and allowed for a more intimate discussion among participants.

Erica Marks, Library-Assistant, Youth Emphasis earned her Master in Library & Information Science from Kent State University.

Special Collections Librarian Stacie Brisker became a member of the *Bibliographical Society of America* in December.

Subject Department Clerk Joslyn Blackwell was promoted to Library Assistant Library for the Blind. Joslyn last day in Lending was December 27th.

Popular Department Library Assistants Doug Westerbeke and April Lancaster attended a Readers' Advisory Program at Cuyahoga County's Parma-Snow Branch. Staff from local libraries attended workshops and met with publishing representatives to discuss upcoming book releases for 2015.

Popular Library Assistant April Lancaster attended the Youth Opportunities Unlimited Employability Skills Boot Camp held at the Federal Reserve Bank. Volunteers from Cleveland Public Library and other local businesses helped students from area high schools develop winning interview skills and create successful resumes.

Special Collections Clerk Michael Jacobs retired on December 31st.

BRANCHES

Addison Branch Manager Magnolia Peters attended the Ward 7 Community Meeting at Fatima Family Center. Information was shared concerning Computer Classes.

Brooklyn Branch meeting rooms were busy during December with tutors, counselors and events. Guidestone and MetroHealth held meetings. A state agency titled Opportunities for Ohioans held its first session here with plans to hold a couple more meetings here in the coming year.

Carnegie West, Branch Manager Angela Guinther spoke to the Friends of CPL at their annual meeting regarding how Friends funds were spent at Carnegie West Branch this year: value adding to existing programs, specifically Maker Labs hosted by TechCentral, (tea party for the cookie cutter lab, purchasing several roles of patterned duct tape for the Duct Tape Universe lab) the purchase of the beautiful classic style globe for the adult room, and Guinther's decade long membership in the Friends and encouraging others to join, especially staff, were the topics. A new group of adult ESOL students from Esperanza were brought to the library by their instructor to obtain library cards, learning English materials, and materials in their native language.

Collinwood Branch Library Assistant Monique Long attended the Neighborhood Leadership Initiative and MyCom Girls Health Summit on December 6. There she was able to work with teen girls from all over the city promoting physical, mental and educational health.

East 131st street Branch manager Ginaya Willoughby attended the Ward 2 meeting, Annual Friends Meeting and Manager's Scheduling workgroup this month.

Eastman Branch signs have been posted informing the public that there will be no tax preparation for patrons at Eastman Branch in 2015. Ann Miley who managed the program along with the VITA coalition came into the branch and informed Mr. Knappe that she would no longer be doing the program at Eastman Branch. This is a

service that has been provided to patrons at the branch for many years. Mr. Knape sent out emails and called other branches that have tax service but has not been able to find anyone to replace this service and it is with deep regret that we will no longer be able to provide this service to the patrons who come into the branch.

Fleet Branch, manager, Rekiat Olayiwola, attended P-16 Early Childhood Committee and general meetings. She also attended the annual Friends of the Library meeting at the main Library. She participated in Fleet Branch Advisory Committee meeting held at the Branch. She visited seniors in Alexia Manor and staff a table at Super Reader program sponsored by Neighborhood Leadership Institute. She visited Willoughby Public Library for her annual exchange visit.

Fulton Branch held crafts sessions twice per week, on Mondays and Thursdays with attendance of 5-10 youth per session. Word Games to increase literacy played once weekly on Tuesdays with attendance of 3-7 youth per session. Story time is held, once weekly, on Wednesdays at 10:30am. To increase attendance the Salvation Army will be coming weekly starting in January 2015.

Garden Valley Youth Services Librarian Pasha Moncrief and Branch Clerk Jasrielle Blade attended a Career Workshop at Anton Grdina Elementary School. Ms. Moncrief and Ms. Blade informed participants at the workshop how Garden Valley Branch can aid in educating and supplying information in achieving their career goals.

Harvard Lee Branch Manager was one of the featured speakers at the 57th Annual Friends of the Library Meeting. Mrs. Parks highlighted some of the special events that have taken place at Harvard Lee during 2014.

Hough Branch hosted a Pre-Kwanzaa Celebration. Participants learned the history of Kwanzaa, heard a Kwanzaa story and then created a Kwanzaa craft. Manager Donna Willingham attended an informational Ward 7 meeting which highlighted the expected impact of a new

corridor that will stretch through key areas of Cleveland.

Jefferson Branch manager Jamie Declet attended the Central Tremont Block Club, Tremont West Board Meetings. Youth Services programming for the month of December was truly a busy month filled with activities for the children. Creative Cupcake Art: The participants got together and made some delicious art. They decorated cupcakes and ate them after they were done! Elf-Mania! Elf Mania which included a screening of the movie Elf while making an elf craft and enjoying some popcorn!

Lorain Branch offered 2 Sew Lorain programs (5 participants), 3 MakerLabs (10+ participants), 4 winter literacy/craft programs (50 participants), and a new video/computer gaming program twice for kids (56 participants). Staff plans to offer Get Your Game On @ Your Library monthly now. At nearby schools and daycare centers, staff presented 33 storytimes to nearly 480 children. Staff flip-flopped non-fiction and fiction on shelves in Adult area; weeded Adult materials, CDs, and DVDs; and prepared to rearrange shelving and desks in Adult area. New Branch Manager Shayna Muckerheide settled into work, meeting with other staff as well as patrons and community organizers to familiarize herself with CPL and the neighborhood.

Martin Luther King Jr. Branch welcomed over 400 visitors during the annual Circle fest event this year. There were performances by students from Cleveland School of the Arts and also crafts and face painting for families.

Memorial Nottingham Branch manager Paula Logan-Reid completed the weeding of the entire non-fiction collection this month.

Rice Branch Clerk Patricia Fanning had the honor of processing an application and issuing a library card to Mr. Ricky Jackson. Mr. Jackson was recently released from prison after serving 39 years for a crime he did not commit.

At the Rockport Branch, the newly opened teen room proved popular in December with about 20 teenagers visiting the room every day after school. Aside from daily activities, the room was host to Theater Thursdays the first three weeks in December. 15 teens signed in for each of these showings. Maleficent was shown in the meeting room for the younger children with 24 children in attendance. Children's Librarian Cassandra Feliciano attended Bring a Grown-Up to School Day at R. G. Jones Elementary on 12/18/14. Over 200 parents stopped by to learn about CPL and programming offered for adults and children.

South Branch's community engagement included the Lincoln Heights Block Club and the South Branch Community Meeting: The first of the community meetings regarding the future of the South Branch took place on December 10, 2014. The meeting was well attended with over 70 people in attendance. Youth Services programming included the Gingerbread Houses, where the branch kicked off programming with the ever-popular Gingerbread House decorating with over 30 children and parents in attendance in which the participants decorated their own gingerbread house,

At South Brooklyn, added its own flavor of festive mood with various Christmas displays: adult books, juvenile books, DVDs & CDs. South Brooklyn also partnered with various CPL Downtown Main Departments, like Social Science, History and Science & Technology to receive and display Christmas books. The staff held a cookies swap in which those that participated brought enough cookies to share with other staff, as well as have the chance to take other staff's cookies home.

Sterling Branch's December was fun-filled and busy month at Sterling. The holiday themed "After-School Tuesdays" were very popular. Children made candy cane reindeers, stockings and Santa hats. 98 children enjoyed these programs. 42 children and teens attended Sterling's holiday party. After making cards for family and friends everyone enjoyed cake and refreshments while watching classic holiday cartoons. The Fashion Police

(a.k.a. the Sterling Kids) helped Marvin Benton judge CPL's Ugly Sweater contest. The Fashion Police had a difficult time selecting a winner amongst all the beautiful "ugly sweaters". Everyone rang in the 'Noon' year with a "Noon Year's Eve" party. Guests made 2015 sunglasses, counted down to noon and enjoyed refreshments. The finishing touches were put on the "A Toast to the New Year" bulletin board. Starting in January children and teens will add their New Year's resolutions to the board.

Union Branch staff welcomed Kelli Minter as the new Children's Librarian. Ms. Minter transferred from the Mt. Pleasant Branch.

Walz Branch presented an adaptation of the tale "the Bear Who couldn't sleep" to the K-2nd grades of Watterson Lake School. The adaptation by Walz staff not only adapted it for puppets but to include Chanukah, Christmas and Kwanzaa. It was followed by a Reading of The Night before Christmas where the poor librarian was heckled by a very irreverent Puppet named Jake. On Dec 18th the custodian, on his own accord and with his own funds played Santa to the children in the Snack Program.

West Park's, December has generally been a laid back one for us at West Park. We have had holiday materials on display that have seemed to be going out, especially movies and children's books before the holidays. Children's librarian Vicki Beggiani hosted a holiday party with about 30 children in attendance hearing stories, doing crafts, and eating treats. The branch has also had several "drop in" crafts available for kids and parents to do at their leisure that have been very popular.

TechCentral

TechCentral Staffing Changes: Library Assistant, Computer Emphasis PFT, Terrence Metter has accepted a position with the Center for Local and Global History as a Subject Department Librarian. His last day with TechCentral was December 27.

Meetings, Presentations and Professional Development

TechCentral Manager, CJ Lynce, met with new Lorain Branch Manager, Shayna Muckerheide, on December 18 to discuss the plan for TechCentral services at the Lorain Branch Library.

Mr. Lynce visited the Fleet Branch library on December 23 to check on the status of their 3D printer and related hardware.

Computer Classes, MakerLabs, and One-on-One Sessions

TechCentral Manager, CJ Lynce, met with new Lorain Branch Manager, Shayna Muckerheide, on December 18 to discuss the plan for TechCentral services at the Lorain Branch Library.

	Branches	Main	Total
Number of Computer Classes	24	12	36
Attendance in Computer Classes	73	46	119
Cancelled Computer Classes (in-advance, no registrations)	7	2	9
No-Show Computer Classes	2	1	3

	Branches	Main	Total
Number of MakerLabs	10	2	12
Attendance at MakerLabs	69	14	83
Cancelled MakerLabs (in-advance, no registrations)	0	0	0
No-Show MakerLabs	0	0	0

Mr. Lynce visited the Fleet Branch library on December 23 to check on the status of their 3D printer and related hardware.

Computer Classes, MakerLabs, and One-on-One Sessions

The following are the statistics for Computer Class and MakerLab programs for December 2014:

As in years past, no computer classes are held during the weeks surrounding Christmas and New Year's due to extremely low attendance. Additionally, cancelled classes are traditionally higher in December due to the same reason.

OHIO LIBRARY FOR THE BLIND AND PHYSICALLY DISABLED

For December 2014, OLBDP circulated 47,629 books and magazines directly to patrons. OLBDP registered 97 new readers to the service. BARD statistics were not available at the time this report was written.

OLBDP hosted its annual Holiday Book Chat with classes of the Ohio State School for the Blind. On Friday, December 5th, OLBDP discussed "Candlelight for Rebecca" by Jacqueline Dember with the elementary students. On Friday, December 12th, OLBDP discussed "Elijah's Angel" by Michael Rosen with the younger students. Retired OLBDP Library Assistant Stephanie Combs returned to volunteer and be part of both discussions. The holiday book chats are fun events and something that OLBDP staff and OSSB students and teachers really look forward to each year.

OLBDP Manager Will Reed and Library Assistant Ken Redd met with CPL's Cathy Poilpre and Beth Hatch on November 5th to discuss strategies to better promote OLBDP services through email and social media. In December, OLBDP opened its Twitter account and set up its Twitter page at <https://twitter.com/olbpd>. On December 22nd, OLBDP tweeted its first message. In January, OLBDP will also explore moving forward with Constant Contact as part of the next phase of this outreach and promotion campaign.

Daniel Colvard from GBBN architects met with OLBDP Manager Will Reed on December 23rd. Mr. Colvard is working with the Pittsburgh Regional Library for the Blind and Physically Handicapped on improving accessibility within their workspace. Mr. Colvard toured OLBDP and asked questions regarding our operations within our buildings and space as a best practice model to use in his plans for the Pittsburgh Library.

OLBDP Librarian Michelle Makkos and OLBDP Library Assistant Ken Redd provided information and talks about the service at the North Royalton Wellness on November 1st; Wadsworth Health Fair on November 7th; Cleveland Sight Center on November 11th; Cleveland Sight Center Client Visit and Library Tour on November 12th; Lakewood Low Vision Group on November 21st.

TECHNICAL SERVICES

Patricia Lowrey, Director of Technical Services, spent much of the month wrapping up spending, adjusting budget allocations for 2015, and preparing for the end-of-year projects. She met with Beth Hatch from CLEVNET/IT to discuss the new OverDrive ePeriodicals collection. During the last few days, Ms. Lowrey updated the 2014 Technical Services Operational Plan and started to draft the Annual Report.

High Demand: Staff ordered 94 titles and 1,194 items. They added 360 titles and 6,804 items. They received 980 items for the Acquisitions Department and processed 344 items for Materials Processing. Dale Dickerson processed 56 photographs for the digital collection. Vendors were notified to hold electronic invoices until January. Time was spent receiving the last items in Sirsi and paying the last invoices. Small issues were cleared up so the books could be closed accurately.

A test order for the Nonholdable DVDs was sent to Midwest Tapes; the order transmitted successfully. The department began to receive and add the numerous branch paperback classics as they arrived. The majority have been processed and sent to the branches.

Vacation bidding was completed. The Manager spent some time reviewing the operational plan. Mrs. Brachna participated in Warm-Up Cleveland by knitting five hats and a pair of mittens.

Shelf Shipping: Stephen Wohl worked with Main Library Team Manager Robin Wood to implement a small change in the request process for books shelved in the stacks at Lakeshore. Shelf/Shipping will no longer be faxing email confirmations but using the MFD to scan and email the confirmations to the appropriate department instead. The staff of the Lake Shore Shelf/Shipping Department sent 28 items to the Main Library for requests and 108 items to fill holds. Main Library received 459 telescopes, the Branches received 870 telescopes, CLEVENET received 105 telescopes, CASE received 12 telescopes CSU received 11 telescopes and Tri-C received 8 telescopes. A total of 1,465 telescopes were shipped out. The Technicians sent 14,098 new items to the Acquisitions and High Demand Departments.

Collection Management: Nancy Mocsiran ordered 42 titles of audiobooks for the Branches and the Popular Library. Pam Matthews ordered items for Branch and Popular Library Adult Collections, selecting a total of 334 titles in the month of December. Staff processed a total of 60 telescopes by relocating the floating materials to the branches and college collections at Case Western Reserve University (CWRU), Cleveland State University (CSU), and Cuyahoga Community College Metro Campus (CCC).

Ms. Matthews attended the CLEVNET Online Resource Committee (CORC) meeting to decide on shared databases for next year. Ms. Bolton spent most of a day in the Youth Services Department at the Main Library; Ms. Matthews spent an entire day visiting all of the Main Library's departments; and Ms. Mommers and Ms. Matthews spent a few hours at the Lorain Branch explaining Collection Management parameters and procedures to the new Branch Manager, Shayna Muckerheide. Both Ms. Mommers and Ms. Bolton helped out in the Acquisitions department.

Preservation: Alicia Naab assisted Gina Gerken from Studio Graphique in choosing photographs of the Cleveland Trust building from the Library's collection to decorate the new Heinen's grocery store that is now

being built in that location. Ms. Naab corresponded with Hal Tarr of the Free Library of Philadelphia to advise them on our use of particular vendors for scanning. Ms. Naab updated the Preservation section of the 2014 Operational Plan to include activities conducted through the end of the year.

Ms. Naab and Elizabeth Bardossy examined two oversized Sanborn Insurance Atlases that were purchased for the Map Collection. The maps are in good condition and will require some cleaning and recovering. Gloria Massey attended two trainings at Main Library to learn to use new digitization equipment being purchased for the Cleveland Public Digital Library.

There were 252 items added to the Digital Gallery bringing the total collection to 50,144 digital items; almost 17,000 digital pages were viewed during December.

Materials Processing: The Associates cataloged 1,315 new titles for the Cleveland Public Library and added 1,571 records for the CLEVNET libraries. The Associates and Sr. Clerks added 7,851 items. The Technicians worked on 22,014 items.

Elizabeth Hegstrom assisted Andrea Johnson, Catalog Manager, in interviewing for a Technical Services Librarian, Catalog, Slavic emphasis. Ms. Hegstrom met with the entire Materials Processing staff to review procedures around the holidays.

Acquisitions: All remaining orders for 2014 selections were placed by December 19th and the last day for all staff to receive materials and pay invoices in Sirsi was also December 19th. The Librarians in the Acquisitions Department completed the annual end of the year projects consisting of creating new orderlines on existing purchase orders for titles with partial receipts; reviewing and editing order information; and deleting all invoices from Sirsi that had not been approved for payment before the end of the year.

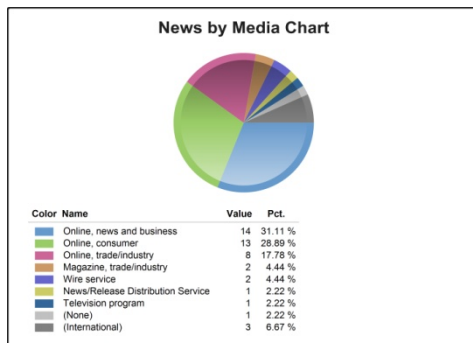
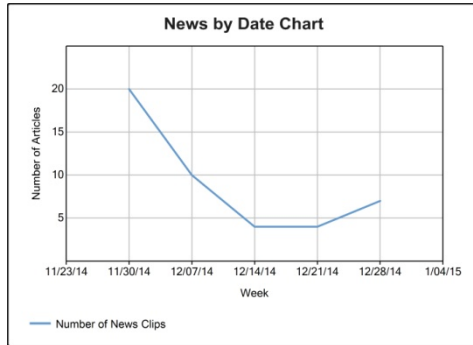
Leslie Pultorak, Acquisitions Librarian, ordered, received, and processed items for the Glenville Senior Forum Book Club. Collection Management Librarians Bonnie Bolton and Laura Mommers continued to volunteer with the receiving of new library materials that had been ordered by the Acquisitions Department. Manager Sandy Jelar Elwell served on the interview panel for

candidates for Librarian position in the Catalog department.

The Acquisitions Department ordered a total of 2,489 titles and 34,281 items (including periodical subscriptions and serial standing orders); received 15,110 items, 2,094 periodicals, and 401 serials; added 386 periodical items, 218 serial items, 747 paperbacks, and 1,769 comics; and processed a total of 2,287 invoices.

Catalog: Catalog Manager Andrea Johnson conducted interviews for two Technical Services Librarian positions with assistance from Acquisitions Manager Sandy Jelar Elwell, Materials Processing Manager Elizabeth Hegstrom, and Human Resources Assistant Dawntae Jackson. Librarian Yeshen Dugarova-Montgomery gave a tour of the Catalog Department to each of the applicants. Michael Monaco attended the Ohio Library Council Convention & Expo (CAE) 2015 Program Committee Meeting on December 3rd. Mr. Monaco met with the other members of the CPL 150 Team to begin planning for an Unconference to be held in February 2015. Staff added 3,352 titles and 3,464 items for Cleveland Public Library.

MARKETING & COMMUNICATIONS



Media coverage for the month of December included 45 print and online publications as well as TV and radio. The full report, available in the Marketing Department, shows ad values of \$17,406.56 with outlet page views of 109,102,863 people. In December, the online print media outlets that featured CPL events and programs received 10,697,556 unique visitors. An online article in *Al Jazeera America.com* entitled "Cleveland Residents Doubtful Cop who Shot 12-year-old will be Indicted", regarding a community forum held at the MLK Branch had the most views.

CPL was mentioned almost equally between online news and business and online consumer.

Ads to promote the new Cleveland Landmark Series library card featuring artist, Julia Kuo, appeared in the *La Prensa; Campus Observer, Profile News, and Lotus; MakerSpace* was promoted in the online magazine, *Belt*. The Library was promoted in Destination Cleveland's 2015-2016 Visitor Guide.

Search Engine Marketing with cleveland.com resulted in the CPL ad being viewed 7,603 times on average per week, with an average of 521 clicks to website resulting in a 7% click-through rate for the month. *Library Cleveland* was the most clicked-through phrase.

December-SOCIAL MEDIA

The top 5 most clicked on links from BOTH Facebook & Twitter:

1. Dec 2nd: Our friends at @cleveland scene are taking over @techcentral cpl for a Holiday Hack-a-thon, and you are invited! (Link to the Scene Magazine event)
2. Dec 22nd: ICYMI: Photos from the Holiday Hack-A-Thon hosted by@ cleveland_scene (Photos from Cleveland Scene's event)
3. Nov 24th: Exciting news for our CPL branch in Old Brooklyn! (Link to FreshWater Cleveland article about the Old Brooklyn branch)
4. Dec 5th: Join Director Felton Thomas & Friends of CPL Director Jason Jaffery on Dec 11th to hear what's in store for CPL
5. Dec 8th: Brown Bag Book Club link

Top 5 most engaging posts on Facebook (includes likes, comments, etc.):

1. December 3rd: Link to press release about Kevin Ray winning the "I love my librarian" award
2. December 29th: Noon Year promotion at Main Library
3. December 18th: ArtLab promotion
4. December 1st: Video from WKYC about Madison talking about Little Free Libraries
5. December 23rd: Family storytime at Main Library promotion

GRAPHICS

Graphics staff designed, printed, and distributed 61 items in December in addition to graphics for the library website, and 4 staff newsletters and UpNext monthly program guide and MyBranch branch activity fliers. Highlights included MLK calendar and branding and Enticing Titles for Teens brochure.

Highlights included: A Winterfest promotional materials.

WEBWARE www.cpl.org

Twitter followers are up from 7,297 in 2013 to 9,776 currently. Facebook fans are up from 5,961 in 2013 to 7,122 currently.

Library News on the cpl.org homepage featured pages built for the following news items during the month of December: Cleveland Public Library Honored with Two Prestigious Awards, Board of Trustees and Joint Finance & Human Resources Committee Meetings, and Celebrate 30th Annual Martin Luther King, Jr. Day.

During the month of December, the following events, programs, and information were promoted on pages of cpl.org: End of the Year Giving, Exhibits, New Library Card, Gale Courses, TechCentral, Brown Bag Book Club, Testing and Education Reference Center, Holiday Hack-a-Thon, Free Tutoring, Zinio, Warm-Up Cleveland, Christmas Closings, New Years Closing, TechCentral MakerSpace, South Branch Updates, eBooks for Kids, BookFlix, ArtLabs, Sesame Street eBooks, MyTunes: Journey, Curl Up with a Good Book, and MyPlace: My eBooks are Free.

The 40th "Off the Shelf" (December 2014 edition) was sent out on December 2, 2014. Of the 9,103 emails sent, an estimated 1,697 were read, giving us a 19% open rate. The December edition featured: Holiday Hack-a-Thon, Holiday Circlefest, Friends of the Library Yearly Meeting, Celebrate the Season with a Gift for all Clevelanders (donate). The following new arrivals were featured: Jane and the Twelve Days of Christmas, Small Victories, and Revival. The following events and programs were featured: Legal Aid at Your Library, Knit-Ins, Reading is Allowed, Making Tunes, ArtLab Snowflakes, and Rice Branch Teen Knitting.

PROPERTY MANAGEMENT

The Property Management office completed numerous branch inspections and continues to monitor utility bills. We continue to meet with and monitor the work of the contractors working on the gas conversation project for LSW and Main. We are meeting weekly with contractors working on the Digital Hub.

Maintenance Mechanics continue to maintain the buildings for the safety and comfort of patrons and staff. Two hot water pumps were repaired at Brooklyn. A contractor had to be called in to dig up and replace plug drain pipe at East 131. Air filters were changed at Fleet. The time clock for the HVAC system was replaced, filters were replaced and the thermostats were calibrated at Glenville. New wiring and conduit was installed for the parking lot lights, two new insinkerators (hot water facets) were replaced and new down lighting was installed in the auditorium at Lakeshore. The expansion tanks for domestic water pumping system were replaced at LSW and Main. New thermostats that operate via Wi Fi and give us the capability to check and change the temperatures from the office were installed at West Park. The outside air dampers and actuators were repaired at Woodland. The hot water circulating pump was repaired at Union.

The Carpenters and Painters made repairs to the lobby of the elevator entrance at Carnegie West. Equipment was moved from Preservation to its new location. Repairs were made to the fence at South. New door closers were installed at Harvard-Lee and Rockport. The manager's office for Tech Central was relocated to a space in the workroom area and was painted and new carpeting was installed. The ceiling was repaired and painted in the meeting room at Addison. Shelving was installed to handle supplies for Preservation in Main. Two baby changing stations were installed at Woodland.

The Garage has been making repairs to snow blowers and delivering salt and plowing parking lots as needed at the branches.

SAFETY & PROTECTIVE SERVICES

Safety Services

- SPS ready for the 40 hour work week starting January 11, 2015
- Zero investigatory meetings
- I will check with HR to see if SPS can offer comp time to send officers to Recovery Resources for Mental Health First Aid training
- I would like approval to use the Cisco phones speakers for closing/emergency announcements
- Male on synthetic drug K2 12-26-2014, EMS refused to transport. CPD took male away from area

Protective Services

Activity

Month	Total Dispatch Activities	Ave per day	Total Alarms	Branch Emergencies	Branch Visits	Downtown Campus Incidents	Incident Reports Generated	CPL access activities
Dec 2014	4747	190	192	31	194	254	53	38
Nov 2014	4442	198	196	17	237	189	40	48
Oct 2014	4939	198	196	25	307	182	54	48
Sept 2014	5222	208	193	23	333	157	28	77
Aug 2014	4997	192	90	29	313	153	34	83
Jul 2014*	3,137	224	71	22	206	69	52**	133**
Jun 2014	4,593	200	102	29	391	148	36	
May 2014	5,958	221	82	42	444	156	58	
Apr 2014	5,500	204	78	39	362	186	46	75
Mar 2014	5,531	213	179	36	284	201	47	70
Feb 2014	5,524	240	177	35	278	158	41	69
Jan 2014	5,426	226	199	21	260	209	45	76

*This month is only for 14 days due to a network drive issue and subsequent loss of data.

** This count is not impacted by loss of data.

Special Attention, Special Events, and Significant Incidents

- New Year Eve Firework display on LSW roof successful
- American Brigade meeting at MLK 12-3-2014
- MLK Circlefest 12-7-2014
- Federal Reserve staff meeting in LSW 12-10-2014
- Community meeting at Mt. Pleasant 12-19-2014
- Upstage players still at Lake Shore facility

Protective and Fire Systems

- Door alarm to Eastman Reading Garden from LSW LL tunnel repaired
- Motion detector at Fulton Branch replaced
- Wire to front community door at Harvard Lee repaired

Contract Security

- Special attention at Hough branch 12-13-2014

Administration

- SPS present at Board Meeting 12/18/2014

INFORMATION TECHNOLOGY & CLEVNET

CLEVNET

CLEVNET's ongoing strategic planning process has identified five areas of focus: Governance, Change Management, Technology, Marketing and Training. The Directors' Panel chose to focus on Governance at its first retreat in August and condensed their concerns about Governance to Vision, Fiscal Transparency, Staffing and the Voice of the Directors' Panel. At their follow-up retreat in September, in the interest of fiscal transparency, the directors requested that CPL take the necessary actions to remove CLEVNET from the General Fund and create a special revenue fund for CLEVNET. In response, Chief Financial Officer Carrie Krenicky prepared a resolution for consideration by CPL's Board of Library Trustees that would authorize her to submit a request to the Auditor of State for the creation of a CLEVNET Special Revenue fund. The resolution was presented at the Finance Committee

meeting on October 14, 2014, and approved at the regular Board meeting on October 16, 2014. Immediately after the adjournment of the Board meeting, Ms. Krenicky filed her request with the Auditor of State.

The response Ms. Krenicky received from the Auditor of State was that since CPL is not a "subdivision" as defined in Chapter 5705 of the Ohio Revised Code, it is not necessary for the Auditor of State's Office to grant permission to create the fund. However, Ms. Krenicky needed to confirm that the fund resolution language is sufficient from an audit standpoint to indicate "commitment" under GASB 54. She confirmed with Balestra, Harr & Scherer, CPAs, the Library's current IPA firm, that the wording in the resolution is sufficient.

Fund 231 is now the CLEVNET special revenue fund. Since it will start with a \$0 fund balance, with expenditures occurring immediately, CPL will need to make its contract cost payment (\$1,597,071.73) up front to cover expenditures until revenues from the CLEVNET contract libraries come in steadily. This required Board approval at their regular meeting in December 2014.

CLEVNET Projects

Harbor-Topky and Newton Falls libraries have both been migrated to CLEVNET VoIP.

CPL Projects

IT continued to work closely with Public Services on the Cleveland Digital Public Library project.

Library Systems & Applications

In December, the software team completed 154 help desk cases. Support highlights:

- Completing the end-of-year acquisitions "rollover" process for the Cleveland Law Library, Willoughby-Eastlake Public Library, Lorain Public Library System, Medina County District Library, and Ritter Public Library.
- Updating the circulation policy file for Clyde Public Library to become effective 1/1/2015. Clyde Public Library had adopted the CLEVNET standardized circulation policy recommendations.

- Moving the summary and detailed circulation statistics generated each month from the SirisDynix Symphony ILS to the CLEVNET members site allowing staff to access all CLEVNET-provided statistics for both physical and electronic materials from one centralized location. Previously these statistics were sent by email.
- Generated over 40 weeding/shelflist reports for the CLEVNET member libraries.

KnowItNow24x7

Librarians working with KnowItNow24x7 in December handled a total of 1,907 chat sessions and 89 text messages.

December saw the new KnowItNow24x7 Community Site come back online at its regular web address: <http://community.knowitnow.org>. The new site features a streamlined, WordPress platform and, in addition to statistics and training materials, includes quick links to the KnowItNow24x7 Twitter (news and resources) and Delicious (suggested resources) accounts as well as to the webpage for accessing the online reference service itself. Although some intermittent internet routing and email issues cropped up during the month due to the transition, these were handled with the expert assistance of CLEVNET's IT staff, and all appears to be resolved.

Virtual Services

The 40th "Off the Shelf" (December 2014 edition) was sent out on December 2, 2014. Of the 9,103 emails sent, an estimated 1,697 were read, giving us a 19% open rate.

For Staff Newsletter article entry, a new system was set up. On the staff site, the Benefits page was rebuilt and all of the new benefits documentation was linked. Other routine updates to the website included building book lists for Youth Services and Literature, and the 2014 Celebrate with Books was built.

Many CLEVNET member libraries' hours were updated in the CLEVNET app. Routine database maintenance takes place nearly on a daily basis. Information on the CLEVNET Members Site was updated regularly. EZproxy and Squid

proxy issues were resolved. Monthly auto-generated reports were set up for CLEVNET libraries requesting statistics on Bibliocommons catalog.

Mr. Corrigan adjourned to the Organizational Meeting at 2:10 p.m.

Thomas D. Corrigan
President

Alan Seifullah
Secretary

2015 ORGANIZATIONAL MEETING OF THE LIBRARY BOARD

Ms. Rodriguez called the meeting to order at 2:11 p.m.

Election of Officers

Mr. Seifullah, Nominating Committee Chair, presented the following report on behalf of the Nominating Committee which was comprised of himself, Rick Werner and Alice Butts.

President-----Maritza Rodriguez
Vice President-----Thomas D. Corrigan
Secretary-----Rick Werner

Mr. Seifullah moved that the nominations be closed. Ms. Butts second the motion, which passed unanimously by roll call vote.

The Nominating Committee's report was approved unanimously by voice vote.

Mr. Seifullah moved that the nominations be approved. Mr. Werner second the motion, which passed unanimously by roll call vote.

Election of Fiscal Officer & Appointment of Deputy Fiscal Officer

Mr. Corrigan moved approval of the following resolution. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

BE IT RESOLVED, That Carolyn ("Carrie") Krenicky be elected to serve as Fiscal Officer from the Year 2015 Organizational Meeting through the Year 2016 Organizational Meeting and that a stipend of \$400.00 per month be paid for the duties as Fiscal Officer; and

BE IT RESOLVED, That Laura Armstrong be appointed to serve as Deputy Fiscal Officer from the Year 2015 Organizational Meeting through the Year 2016 Organizational Meeting and that a stipend of \$250.00 per month be paid for the duties as Deputy Fiscal Officer.

ELECTION OF OFFICERS
Elected

ELECTION OF FISCAL OFFICER & APPOINTMENT OF DEPUTY FISCAL OFFICER
Elected

Mr. Corrigan jokingly stated that these are the two individuals, under the Ohio Revised Code, who can go to jail. Mr. Corrigan thanked them for their work with the Board.

RENEWAL OF
SURETY
BONDS ON
FISCAL
OFFICERS
Approved

Renewal of Surety Bonds on Fiscal Officers

Mr. Corrigan moved approval of the following resolution. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

BE IT RESOLVED, That the Public Official Surety Bond on the Fiscal Officer and Deputy Fiscal Officer for coverage of \$50,000 be renewed through the next Organizational Meeting in 2016.

Ms. Rodriguez adjourned the Organizational Meeting at 2:13 p.m.

Maritza Rodriguez
President

Rick Werner
Secretary

55
GIFT REPORT FOR DECEMBER 2014

LIBRARY SERVICE MATERIALS

DESCRIPTION	QUANTITY	
	Month	Year to date
Books	1,076	13,327
Periodicals	14	1,436
Publishers Gifts	0	0
Non-Print Materials	160	893
TOTAL LIBRARY SERVICE MATERIALS	1,250	15,656

MONEY GIFTS

FUND	PURPOSE	AMOUNT	
		Month	Year to date
General Fund	Unrestricted	\$ 4,818	\$ 11,127
Building & Repair Fund	Restricted	0	50,000
Library Fund	Restricted	805	6,415
Young Fund	Restricted	12,066	48,263
Schweinfurth Fund	Restricted	1,986	65,126
Friends Fund	Restricted	14,500	14,500
Founders Fund	Restricted	500,000	513,551
Ohio Center fo the Book	Restricted	0	900
Judd Fund	Restricted	51,312	206,633
Lockwood Thompson Fund	Restricted	0	163,712
Learning Centers	Restricted	0	228,500
TOTAL MONEY GIFTS		\$ 585,487	\$ 1,308,727

SUMMARY

CATEGORY	DONORS		QUANTITY	
	Month	Year to date	Month	Year to date
Library Service Materials	18	189	1,250	15,656
Money Gifts	<u>17</u>	<u>140</u>	<u>17</u>	<u>140</u>
TOTAL GIFTS	35	329	1,267	15,796



CLEVELAND PUBLIC LIBRARY

325 Superior Avenue • Cleveland, Ohio 44114 • 216.623.2800 • www.cpl.org

Sent via email January 8, 2015

Mr. Bryan Dunn, Department Manager
 The Cuyahoga County Administrative Headquarters
 Budget Commission, 3rd Floor
 2079 East 9th Street
 Cleveland, Ohio 44115

Dear Bryan:

Please issue an Amended Certificate of Estimated Resources to reflect the **Actual** Unencumbered Balances for January 1, 2015 along with an Increase in Other Sources – Special Revenue by \$281,236.81 for the CLEVNET fund.

Fund Category	Unencumbered Balance as of January 1, 2015	Property Tax & PLF	Other Sources	Total Resources Available for Expenditures
General Fund	\$23,004,201.03	\$ 25,678,232.17 \$ 20,544,751.45	\$ 3,792,954.94	\$ 73,020,139.59
Special Revenue	\$13,990,265.98		\$ 7,884,097.81	\$ 21,874,363.79
Capital	\$13,511,046.62		\$ -	\$ 13,511,046.62
Permanent	\$ 2,591,959.42		\$ 216,512.00	\$ 2,808,471.42
Agency	\$ 11,163.67		\$ -	\$ 11,163.67
TOTAL	\$53,108,636.72	\$ 46,222,983.62	\$ 11,893,564.75	\$ 111,225,185.09

Thank you for your assistance.

Very truly yours,

Carrie Krenicky
 Chief Financial Officer

Board of Library Trustees

Thomas D. Corrigan, President • Maritza Rodriguez, Vice President • Alan Seifullah, Secretary
 Alice G. Butts • John M. Hairston, Jr. • Anthony T. Parker • Rick Werner
 Felton Thomas, Jr., Director

Form Prescribed by the Bureau of Inspection and Supervision of Public Offices.
County Auditor's Form No. 139

AMENDED OFFICIAL CERTIFICATE OF ESTIMATED RESOURCES
Based on 79.68% current collection of current levy for previous tax year.
Revised Code 5705.36 (Library)

Office of the Budget Commission, Cuyahoga County, Ohio.
Cleveland, Ohio January 8, 2015

of the Board of Library Trustees of the Cleveland Library

The following is the amended official certificate of estimated resources for the fiscal year beginning January 1st, 2015, as revised by the Budget Commission of said County, which shall govern the total of approved appropriations made at any time during such fiscal year:

Fund	Unencumbered Balance Jan. 1, 2015	General Property Tax	PLF L.L.G.S.F.	Other Sources	Total
General Fund	23,004,201.03	25,678,232.17	20,544,751.45	3,792,954.94	73,020,139.59
Special Revenue	13,990,265.98			7,884,097.81	21,874,363.79
Capital	13,511,046.62				13,511,046.62
Permanent	2,591,959.42			216,512.00	2,808,471.42
Agency	11,163.67			0.00	11,163.67
Totals/Subtotals	53,108,636.72	25,678,232.17	20,544,751.45	11,893,564.75	111,225,185.09

<i>Mark Parks</i>	Budget	<i>Amundal B. B. B.</i>
<i>Anna Johnson</i>	Commission	<i>J</i>

**CLEVELAND PUBLIC LIBRARY
2015 APPROPRIATION: FIRST AMENDMENT
JANUARY 15, 2015**

GENERAL FUND

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
Cash January 1	20,042,754.91	2,961,446.12	23,004,201.03 (3)
Taxes - General Property	23,678,232.17	0.00	23,678,232.17
Public Library Fund (PLF)	20,544,751.45	0.00	20,544,751.45
State Rollbacks/CAT	4,188,379.88	0.00	4,188,379.88
Fines and Fees	392,000.00	0.00	392,000.00
Earned Interest	235,638.00	0.00	235,638.00
Services	0.00	0.00	0.00
Unrestricted Gifts	0.00	0.00	0.00
Miscellaneous	976,937.06	0.00	976,937.06
Return of Advances	0.00	0.00	0.00
TOTAL RESOURCES	70,058,693.47	2,961,446.12	73,020,139.59

APPROPRIATION	Prior Appropriation	Increase/ Decrease	Amended Appropriation
Salaries/Benefits	32,510,360.06	1,824,275.68	34,334,635.74
Supplies	900,286.90	115,142.10	1,015,429.00
Purchased/Contracted Services	9,009,734.52	1,614,709.67	10,624,444.19
Library Materials/ Information	6,845,318.00	0.00	6,845,318.00
Capital Outlay	650,207.20	307,817.80	958,025.00
Other Objects	100,031.88	30,692.12	130,724.00
SUBTOTAL OPERATING	50,015,938.56	3,892,637.37	53,908,575.93
Transfers/Advances	0.00	0.00	0.00
TOTAL APPROPRIATION	50,015,938.56	3,892,637.37	53,908,575.93

**CLEVELAND PUBLIC LIBRARY
2015 APPROPRIATION: FIRST AMENDMENT
JANUARY 15, 2015**

SPECIAL REVENUE FUNDS

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	19,788,918.50	2,085,445.29	21,874,363.79
APPROPRIATION	Prior Fund Balance/ Appropriation	Increase/ Decrease	Amended Fund Balance/ Appropriation
Anderson	232,980.00	23,234.21	256,214.21
Endowment for the Blind	1,992,686.00	175,936.62	2,168,622.62
Founders	2,790,550.00	944,182.72	3,734,732.72
Kaiser	53,426.00	5,406.44	58,832.44
Kraley	178,646.00	14,286.36	192,932.36
Library	161,686.00	18,377.60	180,063.60
Pepke	115,132.00	10,840.00	125,972.00
Wickwire	1,261,234.00	132,372.00	1,393,606.00
Wittke	79,012.00	7,572.76	86,584.76
Young	3,650,532.00	389,783.65	4,040,315.65
Friends	12,000.00	0.00	12,000.00
Judd	200,000.00	0.00	200,000.00
Lockwood Thompson	160,000.00	79,536.42	239,536.42
Ohio Center for the Book	900.00	0.00	900.00
Schweinfurth	63,000.00	39,285.29	102,285.29
CLEVNET	4,482,467.00	281,236.81	4,763,703.81
LSTA-OLBPD	1,508,194.00	(58,596.41)	1,449,597.59
LSTA-Know It Now	259,416.00	35,598.40	295,014.40
MyCom	95,000.00	(95,000.00)	0.00
Learning Centers	0.00	81,392.42	81,392.42
TOTAL APPROPRIATION	17,296,861.00	2,085,445.29	19,382,306.29 (4)

CAPITAL PROJECTS FUND

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	12,050,000.00	1,461,046.62	13,511,046.62
APPROPRIATION	Prior Fund Balance/ Appropriation	Increase/ Decrease	Amended Fund Balance/ Appropriation
BUILDING & REPAIR	12,050,000.00	1,461,046.62	13,511,046.62 (5)

**CLEVELAND PUBLIC LIBRARY
2015 APPROPRIATION: FIRST AMENDMENT
JANUARY 15, 2015**

PERMANENT FUNDS

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	2,508,612.00	299,859.42	2,808,471.42
APPROPRIATION	Prior Fund Balance/ Appropriation	Increase/ Decrease	Amended Fund Balance/ Appropriation
Abel	204,578.00	20,027.87	224,605.87
Ambler	1,826.00	201.20	2,027.20
Beard	116,590.00	11,310.27	127,900.27
Klein	4,460.00	474.03	4,934.03
Malon/Schroeder	149,912.00	26,940.33	176,852.33
McDonald	160,490.00	15,003.02	175,493.02
Ratner	76,172.00	8,450.89	84,622.89
Root	29,188.00	3,312.49	32,500.49
Sugarman	35,356.00	15,601.40	50,957.40
Thompson	106,106.00	13,177.26	119,283.26
Weidenthal	5,464.00	571.99	6,035.99
White	1,604,766.00	178,930.99	1,783,696.99
Beard Anna Young	13,704.00	5,857.68	19,561.68
TOTAL APPROPRIATION	2,508,612.00	299,859.42	2,808,471.42 (6)

AGENCY FUND

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	11,000.00	163.67	11,163.67
APPROPRIATION	Prior Fund Balance/ Appropriation	Increase/ Decrease	Amended Fund Balance/ Appropriation
UNCLAIMED FUNDS	11,000.00	163.67	11,163.67

**CLEVELAND PUBLIC LIBRARY
2015 APPROPRIATION: FIRST AMENDMENT
JANUARY 15, 2015**

- (1) Certificate dated December 15, 2014
- (2) Certificate dated January 8, 2015
- (3) \$23,004,201.03 unencumbered cash carried forward includes the repayment of advance to be made from MyCom of \$95,000 to produce the carryover balance available for appropriation in 2015; plus \$7,683,457.18 encumbered cash.
- (4) \$13,990,265.98 unencumbered cash carried forward includes the repayment of advance to be made from MyCom of \$95,000 to produce the carryover balance available for appropriation in 2015; plus \$343,510.09 encumbered cash. \$7,884,097.81 additional revenue. Non-expendable principal amounts of \$2,492,057.50 in Anderson, Founders and Wickwire Funds are included in the certified fund balances but are not included in appropriated amounts.
($\$13,990,265.98 + \$7,884,097.81 - \$2,492,057.50 = \$19,382,306.29$)
- (5) \$13,511,046.62 unencumbered cash carried forward; plus \$1,111,662.45 encumbered cash. \$0 transfer from General Fund. \$0 additional revenue.
- (6) \$3,376,275.78 unencumbered cash carried forward; plus \$19,587.84 encumbered cash. \$216,512 additional revenue. Non-expendable principal amounts of \$784,316.36 are not included in either the certified fund balances or the appropriated amounts.
($\$3,376,275.78 + \$216,512 - \$784,316.36 = \$2,808,471.42$)



**LIBRARY
DESIGN
ASSOCIATES,
INC.**



E-MAILED

PROPOSAL

10046 Brewster Lane
Powell, Ohio 43065

Telephone (614) 923-4600
Fax (614) 923-4601

Date 01/05/15
Proposal No. 14-740
Page 3

To

CLEVELAND PUBLIC LIBRARY
HARVARD - LEE BRANCH
C/O JOHN SKRTIC
DIRECTOR OF PUBLIC SERVICES
325 SUPERIOR AVENUE
CLEVELAND OH 44114

Item	Qty.	Catalog No.	Description	Unit Price	Total
4	1	MJ Industries	<p>In accord with our recent meeting on site and subsequent phone conversations, I am pleased to submit the following CONFIRMING PROPOSAL, for your consideration:</p> <p>CONFIRMING COST for the conversion of (6) rotating DVD tower assemblies, as described under Item #4 above, to be "Escalook" style mobile media shelving, 69"H X 29"D X 39"W nominal. Components to consist of the following:</p> <p>(3) Sections double face "Escalook" style shelving, each with (6) Music CD browsing bins and (1) adjustable Zig-Zag shelf for DVDs one face and (3) adjustable Zig-Zag adjustable and (4) adjustable straight shelves for DVDs one face.</p> <p>(3) Sections double face "Escalook" shelving, each with (3) adjustable Zig-Zag shelves and (4) adjustable straight shelves for DVDs each face.</p>	13,995.00	13,995.00

We propose to furnish the material specified above at the prices quoted under the conditions stated here and on the reverse side. Subject to our credit department approval, this quotation is made for immediate acceptance and is subject to change without notice. Deliveries are subject to delays from fire, strikes, other causes beyond our control.

Delivery F.O.B.

By Library Design Associates, Inc.

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Accepted by/Title/Date



**LIBRARY
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CLEVELAND OH 44114

Item	Qty.	Catalog No.	Description	Unit Price	Total
			<p>Item #4 continued:</p> <p>NOTES:</p> <p>a) Shelving shall be configured as (2) ranges, each with (2) trapezoidal shape cabinetry end panels.</p> <p>b) Capacity for Music CDs shall be (621) linear inches, as compared to (494) linear inches existing.</p> <p>c) Capacity for DVDs shall be (2,266) linear inches, as compared to (2,170) linear inches existing.</p>		

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CLEVELAND OH 44114

Item	Qty.	Catalog No.	Description	Unit Price	Total
			<p>TERMS & CONDITIONS:</p> <p>a) Pricing for each item above is F.O.B. Delivered and Installed by authorized LDA personnel, freight charges included.</p> <p>b) Shipment of all new material is approximately (8-10) weeks after receipt of order with all details necessary to proceed. Details to include all color and finish selections, as well as shop drawing approval, if applicable.</p> <p>c) Pricing is firm for acceptance for (30) days and subject to reconfirmation thereafter.</p> <p>d) Pricing is based on the purchase of all material above as a lump sum. Should a purchase involving quantity adjustment be considered, please contact us before proceeding.</p>		

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Date 01/05/15
Proposal No. 14-740
Page 6

To

CLEVELAND PUBLIC LIBRARY
HARVARD - LEE BRANCH
C/O JOHN SKRTIC
DIRECTOR OF PUBLIC SERVICES
325 SUPERIOR AVENUE
CLEVELAND OH 44114

Item	Qty.	Catalog No.	Description	Unit Price	Total
			<p>e) Pricing is based on NET 30 day payment terms.</p> <p>f) All pricing is in accordance with State of Ohio State Term Schedule #800342, Index #STS710, expiration 3/31/19.</p> <p>g) All work shall be performed at State of Ohio Prevailing Wage Rates, during normal business hours and shall be coordinated to minimize disruption to public service.</p> <p>The opportunity to submit this CONFIRMING PROPOSAL is appreciated. Should questions arise, or if further information is required, please let us know.</p>		

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Installed
Delivery F.O.B.

R. S. de Bear, Jr.
By Library Design Associates, Inc.

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Accepted by/Title/Date



www.epl.org

17001 Lake Shore Boulevard
Cleveland, Ohio 44110-4006

ORIGINAL

Purchase Order

Fiscal Year 2014

Page 1 of 2

Fiscal Code C

Revisions 000

Fiscal Period 12

THIS NUMBER MUST APPEAR ON ALL INVOICES,
PACKAGES AND SHIPPING PAPERS.Purchase
Order #

00141889

Terms: Net 30 Days

V
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4637
LIBRARY DESIGN ASSOCIATES INC
10046 BREWSTER LANE
P O BOX 1110
POWELL, OH 43065

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113
PURCHASING STOCKROOM
CLEVELAND PUBLIC LIBRARY
17001 LAKESHORE BLVD
CLEVELAND, OH 44110

Vendor Phone Number		Vendor Fax Number		Requisition Number		Delivery Reference	
614-923-4600		614-923-4601		2235			
Date Ordered	Vendor Number	Date Required	Freight Method/Terms			Contracting Officer	
12/30/2014	4637					Tracey Josey-Allen	
Item#	Commodity #	Vendor Part # / Description		Qty	UOM	Cost Each	Extended Price
1		LABOR AND MATERIAL FOR NEW SHELVING (SEE ATTACHED PROPOSAL) 17500055 - 55510 \$4,425.00		1.00	Each	\$4,425.00	\$4,425.00
2		NEW SHADOW BOX STYLE DISPLAY END PANEL TO REPLACE EXISTING CABINERY END PANELS (SEE ATTACHED PROPOSAL) 17500055 - 55510 \$6,986.00		7.00	Each	\$998.00	\$6,986.00
3		LABOR AND MATERIAL REQUIRED FOR RECONFIGURATION OF TWO EXISTING 3-SECTION DOUBLE FACE RANGES (SEE ATTACHED PROPOSAL) 17500055 - 55510 \$1,950.00		1.00	Each	\$1,950.00	\$1,950.00
						13,361.00	

IMPORTANT: Read Terms and Conditions provided on back of this purchase

Funds Available Certified By:

Purchase Authorized By:

Carolyn Krenicky
Carolyn Krenicky, Fiscal Officer

David Swinerton
David Swinerton, Purchasing Manager

Purchase Order Total

\$13,361.00

Cleveland Public Library

Clerk-Treasurer's Certification: It is hereby certified that the amount required to meet the expenditure has been lawfully appropriated for such purposes and is in the treasury or in process of collection to the credit of an appropriate fund, free from any previous encumbrance and if subsequently issued, it is further certified that both at the time of completing this, sufficient funds were then and are now available to authorize payment.

For purchasing and billing inquiries: Cleveland Public Library, Attn: Purchasing Department, 17001 Lake Shore Boulevard, Cleveland, Ohio 44110-4006, Phone: 216-623-2840, FAX: 216-623-2852

For payment inquires: Cleveland Public Library, Attn: Accounting Department, 325 Superior Avenue, Cleveland, Ohio 44114-1271, Phone: 216-623-2840, FAX: 216-623-2852

Conditions Governing This Purchase Order

1. Cleveland Public Library is not responsible for materials, supplies or equipment delivered without authority of its written order.
2. Packing slips must be included with all shipments.
3. Section 2 sales tax exempts State of Ohio and its political sub-divisions. Cleveland Public Library's State Exemption is A107257.
4. Cleveland Public Library is exempt from Federal excise tax. Cleveland Public Library's Federal ID is 34-6000711.
5. All business firms supplying products and/or services to the Cleveland Public Library shall take affirmative action to ensure that applicants and employees are treated without regard to age, sex, race, creed, color, national origin, or physical or mental handicap.
6. Employess of the business firms supplying products and/or services to the Cleveland Public Library are not "public employees" for purpose of membership in the Ohio Public Employees retirement System.



**LIBRARY
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10046 Brewster Lane
Powell, Ohio 43065

Telephone (614) 923-4600
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E-MAILED

PROPOSAL

Date 12/23/14
Proposal No. P-18035
Page 1

To

CLEVELAND PUBLIC LIBRARY
HARVARD - LEE BRANCH
C/O JOHN SKRTIC
DIRECTOR OF PUBLIC SERVICES
325 SUPERIOR AVENUE
CLEVELAND OH 44114

Item	Qty.	Catalog No.	Description	Unit Price	Total
1	1	LDA	<p>In accord with our recent meeting on site and our phone conversation this morning, I am pleased to submit the following CONFIRMING PROPOSAL, for your consideration:</p> <p>Labor and material required to field-cut (28) sections existing welded frame steel shelving from 84"H to 66"H overall. The reduced height shelving shall be furnished with (4) 7" actual depth adjustable shelves and (1) fixed base shelf each face. As a component of this process, shelving shall be shifted approximately 7" forward to create a 42" minimum cross aisle between double face ranges and perimeter wall shelving. Aisle spacing shall also be reduced to approximately 38" overall between ranges, to create ADA compliance within all aisles. Cost also includes reducing (7) existing cabinetry end panels in height as required, to conform with the new reduced shelving height.</p> <p>NOTE: Shelving modifications as described above will provide (224) total shelves, without base shelves. The current configuration provides (220) book shelves for spine out storage and (40) display shelves for face forward display. If base shelves are utilized, add (56) total shelves.</p>	4,425.00	4,425.00

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Delivery F.O.B.

By Library Design Associates, Inc.

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Date 12/23/14
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Page 2

To

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Item	Qty.	Catalog No.	Description	Unit Price	Total
2	7	Custom	New "Shadow Box" style display end panel, to replace existing cabinetry end panels, per design drawing attached. Panels shall be 66-1/2"H X 21"W overall, to conform with shelving described under Item #1 above. Assembly shall be of either Oak or Maple construction with either plastic laminate or wood veneer slatwall display face above 30"H.	998.00	6,986.00
3	1	LDA	Labor and material required for the reconfiguration of (2) existing 3-section double face ranges of 42"H periodical display and storage shelving to be (1) range 48"H X 4-sections long overall. Each section face shall be furnished with (3) hinged periodical display and storage shelves, for a total of (24). Capacity of the new range shall be equal to the existing shelving configuration. Cost includes (4) new 48"H welded frames and (2) new cabinetry end panels. Design details for the new end panels to be determined. All other existing steel shelving components, including plastic laminate tops, shall be reused and applied to the new configuration. All surplus shelving shall be inventoried and placed into storage, as directed by the Library.	1,950.00	1,950.00

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Page 3

To

CLEVELAND PUBLIC LIBRARY
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CLEVELAND OH 44114

Item	Qty.	Catalog No.	Description	Unit Price	Total
4	1	MJ Industries	<p>ALTERNATE COST for the conversion of (6) rotating DVD tower assemblies, as described under Item #4 above, to be "Escalook" style mobile media shelving, 69"H X 29"D X 39"W nominal. Components to consist of the following:</p> <p>(3) Sections double face "Escalook" style shelving, each with (6) Music CD browsing bins and (1) adjustable Zig-Zag shelf for DVDs one face and (3) adjustable Zig-Zag adjustable and (4) adjustable straight shelves for DVDs one face.</p> <p>(3) Sections double face "Escalook" shelving, each with (3) adjustable Zig-Zag shelves and (4) adjustable straight shelves for DVDs each face.</p>	13,995.00	13,995.00

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Powell, Ohio 43065
Telephone (614) 923-4600
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Date 12/23/14
Proposal No. P-18035
Page 4

To

CLEVELAND PUBLIC LIBRARY
HARVARD - LEE BRANCH
C/O JOHN SKRTIC
DIRECTOR OF PUBLIC SERVICES
325 SUPERIOR AVENUE
CLEVELAND OH 44114

Item	Qty.	Catalog No.	Description	Unit Price	Total
			<p>Item #4 continued:</p> <p>NOTES:</p> <p>a) Shelving shall be configured as (2) ranges, each with (2) trapezoidal shape cabinetry end panels.</p> <p>b) Capacity for Music CDs shall be (621) linear inches, as compared to (494) linear inches existing.</p> <p>c) Capacity for DVDs shall be (2,266) linear inches, as compared to (2,170) linear inches existing.</p>		

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Item	Qty.	Catalog No.	Description	Unit Price	Total
			<p>TERMS & CONDITIONS:</p> <p>a) Pricing for each item above is F.O.B. Delivered and Installed by authorized LDA personnel, freight charges included.</p> <p>b) Shipment of all new material is approximately (8-10) weeks after receipt of order with all details necessary to proceed. Details to include all color and finish selections, as well as shop drawing approval, if applicable.</p> <p>c) Pricing is firm for acceptance for (30) days and subject to reconfirmation thereafter.</p> <p>d) Pricing is based on the purchase of all material and labor above as a lump sum. Should a purchase involving quantity adjustment be considered, please contact us before proceeding.</p>		

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Page 6

To

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Item	Qty.	Catalog No.	Description	Unit Price	Total
			<p>e) Pricing is based on NET 30 day payment terms.</p> <p>f) Refer to "Shadow Box" end panel design drawing attached, as well as product literature previously submitted for additional details.</p> <p>g) All work shall be performed at State of Ohio Prevailing Wage Rates, during normal business hours and shall be coordinated to minimize disruption to public service.</p> <p>The opportunity to submit this CONFIRMING PROPOSAL is appreciated. Should questions arise, or if further information is required, please let us know. I look forward to getting together on 12/30/14 to discuss this proposal in greater detail.</p>		

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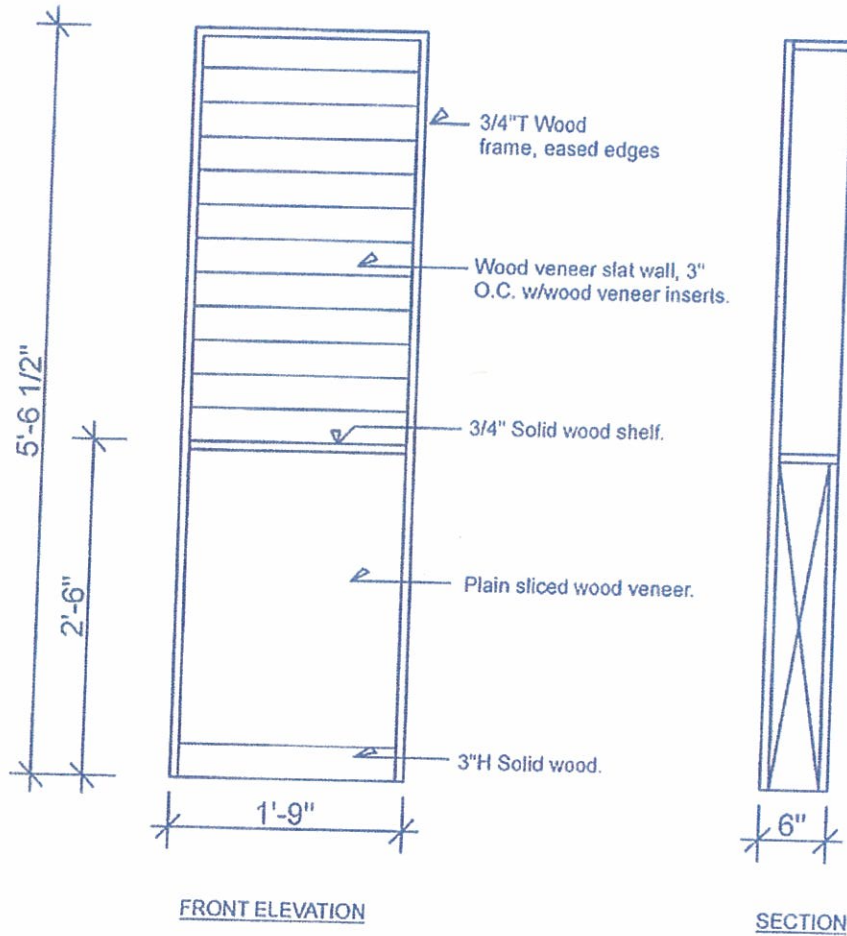
Installed
Delivery F.O.B.

By R. S. de Bear, Jr.
By Library Design Associates, Inc.

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Accepted by/Title/Date

QUANTITY: (7)



CLEVELAND PUBLIC LIBRARY
HARVARD-LEE BRANCH
12/23/14



business smarts
INTEGRATING KNOWLEDGE & TECHNOLOGY

Business Smarts
6770 West Snowville
Brecksville, OH 44141
Phone (440) 526-2471
Fax (240) 358-7179

Quote To:

Cleveland Public Library
Bill Hood
325 Superior Ave
Cleveland, Oh 44114

SERVICE QUOTE

Quote # AAAQ5751-01
Date 12/08/14
Sales Rep. Jerry Short

Cpl Contract Eff 2/1/2015

Ln #	Qty	Part Num	Serial No	Description	Service Level	Hours	Unit Cost	Month Cost
1				Laser Printers				
2	1	44685G	JPRC94H005	LJ 9050	NBD	13 00 00	\$47.92	\$47.92
3	1	44685G	JPRL89Y06K	LJ 9050	NBD	13 00 00	\$47.92	\$47.92
4	1	11455208	CN24N1K020	DesignJet Z3200PS	NBD		\$51.25	\$51.25
5	1	10244178	SG08R39019	DesignJet T1200	NBD		\$161.92	\$161.92
6								
7				Branch Servers				
8				Intel Servers				
9	1	98089D	EA28KZRZ3C	ML350 G3 *	4HR	13 00 00	\$34.00	\$34.00
10	1	98089D	EA3YKZRZ38	ML350 G3 *	4HR	13 00 00	\$34.00	\$34.00
11								
12	1	98103D	D209FRW1K104	DL380 G2 ***** EOL *****	4HR	13 00 00		

Ln #	Qty	Part Num	Serial No	Description	Service Level	Hours	Unit Cost	Month Cost
13	1	98103D	D218JZG1K533	DL380 G2 ***** EOL *****	4HR	13 00 00		
14	1	98103D	D218JZG1K535	DL380 G2 ***** EOL *****	4HR	13 00 00		
15	1	15597G	USM5100441	ML350 G4	4HR	13 00 00	\$24.33	\$24.33
16	1	15597G	USM541V019	ML350 G4	4HR	13 00 00	\$24.33	\$24.33
17	1	52049N	2UX83000PB	DL380 G5	NBD	13 00 00	\$37.58	\$37.58
18	1	52049N	2UX80206TT	DL380 G5	NBD	13 00 00	\$37.58	\$37.58
19	1	52049N	2UX802074A	DL380 G5	NBD	13 00 00	\$37.58	\$37.58
20				Branch Servers				
21	1			ML350R04	NBD		\$15.67	\$15.67
22	10	16006G	LIST	ML350 G4p ***EOL 6/30/2015 ***	NBD	13 00 00	\$7.95	\$79.54
23				Rackmount Tape Library				
24	1	09501B	MXA042905S	LTO AUTOLDR ***** EOL *****	4HR	13 00 00		
25	1	17990G	USE8060008	1u USB Tape Array	NBD	13 00 00	\$13.67	\$13.67
26				Data Protector				
27	2			Data Protector Starter Pak			\$53.32	\$106.63
28				Desktops				
29	409	981886	LIST	3420 Pro AIO	NBD	13 00 00	\$6.58	\$2,692.58
30	79	981886	LIST	8200e	NBD	13 00 00	\$6.58	\$520.08
31				New Servers				
32	10	U0J92PE	LIST	ML330	NBD	13 00 00	\$15.67	\$156.67
33				MyCloud Renewal				
34				Microsoft Subscription Agreement Expires 4/30/2015				

Ln #	Qty	Part Num	Serial No	Description	Service Level	Hours	Unit Cost	Month Cost
35	150	10484509		Microsoft Windows Virtual Desktop Access - Subscription license (1 month) - 1 device - additional product - MOLP: Open Value - Win - Single Language	UPDATE	N/A		
36	150	10501469		Microsoft Virtual Desktop Infrastructure Standard Suite - Subscription license (1 month) - 1 device - promo, additional product - MOLP: Open Volume - Win - Single Language - with Microsoft Desktop Optimization Pack	UPDATE	N/A		
37	120	2511482	LIST	6360t Mobile Thin Client	NBD	09 00 00	\$9.25	\$1,110.00
							Monthly Total	\$5,233.26
							Yearly Invoice	\$62,799.12
							Total	\$62,799.12

Pricing conforms to Ohio State WSCA schedule

REPORT A

CLEVELAND PUBLIC LIBRARY
MONTHLY FINANCIAL STATEMENT OF FISCAL OFFICER TO BOARD OF LIBRARY TRUSTEES
FOR THE PERIOD DECEMBER 1 – DECEMBER 31, 2014

Carrie Kuenicky

FISCAL OFFICER, BOARD OF LIBRARY TRUSTEES

Cleveland Public Library
Revenues, Expenditures and Changes in Fund Balance
For the Period Ending December 31, 2014

	<u>General Fund</u>	<u>Special Revenue</u>	<u>Capital Projects</u>	<u>Permanent</u>	<u>Agency</u>	<u>Total</u>
41 Taxes	25,132,256.80	0.00	0.00	0.00	\$ 0.00	25,132,256.80
42 Intergovernmental	24,638,594.89	1,831,495.49	189,751.00	0.00	\$ 0.00	26,659,841.38
43 Fines & Fees	398,987.96	0.00	0.00	0.00	\$ 0.00	398,987.96
44 Investment Earnings	275,182.85	1,127,794.36	0.00	305,401.59	\$ 0.00	1,708,378.80
45 Charges for Services	3,467,756.12	0.00	0.00	0.00	\$ 0.00	3,467,756.12
46 Contributions & Donations	11,126.67	1,247,600.32	50,000.00	0.00	\$ 0.00	1,308,726.99
48 Miscellaneous Revenue	797,642.20	0.00	0.00	0.00	\$ 1,125.01	798,767.21
	\$ 54,721,547.49	\$ 4,206,890.17	\$ 239,751.00	\$ 305,401.59	\$ 1,125.01	\$ 59,474,715.26
51 Salaries/Benefits	34,561,994.18	1,401,354.44	0.00	0.00	\$ 0.00	35,963,348.62
52 Supplies	930,998.33	46,504.07	0.00	1,599.50	\$ 0.00	979,101.90
53 Purchased/Contracted Services	9,251,572.34	1,020,371.84	0.00	14,915.28	\$ 0.00	10,286,859.46
54 Library Materials	7,641,677.21	122,294.59	0.00	33,033.87	\$ 0.00	7,797,005.67
55 Capital Outlay	352,608.11	56,994.88	3,036,473.86	0.00	\$ 0.00	3,446,076.85
57 Miscellaneous Expenses	102,581.27	38,365.01	0.00	0.00	\$ 410.75	141,357.03
	\$ 52,841,431.44	\$ 2,685,884.83	\$ 3,036,473.86	\$ 49,548.65	\$ 410.75	\$ 58,613,749.53
Total Expenditures						
Revenue Over/(Under) Expenditures	\$ 1,880,116.05	\$ 1,521,005.34	\$(2,796,722.86)	\$ 255,852.94	\$ 714.26	\$ 860,965.73
91 Sale of Capital Assets	0.00	0.00	0.00	0.00	\$ 0.00	0.00
98 Advances	59,640.00	(59,640.00)	0.00	0.00	\$ 0.00	0.00
99 Transfers	(3,500,000.00)	0.00	3,500,000.00	0.00	\$ 0.00	0.00
	\$(3,440,360.00)	\$(59,640.00)	\$ 3,500,000.00	\$ 0.00	\$ 0.00	\$ 0.00
Total Other Sources / Uses						
Revenue & Other Sources Over/(Under) Expenditures & Other Uses	\$(1,560,243.95)	\$ 1,461,365.34	\$ 703,277.14	\$ 255,852.94	\$ 714.26	\$ 860,965.73
Beginning Year Cash Balance	\$ 32,152,902.16	\$ 12,967,410.73	\$ 13,919,431.93	\$ 3,140,010.68	\$ 10,449.41	\$ 62,190,204.91
Current Cash Balance	\$ 30,592,658.21	\$ 14,428,776.07	\$ 14,622,709.07	\$ 3,395,863.62	\$ 11,163.67	\$ 63,051,170.64

Cleveland Public Library
Certified Revenue, Appropriations and Balances
General Fund
For the period Ending December 31, 2014

	Certified Revenue (1)	Income To Date	Balance	Percent To Date	Percent Prior Year
PLF State Income Tax	19,744,566	19,896,671	(152,105)	101%	100%
General Property Tax	24,140,419	25,132,257	(991,838)	104%	100%
Rollback, Homestead, CAT	4,188,380	4,741,924	(553,544)	113%	104%
Federal Grants	0	0	0	0%	0%
State Aid	0	0	0	0%	0%
Fines & Fees	370,000	398,988	(28,988)	108%	131%
Investment Earnings	157,213	275,183	(117,970)	175%	91%
Services to Others-Clevnet	3,366,741	3,467,756	(101,015)	103%	100%
Contributions	5,000	11,127	(6,127)	223%	100%
Miscellaneous	544,352	797,642	(253,290)	147%	162%
Return of Advances Out	0	179,140	(179,140)	154%	0%
Total	\$ 52,516,671	\$ 54,900,687	\$ (2,384,017)	105%	101%

	Appropriation(2)	Expended/ Encumbered	Balance	Percent To Date (3)	Percent Prior Year
Salaries/Benefits	36,537,588	36,373,089	164,499	100%	100%
Supplies	1,199,174	1,151,467	47,707	96%	94%
Purchased Services	11,390,987	11,150,491	240,496	98%	93%
Library Materials	11,483,839	11,224,700	259,139	98%	97%
Capital Outlay	556,073	512,432	43,642	92%	95%
Other	113,796	112,710	1,086	99%	90%
Sub Total	\$ 61,281,458	\$ 60,524,889	\$ 756,569	99%	98%
Advances Out	0	119,500	(119,500)	0%	100%
Transfers Out	3,500,000	3,500,000	0	100%	0%
Total	\$ 64,781,458	\$ 64,144,389	\$ 637,069	99%	98%

Note (1): Certificate from Cuyahoga County Budget Commission dated December 9, 2014.

Note (2): Subtotal Amended Appropriation of \$54,307,395 plus carried forward encumbrance of \$6,974,063.

Note (3): Subtotal includes 86% expended and 13% encumbered.

Cleveland Public Library
 Appropriation, Expenditures and Balances
 General Fund
 For the Period Ending December 31, 2014

	Current Year Appropriation	Total Appropriated Funds	Current Year Expenditures	Encumbered and Unpaid	Unencumbered Balance
51110 Professional Salaries	10,515,639.73	10,902,927.43	10,070,820.87	376,099.90	456,006.66
51120 Clerical Salaries	9,690,669.34	10,065,142.68	9,598,330.79	359,429.24	107,382.65
51130 Non-Clerical Salaries	1,233,085.46	1,283,755.00	1,296,741.58	46,832.93	(58,819.51)
51140 Buildings Salaries	3,601,946.88	3,733,044.19	3,498,510.58	135,033.82	99,499.79
51150 Other Salaries	998,698.74	1,037,559.35	986,902.62	36,406.57	14,250.16
51180 Severance Pay	0.00	107,617.35	246,393.51	146,227.65	(285,003.81)
51190 Non-Base Pay	0.00	221,708.06	309,758.03	12,380.95	(100,430.92)
51400 OPERS	3,577,218.98	3,716,837.20	3,623,369.08	135,912.87	(42,444.75)
51610 Health Insurance	4,067,844.96	4,234,319.35	4,119,467.75	172,912.20	(58,060.60)
51611 Dental Insurance	210,956.08	228,224.10	202,058.29	16,589.05	9,576.76
51612 Vision Insurance	16,017.41	16,017.41	15,138.47	0.00	878.94
51620 Life Insurance	13,651.20	14,781.00	13,400.40	1,053.60	327.00
51630 Workers Compensation	263,314.07	569,325.04	227,659.66	333,754.10	7,911.28
51640 Unemployment Compensation	40,000.00	59,582.55	15,631.26	23,951.29	20,000.00
51650 Medicare - ER	319,190.15	331,665.96	329,067.57	14,510.78	(11,912.39)
51900 Other Benefits	15,000.00	15,081.50	9,743.72	0.00	5,337.78
	\$34,563,233.00	\$ 36,537,588.17	\$ 34,561,994.18	\$ 1,811,094.95	\$ 164,499.04
Salaries/Benefits					
52110 Office Supplies	42,040.00	44,381.35	36,944.00	2,638.90	4,798.45
52120 Stationery	56,800.00	48,683.36	44,698.31	1,280.76	2,704.29
52130 Duplication Supplies	25,100.00	40,001.94	36,010.66	931.95	3,059.33
52140 Hand Tools	600.00	640.00	413.93	0.00	226.07
52150 Book Repair Supplies	64,200.00	77,265.19	67,791.04	7,055.58	2,418.57
52210 Janitorial Supplies	100,972.00	117,673.38	111,884.69	4,255.10	1,533.59
52220 Electrical Supplies	67,000.00	80,288.06	73,502.19	3,735.76	3,050.11

Cleveland Public Library
 Appropriation, Expenditures and Balances
 General Fund
 For the Period Ending December 31, 2014

	Current Year Appropriation	Total Appropriated Funds	Current Year Expenditures	Encumbered and Unpaid	Unencumbered Balance
52230	254,835.00	375,101.20	217,093.08	152,636.94	5,371.18
52240	27,100.00	15,925.32	4,037.52	11,843.78	44.02
52300	87,820.00	108,787.91	73,461.91	23,645.48	11,680.52
52900	319,500.00	290,426.36	265,161.00	12,444.37	12,820.99
Supplies	\$1,045,967.00	\$ 1,199,174.07	\$ 930,998.33	\$ 220,468.62	\$ 47,707.12
53100	125,000.00	93,502.95	80,753.44	12,535.01	214.50
53210	496,187.04	579,358.60	468,429.39	61,761.86	49,167.35
53230	104,100.00	113,189.32	104,679.23	3,972.45	4,537.64
53240	148,300.00	198,541.92	173,774.43	18,485.50	6,281.99
53310	568,400.00	439,074.53	359,716.95	77,602.11	1,755.47
53320	45,219.00	30,063.23	20,249.33	1,126.71	8,687.19
53340	190,000.00	282,219.07	198,295.49	78,917.86	5,005.72
53350	296,650.00	319,009.20	195,998.14	111,721.87	11,289.19
53360	1,025,383.31	1,030,399.37	1,001,854.24	5,985.82	22,559.31
53370	35,000.00	35,657.77	25,524.61	3,780.34	6,352.82
53380	1,040,000.00	975,794.97	915,227.09	56,795.21	3,772.67
53390	30,000.00	30,225.75	28,217.00	225.75	1,783.00
53400	415,817.00	457,113.11	400,092.00	57,021.00	0.11
53510	113,200.00	185,827.86	109,976.75	75,851.11	0.00
53520	60,430.76	67,671.01	51,844.92	9,463.72	6,362.37
53610	1,757,100.17	2,092,061.16	2,023,827.10	65,053.49	3,180.57
53620	171,380.00	218,650.90	189,741.98	25,185.10	3,723.82
53630	896,000.06	956,291.10	866,620.70	87,032.90	2,637.50
53640	91,828.62	110,895.68	90,287.43	17,978.09	2,630.16

Cleveland Public Library
Appropriation, Expenditures and Balances
General Fund
For the Period Ending December 31, 2014

	Current Year Appropriation	Total Appropriated Funds	Current Year Expenditures	Encumbered and Unpaid	Unencumbered Balance
53710 Professional Services	1,274,340.40	2,016,665.17	1,031,696.60	897,147.40	87,821.17
53720 Auditors Fees	819,671.64	732,016.64	662,829.28	64,000.00	5,187.36
53730 Bank Service Charges	26,800.00	26,800.00	23,297.91	0.00	3,502.09
53800 Library Material Control	265,000.00	367,460.83	200,055.45	166,400.38	1,005.00
53900 Other Purchased Services	10,000.00	32,496.75	28,582.88	874.50	3,039.37
Purchased/Contracted Services	\$10,005,808.00	\$11,390,986.89	\$9,251,572.34	\$1,898,918.18	\$240,496.37
54110 Books	2,335,500.00	2,954,497.68	2,263,063.04	600,000.29	91,434.35
54120 Continuations	432,000.00	931,929.52	398,051.75	528,452.88	5,424.89
54210 Periodicals	815,000.00	1,649,523.05	1,214,355.16	443,824.31	(8,656.42)
54220 Microforms	123,000.00	195,750.18	38,542.10	153,857.20	3,350.88
54310 Video Media	1,354,237.00	1,501,654.88	1,198,344.72	257,262.49	46,047.67
54320 Audio Media - Spoken	156,000.00	175,760.32	145,258.48	17,789.04	12,712.80
54325 Audio Media - Music	393,000.00	502,331.64	336,342.06	154,904.42	11,085.16
54350 Computer Media	0.00	14.00	14.00	0.00	0.00
54500 Database Services	1,178,607.00	1,569,078.74	1,014,348.67	576,246.31	(21,516.24)
54530 eMedia	1,045,858.00	1,670,355.00	902,795.82	748,639.00	18,920.18
54600 Interlibrary Loan	0.00	3,405.00	2,903.00	380.00	122.00
54710 Bookbinding	25,000.00	52,739.47	19,140.84	29,036.34	4,562.29
54720 Preservation Services	57,000.00	91,834.18	33,823.54	57,947.24	63.40
54730 Preservation Boxing	8,000.00	9,001.32	1,013.13	660.04	7,328.15
54790 Preservation Reformatting	130,000.00	175,964.19	73,680.90	14,023.44	88,259.85
Library Materials	\$8,053,202.00	\$11,483,839.17	\$7,641,677.21	\$3,583,023.00	\$259,138.96
55510 Furniture	158,277.00	212,862.38	98,133.08	97,187.86	17,541.44
55520 Equipment	161,903.00	214,993.06	130,299.22	58,593.38	26,100.46

Cleveland Public Library
 Appropriation, Expenditures and Balances
 General Fund
 For the Period Ending December 31, 2014

	Current Year Appropriation	Total Appropriated Funds	Current Year Expenditures	Encumbered and Unpaid	Unencumbered Balance
55530 Computer Hardware	68,000.00	61,231.64	61,231.64	0.00	0.00
55540 Software	29,000.00	8,148.37	4,106.17	4,042.20	0.00
55700 Motor Vehicles	0.00	58,838.00	58,838.00	0.00	0.00
Capital Outlay	\$417,180.00	\$ 556,073.45	\$ 352,608.11	\$ 159,823.44	\$ 43,641.90
57100 Memberships	70,584.00	72,824.00	70,768.38	1,655.62	400.00
57200 Taxes	10,956.00	13,390.74	12,355.02	1,035.72	0.00
57500 Refunds/Reimbursements	19,125.00	27,581.39	19,457.87	7,437.65	685.87
Miscellaneous Expenses	\$100,665.00	\$ 113,796.13	\$ 102,581.27	\$ 10,128.99	\$ 1,085.87
59810 Advances Out	0.00	0.00	119,500.00	0.00	(119,500.00)
Advances	\$0.00	\$ 0.00	\$ 119,500.00	\$ 0.00	\$(119,500.00)
59900 Transfers Out	0.00	3,500,000.00	3,500,000.00	0.00	0.00
Transfers	\$0.00	\$ 3,500,000.00	\$ 3,500,000.00	\$ 0.00	\$ 0.00
TOTAL	\$54,186,055.00	\$ 64,781,457.88	\$ 56,460,931.44	\$ 7,683,457.18	\$ 637,069.26

Cleveland Public Library
Revenue, Expenditures and Changes in Fund Balances
For the Period Ending December 31, 2014

	Beginning Year Balance	Year to Date Receipts	Year to Date Expenditures	Year to Date Encumbrances	Unencumbered Balance
101 General Fund	32,152,902.16	54,900,687.49	56,460,931.44	7,683,457.18	22,909,201.03
Total General Fund	\$ 32,152,902.16	\$ 54,900,687.49	\$ 56,460,931.44	\$ 7,683,457.18	\$ 22,909,201.03
201 Anderson	237,574.00	22,802.72	0.00	0.00	260,376.72
202 Endowment for the Blind	1,870,632.05	175,304.57	0.00	0.00	2,045,936.62
203 Founders	5,097,795.20	1,009,749.95	185,360.30	45,339.77	5,876,845.08
204 Kaiser	50,517.36	4,889.08	0.00	0.00	55,406.44
205 Kralley	169,521.71	13,764.65	0.00	0.00	183,286.36
206 Library	181,123.56	9,613.88	16,809.84	1,550.00	172,377.60
207 Pepke	109,016.85	9,823.15	0.00	0.00	118,840.00
208 Wickwire	1,208,349.14	121,658.30	13,382.81	0.00	1,316,624.63
209 Wittke	74,421.21	7,151.55	0.00	0.00	81,572.76
210 Young	3,478,300.48	321,265.67	14,782.50	0.00	3,784,783.65
225 Friends	1,720.09	39,000.00	40,720.09	0.00	0.00
226 Judd	5,939.74	206,633.00	205,004.56	7,568.18	0.00
228 Lockwood Thompson Memorial	232,237.47	163,712.16	215,845.86	100,567.35	79,536.42
229 Ohio Center for the Book	75.00	900.00	975.00	0.00	0.00
230 Schweinfurth	65,651.08	65,126.00	66,981.79	12,510.00	51,285.29
251 OLBPD-Library for the Blind	71,143.04	1,508,194.00	1,579,337.04	58,596.41	(58,596.41)
252 LSTA-Know It Now	59,552.75	210,261.49	226,187.46	8,028.38	35,598.40
254 MyCom	53,840.00	208,040.00	166,880.00	95,000.00	0.00
256 Learning Centers	0.00	228,500.00	132,757.58	14,350.00	81,392.42
Total Special Revenue Funds	\$ 12,967,410.73	\$ 4,326,390.17	\$ 2,865,024.83	\$ 343,510.09	\$ 14,085,265.98
401 Building & Repair	13,919,431.93	3,739,751.00	3,036,473.86	1,111,662.45	13,511,046.62
Total Capital Project Funds	\$ 13,919,431.93	\$ 3,739,751.00	\$ 3,036,473.86	\$ 1,111,662.45	\$ 13,511,046.62
501 Abel	201,652.08	19,375.79	0.00	0.00	221,027.87

Cleveland Public Library
 Revenue, Expenditures and Changes in Fund Balances
 For the Period Ending December 31, 2014

	Beginning Year Balance	Year to Date Receipts	Year to Date Expenditures	Year to Date Encumbrances	Unencumbered Balance
502 Ambler	1,922.16	179.04	0.00	0.00	2,101.20
503 Beard	120,547.30	12,549.90	2,275.00	3,626.00	127,196.20
504 Klein	4,551.71	422.32	0.00	0.00	4,974.03
505 Maloni/Schroeder	251,977.23	21,038.10	1,175.00	0.00	271,840.33
506 McDonald	157,679.29	16,255.33	0.00	0.00	173,934.62
507 Ratner	77,265.33	7,185.56	0.00	0.00	84,450.89
508 Root	33,189.92	3,122.57	0.00	0.00	36,312.49
509 Sugarman	185,194.09	15,849.53	13,064.78	0.00	187,978.84
510 Thompson	140,936.71	12,994.30	0.00	0.00	153,931.01
511 Weidenthal	5,651.24	520.75	0.00	0.00	6,171.99
512 White	1,884,678.86	190,134.47	33,033.87	15,961.84	2,025,817.62
513 Beard Anna Young	74,764.76	5,773.93	0.00	0.00	80,538.69
Total Permanent Funds	\$ 3,140,010.68	\$ 305,401.59	\$ 49,548.65	\$ 19,587.84	\$ 3,376,275.78
901 Unclaimed Funds	10,449.41	1,125.01	410.75	0.00	11,163.67
Others	\$ 10,449.41	\$ 1,125.01	\$ 410.75	\$ 0.00	\$ 11,163.67
Total All Funds	\$ 62,190,204.91	\$ 63,273,355.26	\$ 62,412,389.53	\$ 9,158,217.56	\$ 53,892,953.08

Cleveland Public Library
 Depository Balance Detail
 For the Period Ending December 31, 2014

Balance of All Funds	\$ 63,051,170.64
Chase - Checking	6,470.76
KeyBank - Concentration Acct	0.00
KeyBank - Checking (ZBA)	699,788.22
KeyBank - Merchant Acct	79,525.42
Fifth Third - Checking	988,281.18
Petty Cash	330.00
Change Fund	4,640.00
KeyBank-Payroll Account (ZBA)	255.52
Cash in Library Treasury	\$ 1,779,291.10
PNC - Money Market	10,040.93
PNC - Investments	34,900,963.55
PNC - Investments Money Market	64,445.49
STAR Ohio Investment	29,927.01
STAR Plus Program	9,798,865.57
Investments	\$ 44,804,242.55
PNC- Endowment Account	16,467,636.99
Endowment Account	\$ 16,467,636.99
Cash in Banks and On Hand	\$ 63,051,170.64



CLEVE PUB LIB ENDMT CONS
MANAGED ACCOUNT
Account number 21-75-501-4453885
December 31, 2014

PNC BANK NA AS AGENT UNDER
AGREEMENT DATED 09/18/1997 FOR
THE CLEVELAND PUBLIC LIBRARY
ENDOWMENT FUND CONS



CLEVE PUB LIB ENDMT CONS
 MANAGED ACCOUNT SUMMARY
 Account number 21-75-501-4453885
 December 31, 2014

Your PNC Managed Account

Asset manager	Investment style	Manager number	% of portfolio	Value on 01/01/14	Investment income	Other additions	Other disbursements	Cash transfers	Fees and charges	Change in value of investments	Current account value
PCA ADVANTAGE PORTFOLIO	Large cap core	073	31.1%	\$6,215,825	\$105,548	\$602	-\$170,650	\$319,145	-\$56,645	\$180,647	\$6,594,472
PNC CAPITAL ADVISORS	Taxable intermediate	880	38.1%	7,055,928	128,462	-	-20,000	-197,205	-	1,098,212	8,065,398
		573	30.9%	6,437,745	136,438	253	-101,965	-	-	38,544	6,511,016
					\$370,448.71		-\$292,615.00		-\$56,645.22		
Total portfolio value				\$19,709,499.45		\$855.77		\$121,940.00		\$1,317,403.85	\$21,170,887.56
Accrued income				\$42,426.29							\$42,244.97
Total account value				\$19,751,925.74							\$21,213,132.53

Note: amounts reflected on this page represent activity from 01/01/14 through 12/31/14



CLEVE PUB LIB ENDMT CONS

INVESTMENT MANAGEMENT STATEMENT

Account number 21-75-501-4453885
January 1, 2014 - December 31, 2014

Total portfolio value

Total portfolio value on December 31	\$21,170,387.56
Total portfolio value on January 1	19,709,499.45
Total change in value	\$1,461,388.11

www.pnc.com

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Investment policy and market outlook
Investment objective: 60% Equity 40% Fixed

Bulletin board

Enclosed is an insert addressing expense ratios on mutual funds available through PNC Bank, N.A. This enclosure provides important information on fund level compensation paid to PNC and its affiliates. Additional information on these fees is available in each fund's prospectus. To obtain a copy of a prospectus, contact your account officer.

Purchase/Sale Advice: PNC Bank effects transactions in your account of which you are entitled to receive written notification at the time and in the form agreed to in writing by each party, and at no additional charge to you. Unless you direct PNC Bank otherwise in writing, you agree to accept your periodic account statement, which lists all securities transactions, receipts and disbursements during the period, together with a listing of the assets held in your account(s), in lieu of receiving copies of each transactional advice.

PNC BANK NA AS AGENT UNDER
AGREEMENT DATED 09/18/1997 FOR
THE CLEVELAND PUBLIC LIBRARY
ENDOWMENT FUND CONS



CLEVE PUB LIB ENDMT CONS
INVESTMENT MANAGEMENT STATEMENT

Account number 21-75-501-4453885
January 1, 2014 - December 31, 2014

NOTICE OF LIMITATION OF LIABILITY - Trust Accounts

An action for breach of trust based on matters disclosed in a trust accounting or other written reports of the trustee - such as this statement - may be subject to a statute of limitations, limiting your right to sue, measured as follows, from either the date the trust accounting, statement or written report is mailed or received. If you have questions regarding your rights, please contact your attorney.

AL: 2 years from mailing	GA: 2 years from receipt	OH: 2 years from mailing
DC: 1 year from mailing	IL: 3 years from receipt	PA: 30 months from receipt
DE: 2 years from receipt	MI: 1 year from mailing	SC: 1 year from mailing
FL: 6 months from receipt	MO: 1 year from mailing	VA: 1 year from mailing
		WI: 2 years from mailing

See pnc.com for the latest updates about our investing strategies.

About your account

The PNC Financial Services Group, Inc. ("PNC") uses the marketing name PNC Institutional Asset ManagementSM for the various discretionary and non-discretionary institutional investment activities conducted by PNC Bank, National Association ("PNC Bank"), which is a Member FDIC, and investment management activities conducted by PNC Capital Advisors, LLC, a registered investment adviser ("PNC Capital Advisors"). PNC Bank uses the marketing name PNC Institutional Advisory SolutionsSM to provide discretionary investment management, trustee, and other related services. Standalone custody, escrow, and directed trustee services; FDIC-insured banking products and services; and lending of funds are also provided through PNC Bank. PNC does not provide legal, tax, or accounting advice unless, with respect to tax advice, PNC Bank has entered into a written tax services agreement. PNC does not provide services in any jurisdiction in which it is not authorized to conduct business. PNC Bank is not registered as a municipal advisor under the Dodd-Frank Wall Street Reform and Consumer Protection Act ("Act"). Investment management and related products and services provided to a "municipal entity" or "obligated person" regarding "proceeds of municipal securities" (as such terms are defined in the Act) will be provided by PNC Capital Advisors. "Vested Interest" is a registered trademark and "PNC Institutional Asset Management," "PNC Retirement Solutions," and "PNC Institutional Advisory Solutions" are service marks of The PNC Financial Services Group, Inc.

The securities in this account, including shares of mutual funds, are not bank deposits. PNC Bank and other banks do not guarantee these securities, the FDIC does not insure them nor does any government agency or government-sponsored agency of the federal government or any state. Securities involve investment risks, including the possible loss of the amount invested.

This statement contains information obtained from sources believed to be reliable. These sources may include other service providers that may also be under contractual obligation to you. Please contact your PNC Investment Professional via phone or in writing if there have been any changes in your investment objectives, financial situation, risk tolerance, or specific investment restrictions on the management of your account.

Investments: Not FDIC Insured. No Bank Guarantee. May Lose Value.
Insurance: Not FDIC Insured. No Bank or Federal Government Guarantee. Not a Deposit. May Lose Value.

This statement includes an accounting of asset holdings and transactional activity as well as additional informational schedules. It is not intended to be used for tax reporting purposes or to replace or supplement any tax information provided to you for that purpose.



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Summary

Change in account value

Beginning account value	This period \$19,751,925.74
Additions	
Investment income	\$370,448.71
Other receipts	855.77
Disbursements	
Distributions	-\$292,540.00
Fees and charges	- 56,645.22
Other disbursements	- 75.00
Account to account transfers	121,940.00
Change in value of investments	1,307,597.55
Net accrued income	- 181.32
Value of non cash transactions	9,806.30
Ending account value	<u>\$21,213,132.53</u>

Gain/loss summary

Fixed income	This period -\$19,236.87	Net unrealized gain/loss* Since acquisition \$4,715.52
Equities	1,137,848.56	4,698,535.05
Total	<u>\$1,118,611.69</u>	<u>\$4,703,250.57</u>

* All unrealized gain/loss information is based on tax cost. When this information is not available for all assets, your portfolio's tax cost may be understated. To determine if we have tax cost information for all your assets, call Laura Gockel your Account Advisor.

Accrued income summary

Accrued income on December 31	\$42,244.97
Accrued income on January 01	42,426.29
Net accrued income	<u>-\$181.32</u>

Investment income summary

	This period	Estimated annual income	Accrued income this period
Income-cash and cash equivalents	\$32.17	\$37.47	\$16.67
Interest-fixed income	136,427.12	133,466.34	31,762.50
Dividends-equities	233,989.42	213,197.74	10,465.80
Total	<u>\$370,448.71</u>	<u>\$346,701.55</u>	<u>\$42,244.97</u>

Summary

Transaction summary - measured by cash balance

	Income	Principal
	This period	This period
Beginning cash balance	-\$1,459.40	\$1,459.40
Additions		
Investment income	\$333,166.82	\$37,281.89
Sales and maturities	261,484.90	6,424,395.58
Transfers within account	-	136,438.53
Other receipts	-	855.77
Disbursements		
Distributions	-\$20,000.00	-\$272,540.00
Purchases	-400,108.57	-6,429,756.17
Transfers within account	-136,438.53	-
Fees and charges	-56,645.22	-
Other disbursements	-	-75.00
Account to account transfers	20,000.00	101,940.00
Ending cash balance	\$0.00	\$0.00
Change in cash	\$1,459.40	-\$1,459.40

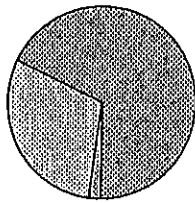
Transaction summary - measured by tax cost

Beginning tax cost	\$15,205,041.04
Additions	
Purchases	\$6,829,864.74
Securities received	43,290.36
Disbursements	-
Sales	-\$5,567,268.79
Securities delivered	-43,290.36
Change in cash	-
Ending tax cost	\$18,467,636.99

Analysis

Asset allocation

	Dec. 31, 2014
Cash and cash equivalents	1.77 %
Mutual funds	1.77 %
Fixed income	30.29 %
Corporate	11.38 %
US treasury	16.55 %
Agency	2.19 %
Other	0.17 %
Equities	67.94 %
Stock	38.07 %
Etf's	9.71 %
Mutual funds	20.17 %



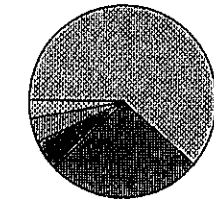
Equity sectors

	Market value	% of equities	% of total portfolio
Industrials	\$892,105.66	11.07 %	4.21 %
Consumer discretionary	1,241,769.60	15.41 %	5.87 %
Consumer staples	850,656.20	10.56 %	4.02 %
Energy	479,588.90	5.95 %	2.27 %
Financial	1,495,298.70	18.55 %	7.06 %
Materials	241,943.40	3.00 %	1.14 %
Information technology	1,400,648.20	17.38 %	6.62 %
Utilities	142,398.00	1.77 %	0.67 %
Health care	1,223,438.00	15.18 %	5.78 %
Telecommunication services	91,688.80	1.14 %	0.43 %
Total	\$8,059,535.46	100.00 %	38.07 %

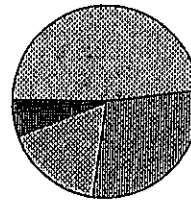
Analysis

Bond analysis

Bond rating



Maturity schedule



Detail

Portfolio - income

Cash and cash equivalents
Mutual funds - money market

Description	Market value last period Quantity	Current market value		% of total portfolio	Total tax cost	Current yield	Estimated annual income	Accrued income
		Quantity	price per unit					
PNC TREASURY MONEY MARKET FUND #431	\$88,743.52		\$1.0000	0.01 %				\$0.62
PCA ADVANTAGE PORTFOLIO								
PNC TREASURY MONEY MARKET FUND #431	227,367.190	227,367.19	1.0000	1.08 %	227,367.19	0.02 %	22.74	9.35
21-75-073-4453885					1.00			
PNC TREASURY MONEY MARKET FUND #431			1.0000	0.01 %				4.64
PNC CAPITAL ADVISORS								
Total mutual funds - money market		\$227,367.19		1.07 %	\$227,367.19	0.01 %	\$22.74	\$14.61
Total cash and cash equivalents		\$227,367.19		1.07 %	\$227,367.19	0.01 %	\$22.74	\$14.61

Detail

Portfolio - principal

Cash and cash equivalents
Mutual funds - money market

Description	Market value last period		Current market value	% of total portfolio	Total tax cost	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit						
PNC TREASURY MONEY MARKET FUND #431	\$68,660.87	\$42,294.38	\$42,294.38	0.20 %	\$42,294.38	0.02 %	\$4.23	\$1.76
21-75-073-4453885		\$1.0000	\$1.00		\$1.00			
PNC TREASURY MONEY MARKET FUND #431	25,838.42	5,862.67	5,862.67	0.03 %	5,862.67	0.02 %	0.59	0.30
PCA ADVANTAGE PORTFOLIO		1.0000	1.00		1.00			
PNC TREASURY MONEY MARKET FUND #431	111,809.48	99,052.45	99,052.45	0.47 %	99,052.45	0.02 %	9.91	
PNC CAPITAL ADVISORS	99,052.450	1.0000	1.00		1.00			
Total mutual funds - money market			\$147,209.50	0.70 %	\$147,209.50	0.01 %	\$14.73	\$2.06
Total cash and cash equivalents			\$147,209.50	0.70 %	\$147,209.50	0.01 %	\$14.73	\$2.06

Detail

Fixed income
Corporate bonds

Description [Cusip]	Market value last period	Quantity	Current price per unit	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
AT & T INC	\$42,113.20	40,000	\$42,976.40	0.21 %	\$44,586.20	\$111.47	-\$1,609.80	4.15 %	\$1,780.00	\$227.44
SR UNSEC			\$107.4410							
04.450% DUE 05/15/2021										
RATING: A3										
[00206RAX0]										
PNC CAPITAL ADVISORS										
AT&T INC										
CALL 12/11/2023 @ 100.000 UNSC		5,000	5,138.30	0.03 %	5,128.55		9.75	3.80 %	195.00	59.58
03.900% DUE 03/11/2024			102.7660		102.57					
RATING: A3										
[00206RCE0]										
PNC CAPITAL ADVISORS										
ABBIEY NATL TREASURY SERV		30,825.90	31,059.60	0.15 %	30,170.30		889.30	2.95 %	915.00	325.33
SEDOL ISIN US002799AL89		30,000	103.5320		100.57					
03.050% DUE 08/23/2018										
RATING: A2										
[002799AL8]										
PNC CAPITAL ADVISORS										
ACE INA HOLDINGS		15,518.40	15,233.55	0.08 %	14,986.05		247.50	2.57 %	390.00	41.17
COM GTS		15,000	101.5570		99.91					
02.600% DUE 11/23/2015										
RATING: A3										
[00440EAN7]										
PNC CAPITAL ADVISORS										
AMERICAN EXPRESS CREDIT		20,097.20	30,112.20	0.15 %	30,063.50		48.70	0.76 %	226.65	40.29
UNSC		30,000	100.3740		100.21					
VAR % DUE 07/29/2016										
RATING: A2										
[0258MODH9]										
PNC CAPITAL ADVISORS										

Detail

**Fixed income
Corporate bonds**

Description (Cusip)	Market value last period		Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current price per unit	Current					
AMERICAN HONDA FINANCE UNSC	25,130.00	25,109.00	100.4360	25,000.00	0.12 %	109.00	0.74 %	185.55	44.33
VAR % DUE 10/07/2016 RATING: A1 [02665WAA9]				100.00					
PNC CAPITAL ADVISORS									
AMERICAN HONDA FINANCE SER MTN UNSC	25,000	25,080.50	100.3220	24,953.75	0.12 %	126.75	2.25 %	562.50	175.00
02.250% DUE 08/15/2019 RATING: A1 [02665WAH4]				99.82					
PNC CAPITAL ADVISORS									
AMERIPRISE FINANCIAL INC UNSC	35,000	35,794.85	102.2710	34,879.60	0.17 %	915.25	3.62 %	1,295.00	370.51
03.700% DUE 10/15/2024 RATING: A3 [03076CAG1]				99.66					
PNC CAPITAL ADVISORS									
ANHEUSER-BUSCH INBEV FIN COGT	20,000	20,775.40	103.8770	20,034.15	0.10 %	741.25	3.57 %	740.00	308.33
03.700% DUE 02/01/2024 RATING: A2 [03524BAE6]				100.17					
PNC CAPITAL ADVISORS									
APPLE INC UNSC	62,944.70	68,040.00	97.2000	68,534.70	0.33 %	-494.70	2.47 %	1,680.00	270.67
02.400% DUE 05/03/2023 RATING: AA1 [037833AK6]	70,000	97.91		97.91					
PNC CAPITAL ADVISORS									

Detail

Fixed income
Corporate bonds

Description (Cusip)	Market value last period		Quantity	Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit		Current price per unit	Current market value							
BB&T CORPORATION	24,050.40	23,726.20	20,000	118.6310	23,726.20	0.12 %	24,791.00	123.96	- 1,064.80	5.78 %	1,370.00	232.14
SR UNSEC												
06-850% DUE 04/30/2019												
RATING: A2												
[05531FAB9]												
PNC CAPITAL ADVISORS												
BP CAPITAL MARKETS PLC	9,692.60	29,491.20	30,000	98.3040	29,491.20	0.14 %	29,540.20	98.47	- 49.00	3.31 %	973.50	148.73
ISIN US05565QBZ00 SEDOL B87XBL5												
03-245% DUE 05/06/2022												
RATING: A2												
[05565QBZ0]												
PNC CAPITAL ADVISORS												
BNP PARIBAS	25,468.75	25,550.50	25,000	102.2020	25,550.50	0.13 %	24,953.50	99.81	597.00	2.65 %	675.00	245.63
SEDOL ISIN US05574LPT97												
02-700% DUE 08/20/2018												
RATING: A1												
[05574LPT9]												
PNC CAPITAL ADVISORS												
BANK OF MONTREAL	30,139.80	30,083.70	30,000	100.2790	30,083.70	0.15 %	30,090.00	100.00	83.70	0.72 %	214.29	12.50
ISIN US06366RHB42 NOTES												
VAR % DUE 09/11/2015												
RATING: AA3												
[06366RHB4]												
PNC CAPITAL ADVISORS												
BERKSHIRE HATHAWAY INC	25,775.75	26,742.75	25,000	106.9710	26,742.75	0.13 %	25,836.05	103.34	906.70	3.51 %	937.50	354.17
SR UNSEC												
03-750% DUE 08/15/2021												
RATING: AA2												
[084670BC1]												
PNC CAPITAL ADVISORS												

Detail

Fixed income
Corporate bonds

Description [Cusip]	Market value last period		Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current	price per unit							
CANADIAN IMPERIAL BANK	10,040.40	10,041.30	10,041.30	100.00	0.05 %	10,000.00	100.00	41.30	0.79 %	78.60	15.94
UNSC ISIN US136069FV81	10,000	100.4130	100.4130	100.00							
VAR % DUE 07/18/2016											
RATING: AA3											
PNC CAPITAL ADVISORS											
(136069FV8)											
PROGRESS ENERGY CAROLINA	22,748.40	22,409.00	22,409.00	19,981.60	0.11 %	19,981.60	99.91	2,427.40	4.74 %	1,060.00	488.78
1ST MTG	20,000	112.0450	112.0450								
05.300% DUE 01/15/2019											
RATING: AA2											
(144141CZ9)											
PNC CAPITAL ADVISORS											
(144141CZ9)											
CATERPILLAR INC	25,967.50	27,072.25	27,072.25	26,025.25	0.13 %	26,025.25	104.10	1,047.00	3.61 %	975.00	92.08
SR UNSEC	25,000	108.2890	108.2890								
03.900% DUE 05/27/2021											
RATING: A2											
(149123BV2)											
PNC CAPITAL ADVISORS											
(149123BV2)											
CATHOLIC HEALTH INITIATI	14,538.75	14,938.80	14,938.80	14,995.65	0.08 %	14,995.65	99.97	-56.85	1.61 %	240.00	40.00
SECURED	15,000	99.5920	99.5920								
01.600% DUE 11/01/2017											
RATING: A1											
(14976RAB0)											
PNC CAPITAL ADVISORS											
(14976RAB0)											
CHEVRON CORP	19,559.80	19,876.40	19,876.40	20,000.00	0.10 %	20,000.00	100.00	-123.60	1.12 %	220.80	15.95
SR UNSEC CALL 11/5/17 @100	20,000	99.3820	99.3820								
01.104% DUE 12/05/2017											
RATING: AA1											
(166764AA8)											
PNC CAPITAL ADVISORS											
(166764AA8)											

Detail

**Fixed income
Corporate bonds**

Description [Cusip]	Quantity	Market value last period	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
			Current price per unit							
CHEVRON CORP	70,000	67,880.40	96.9720	0.33 %	67,886.70	96.98	- 6.30	2.43 %	1,648.50	119.06
SR UNSEC CALL 9/5/22 @ 100										
02.355% DUE 12/05/2022										
RATING: AA1										
[166764AB6]										
PNC CAPITAL ADVISORS										
CISCO SYSTEMS INC	21,813.40	22,018.40	110.0920	0.11 %	23,019.40	115.10	- 1,001.00	4.05 %	890.00	410.39
SR NTS										
04.450% DUE 01/15/2020										
RATING: A1										
[17275RAH5]										
PNC CAPITAL ADVISORS										
CITIGROUP INC	21,060.80	20,028.40	100.1420	0.10 %	21,946.20	109.73	- 1,917.80	6.01 %	1,202.00	53.42
SR UNSEC										
06.010% DUE 01/15/2015										
RATING: BAA2										
[172967FA4]										
PNC CAPITAL ADVISORS										
COCA-COLA CO/THE	20,016.80	30,010.50	100.0350	0.15 %	30,037.60	100.13	- 27.10	0.36 %	105.54	44.27
UNSC										
VAR% DUE 11/01/2016										
RATING: AA3										
[191216BC3]										
PNC CAPITAL ADVISORS										
CONNECTICUT LIGHT & PWR	18,278.60	19,411.40	97.0570	0.10 %	19,870.20	99.35	- 458.80	2.58 %	500.00	230.56
CALL 10/15/2022 @ 100.000 MORT										
02.500% DUE 01/15/2023										
RATING: A2										
[207597EF8]										
PNC CAPITAL ADVISORS										



INSTITUTIONAL
INVESTMENTS

CLEVE PUB LIB ENDMT CONS
INVESTMENT MANAGEMENT STATEMENT
Account number 21-75-501-4453885
January 1, 2014 - December 31, 2014

Detail

Fixed income
Corporate bonds

Description (Cusip)	Market value last period	Current market value		% of total portfolio	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
		Quantity	Current price per unit						
DEUTSCHE BANK AG LONDON SEDOL ISIN US25152RVR10	15,000	14,968.80	99.7920	0.08 %	15,031.20	- 62.40	1.41 %	210.00	80.50
01.400% DUE 02/13/2017 RATING: A3					100.21				
PNC CAPITAL ADVISORS (25152RVR1)									
WALT DISNEY COMPANY NTS SERIES B	23,246.40	22,518.80	112.5940	0.11 %	24,573.00	- 2,054.20	5.22 %	1,175.00	52.22
05.875% DUE 12/15/2017 RATING: A2					122.87				
PNC CAPITAL ADVISORS (25468PCB0)									
DUKE ENERGY INDIANA INC 1ST MORTGAGE	10,366.20	10,595.60	105.9560	0.06 %	10,900.90	- 305.30	3.54 %	375.00	172.92
03.750% DUE 07/15/2020 RATING: AA3					109.01				
PNC CAPITAL ADVISORS (263901AC4)									
DUKE ENERGY CAROLINAS 1ST MORTGAGE	11,304.60	11,074.70	110.7470	0.06 %	9,966.00	1,108.70	4.75 %	525.00	242.08
05.250% DUE 01/15/2018 RATING: AA2					99.66				
[26442CAC8]									
PNC CAPITAL ADVISORS EMC CORP	24,484.50	24,879.75	99.5190	0.12 %	24,909.00	- 29.25	2.67 %	662.50	55.21
02.650% DUE 06/01/2020 RATING: A1					99.64				
[268648AQ5]									
PNC CAPITAL ADVISORS									

Detail

Fixed income
Corporate bonds

Description (Cusip)	Market value last period	Quantity	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
EBAY INC	22,993.25		33,212.90	0.16 %	33,945.00	97.04	- 752.10	2.74 %	910.00	419.61
SR UNSEC	35,000		94,894.0							
02.600% DUE 07/15/2022										
RATING: A2										
[278642AE3]										
PNC CAPITAL ADVISORS										
EXXON MOBIL CORPORATION										
UNSC	90,000		89,936.10	0.43 %	90,000.00	100.00	- 63.90	0.28 %	250.11	11.81
VAR % DUE 03/15/2017			99,929.0							
RATING: AAA										
[30231GAB8]										
PNC CAPITAL ADVISORS										
EXXON MOBIL CORPORATION										
CALL 12/15/2023 @ 100,000 UNSC	35,000		36,107.75	0.18 %	36,127.70	103.22	- 19.95	3.08 %	1,111.60	327.30
03.176% DUE 03/15/2024			103,165.0							
RATING: AAA										
[30231GAC6]										
PNC CAPITAL ADVISORS										
FLORIDA POWER & LIGHT										
CALL 12/01/2022 @ 100,000 MORT	23,400.25		24,760.75	0.12 %	23,932.70	95.73	828.05	2.78 %	687.50	57.29
02.750% DUE 06/01/2023	25,000		99,043.0							
RATING: AA2										
[341081FJ1]										
PNC CAPITAL ADVISORS										
GENERAL ELEC CAP CORP										
SR UNSEC	35,000		39,449.55	0.19 %	38,517.25	110.05	932.30	4.13 %	1,627.50	334.54
04.650% DUE 10/17/2021			112,713.0							
RATING: A1										
[36942G5J9]										
PNC CAPITAL ADVISORS										

Detail

Fixed income
Corporate bonds

Description (Cusip)	Market value last period		Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current price per unit	Current					
GENERAL ELEC CAP CORP	20,000	20,370.40	20,095.80	274.60	0.10 %	3.10 %	630.00	199.50	
SR UNSECD		101.8520	100.48						
03.150% DUE 09/07/2022									
RATING: A1									
[36962G6F6]									
PNC CAPITAL ADVISORS									
GEORGIA POWER COMPANY	22,553.80	22,379.60	22,065.80	313.80	0.11 %	4.83 %	1,080.00	90.00	
NOTES	20,000	111.8980	110.33						
05.400% DUE 06/01/2018									
RATING: A3									
[373334JK8]									
PNC CAPITAL ADVISORS									
GILEAD SCIENCES INC	30,000	33,079.50	32,871.60	207.90	0.16 %	4.00 %	1,320.00	110.00	
SR UNSEC CALL 09/01/21 @100		110.2650	109.57						
04.400% DUE 12/01/2021									
RATING: A3									
[375558AU7]									
PNC CAPITAL ADVISORS									
GLAXOSMITHKLINE CAPITAL	23,578.75	25,001.25	24,679.25	322.00	0.12 %	2.85 %	712.50	104.90	
ISIN US377373AD71 SEDOL B8460G5	25,000	100.0050	98.72						
02.850% DUE 05/08/2022									
RATING: A2									
[377373AD71]									
PNC CAPITAL ADVISORS									
GOOGLE INC	31,281.00	32,188.20	33,118.00	-929.80	0.16 %	3.38 %	1,087.50	126.87	
SR UNSEC	30,000	107.2940	110.39						
03.625% DUE 05/19/2021									
RATING: AAZ									
[38259PAB8]									
PNC CAPITAL ADVISORS									

Detail

**Fixed income
Corporate bonds**

Description (Cusip.)	Market value last period		Quantity	Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit		Current price per unit	Current price per unit							
HSBC HOLDINGS PLC SR UNSEC	22,229.00	22,608.00	22,229.00	22,608.00	0.11 %	21,112.40	105.56	1,495.60	1,020.00	4.52 %	1,020.00	243.67
ISIN US404280AK50 SEDOL B619Q88			20,000	113.0400								
05.100% DUE 04/05/2021												
RATING: AA3												
PNC CAPITAL ADVISORS												
{404280AK5}												
HOME DEPOT INC	21,599.40	11,124.80	21,599.40	11,124.80	0.06 %	11,194.45	111.95	- 69.65	440.00	3.96 %	440.00	110.00
SR UNSEC ST CONVENTION	10,000	111.2480	10,000	111.2480								
04.400% DUE 04/01/2021												
RATING: A2												
{437076AW2}												
PNC CAPITAL ADVISORS												
INTEL CORP												
SR UNSEC												
02.700% DUE 12/15/2022	30,000	29,821.50	30,000	99.4050	0.15 %	28,404.00	94.68	1,417.50	810.00	2.72 %	810.00	36.00
RATING: A1												
{458140AM2}												
PNC CAPITAL ADVISORS												
JPMORGAN CHASE & CO												
NOTES												
04.625% DUE 05/10/2021	43,120.00	44,024.00	43,120.00	110.0600	0.21 %	45,404.20	113.51	- 1,380.20	1,850.00	4.21 %	1,850.00	262.08
RATING: A3	40,000		40,000									
{46625HHZ6}												
PNC CAPITAL ADVISORS												
JOHNSON & JOHNSON												
SR NTS												
05.150% DUE 07/15/2018	51,205.50	50,509.80	51,205.50	112.2440	0.24 %	51,646.05	114.77	- 1,136.25	2,317.50	4.59 %	2,317.50	1,068.62
RATING: AAA	45,000		45,000									
{478160AU8}												
PNC CAPITAL ADVISORS												

Detail

Fixed income
Corporate bonds

Description [Cusip]	Market value last period	Quantity	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
			price per unit							
MASTERCARD INC UNSC	15,000	15,000	15,396.90	0.08 %	15,023.55	100.16	373.35	3.29 %	506.25	126.56
03.375% DUE 04/01/2024			102.6460							
RATING: A2										
[57636QAB0]										
PNC CAPITAL ADVISORS										
MEDTRONIC INC UNSC	24,541.25	25,000	24,740.00	0.12 %	24,803.20	99.21	- 63.20	1.39 %	343.75	85.94
01.375% DUE 04/01/2018			98.9600							
RATING: A2										
[58505SBA3]										
PNC CAPITAL ADVISORS										
MERRILL LYNCH & CO NOTES SERIES MTN	17,735.55	15,000	17,228.70	0.09 %	16,275.00	108.50	953.70	5.99 %	1,031.25	189.06
06.875% DUE 04/25/2018			114.8580							
RATING: BAA2										
[59018YN64]										
PNC CAPITAL ADVISORS										
METLIFE INC SER D UNSC	20,000	20,000	21,807.80	0.11 %	20,802.00	104.01	1,005.80	4.01 %	873.60	38.83
04.368% DUE 09/15/2023			109.0390							
RATING: A3										
[59156RBB3]										
PNC CAPITAL ADVISORS										
MICROSOFT CORP SR NOTES	35,673.40	35,000	36,489.25	0.18 %	34,697.60	99.14	1,791.65	2.88 %	1,050.00	262.50
03.000% DUE 10/01/2020			104.2550							
RATING: AAA										
[594918AH7]										
PNC CAPITAL ADVISORS										

Detail

**Fixed income
Corporate bonds**

Description (Cusip)	Market value Last period	Quantity	Current market value price per unit	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
NBCUNIVERSAL MEDIA LLC	27,495.00	25,000	109.9800	0.13 %	26,912.50	582.50	107.65	3.98 %	1,093.75	273.44
WI SR UNSEC 04.375% DUE 04/01/2021										
RATING: A3 [63946BAE0]										
PNC CAPITAL ADVISORS										
NEXEN INC	17,292.15	17,292.15	17,287.35	0.09 %	18,672.75	- 1,385.40	124.49	5.38 %	930.00	390.08
ISIN US65334HAK86	15,000	15,000	115.2490							
06.200% DUE 07/30/2019										
RATING: AA3 [65334HAK8]										
PNC CAPITAL ADVISORS										
ORACLE CORP	25,223.75	25,223.75	25,432.50	0.13 %	25,141.25	291.25	100.57	2.34 %	593.75	273.78
UNSC 02.375% DUE 01/15/2019	25,000	25,000	101.7300							
RATING: A1 [68389XA08]										
PNC CAPITAL ADVISORS										
PECO ENERGY CO	11,345.40	11,345.40	11,134.90	0.06 %	9,983.20	1,151.70	99.83	4.81 %	535.00	178.33
1ST REF MORT 05.350% DUE 03/01/2018	10,000	10,000	111.3490							
RATING: AA3 [693304AL1]										
PNC CAPITAL ADVISORS										
PACIFICORP	25,891.50	25,891.50	26,821.00	0.13 %	27,752.65	- 931.65	111.01	3.59 %	962.50	42.78
1ST MTG CALL 03/15/21 @ 100	25,000	25,000	107.2840							
03.850% DUE 06/15/2021										
RATING: A1 [695114CM8]										
PNC CAPITAL ADVISORS										

Detail

Fixed income
Corporate bonds

Description (Cusip)	Market value last period		Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current price per unit	Current					
PEPSICO INC	33,253.50	34,945.40	34,945.40		0.17 %	125.85	2.76 %	962.50	310.14
SR UNSECD	35,000	99.8440	99.8440						
02.750% DUE 03/05/2022									
RATING: A1									
[713448BY3]									
PNC CAPITAL ADVISORS									
PROCTER & GAMBLE CO	54,079.00	52,022.50	52,022.50		0.25 %	-5,042.50	4.67 %	2,425.00	107.78
BDS	50,000	104.0450	104.0450						
04.850% DUE 12/15/2015									
RATING: AA3									
[742718BZ1]									
PNC CAPITAL ADVISORS									
ROYAL BANK OF CANADA	35,289.80	35,052.15	35,052.15		0.17 %	-31.55	1.15 %	402.50	120.75
SER MTN (SIN US78008T2C70	35,000	100.1490	100.1490						
01.150% DUE 03/13/2015									
RATING: AA3									
[78008T2C7]									
PNC CAPITAL ADVISORS									
ROYAL BANK OF CANADA	54,495.65	54,685.95	54,685.95		0.26 %	-308.55	1.21 %	660.00	187.00
SIN US78011DAC83 SEDOL B6W2NM8	55,000	99.4290	99.4290						
01.200% DUE 09/19/2017									
RATING: AAA									
[78011DAC8]									
PNC CAPITAL ADVISORS									
SANOFI-AVENTIS	15,714.15	10,864.70	10,864.70		0.06 %	796.50	3.69 %	400.00	102.22
SIN US80105NAG07 SEDOL B5NP244	10,000	108.6470	108.6470						
04.000% DUE 03/29/2021									
RATING: A1									
[80105NAG0]									
PNC CAPITAL ADVISORS									

Detail

Fixed income
Corporate bonds

Description (CUSIP)	Quantity	Market value last period	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
SIMON PROPERTY GROUP LP UNSC 03.375% DUE 10/01/2024 RATING: A2 {828807CS4}	30,000	30,515.10 101.7170	30,138.10 100.46	0.15 %	29,908.20	99.69	606.90	3.32 %	1,012.50	312.19
PNC CAPITAL ADVISORS SOUTHERN CAL EDISON SER C CALL 07/01/23 @100 MORT 03.500% DUE 10/01/2023 RATING: AA3 {842400FY4}	29,401.50 30,000	31,536.00 105.1200	30,138.10 100.46	0.15 %	1,397.90	3.33 %	1,397.90	3.33 %	1,050.00	262.50
PNC CAPITAL ADVISORS TORONTO-DOMINION BANK SEDOL ISIN US891140AS75 02.125% DUE 07/02/2019 RATING: AA1 {891140AS7}	25,000	24,882.75 99.5310	24,969.25 99.88	0.12 %	-86.50	2.14 %	-86.50	2.14 %	531.25	264.15
PNC CAPITAL ADVISORS TOYOTA MTR CREDIT CORP SER MTN SR UNSEC 03.400% DUE 09/15/2021 RATING: AA3 {89233P5F9}	20,303.60 20,000	21,035.20 105.1760	20,082.40 100.41	0.10 %	952.80	3.24 %	952.80	3.24 %	680.00	200.22
PNC CAPITAL ADVISORS UNIONBANCAL CORP SR UNSEC 03.500% DUE 06/18/2022 RATING: A3 {908906AC4}	30,000	30,895.50 102.9850	30,614.40 102.05	0.15 %	281.10	3.40 %	281.10	3.40 %	1,050.00	37.92
PNC CAPITAL ADVISORS										

Detail

**Fixed income
Corporate bonds**

Description (Cusip)	Market value last period		Quantity	Current market value		% of total portfolio	Total tax cost	Avg. tax cost per unit	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	Current price per unit		Current price per unit	Current price per unit							
UNITED PARCELL SERVICE	28,597.50	27,886.75	25,000	111,547.0	113.13	0.14 %	28,283.25	-396.50	4.94 %	1,375.00	634.03	
SR NOTES												
05.500% DUE 01/15/2018												
RATING: AA3												
(911312AH9)												
PNC CAPITAL ADVISORS												
US BANCORP	23,228.25	14,786.55	15,000	98,577.0	94.54	0.07 %	14,181.60	604.95	3.00 %	442.50	204.04	
SER MTN CALL 06/15/22 @100												
02.950% DUE 07/15/2022												
RATING: A2												
(91159JAA4)												
PNC CAPITAL ADVISORS												
VIRGINIA ELEC & POWER CO	17,025.15	16,771.35	15,000	111,809.0	111.36	0.08 %	16,703.55	67.80	4.83 %	810.00	137.25	
SR UNSECURED												
05.400% DUE 04/30/2018												
RATING: A2												
(927804FF6)												
PNC CAPITAL ADVISORS												
WAL-MART STORES INC	36,674.75	37,375.10	35,000	106,786.0	108.69	0.18 %	38,042.10	-667.00	3.40 %	1,268.75	609.70	
SR UNSEC												
03.625% DUE 07/08/2020												
RATING: AA2												
(931142CU5)												
PNC CAPITAL ADVISORS												
WELLS FARGO & COMPANY	26,239.50	25,574.00	25,000	104,958.0	102.30	0.13 %	25,574.00	665.50	3.94 %	1,031.25	389.58	
SUBORDINATED												
04.125% DUE 08/15/2023												
RATING: A3												
(94974BFN5)												
PNC CAPITAL ADVISORS												

Detail

**Fixed income
Corporate bonds**

Description [Cusip]	Market value last period	Current market value		Quantity	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
		Current	price per unit								
WELLS FARGO & COMPANY SER MTN SUB 04.100% DUE 06/03/2026 RATING: A3 [94974BFY1] PNC CAPITAL ADVISORS	5,000	5,110.30	102.2060		0.03 %	4,994.85	99.90	115.45	4.02 %	205.00	15.94
WELLS FARGO & COMPANY SER MTN UNSC 03.300% DUE 09/09/2024 RATING: A2 [94974BGA2] PNC CAPITAL ADVISORS	15,000	15,093.90	100.6260		0.08 %	14,959.50	99.73	134.40	3.28 %	495.00	154.00
WESTPAC BANKING CORP SEDOL BCJ52J2 ISIN US961214CC58 02.250% DUE 07/30/2018 RATING: AA2 [961214CC5] PNC CAPITAL ADVISORS	30,108.90 30,000	30,438.60 101.4620			0.15 %	30,020.80 100.07		417.80	2.22 %	675.00	283.13
XILINX INC UNSC 03.000% DUE 03/15/2021 RATING: A3 [983919AH4] PNC CAPITAL ADVISORS	15,000	14,971.20	99.8080		0.08 %	14,893.40	99.29	77.80	3.01 %	450.00	132.50
Total corporate bonds		\$2,143,951.09			10.13 %	\$2,136,402.85		\$7,548.24	3.07 %	\$65,707.75	\$16,130.71

Detail

Treasury bonds

Description [Cusip]	Market value last period	Quantity	Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
			Current	price per unit							
USA TREASURY NOTES 02.375% DUE 08/15/2024 RATING: AAA	85,000		\$86,574.20	\$101.8520	0.41 %	\$85,102.93	\$1,471.27	\$100.12	2.34 %	\$2,018.75	\$768.78
PNC CAPITAL ADVISORS USA TREASURY NOTES 03.000% DUE 09/30/2016 RATING: AAA	542,033.10	430,000	448,008.40	104.1880	2.12 %	459,246.69	- 11,238.29	106.80	2.88 %	12,900.00	3,295.88
PNC CAPITAL ADVISORS USA TREASURY NOTES 02.250% DUE 01/31/2015 RATING: AAA	398,685.30	85,000	85,142.80	100.1680	0.41 %	87,217.97	- 2,075.17	102.61	2.25 %	1,912.50	800.34
PNC CAPITAL ADVISORS USA TREASURY NOTES 01.250% DUE 08/31/2015 RATING: AAA	269,213.50	265,000	266,884.15	100.7110	1.27 %	270,549.41	- 3,665.26	102.09	1.25 %	3,312.50	1,125.52
PNC CAPITAL ADVISORS USA TREASURY NOTES 02.625% DUE 11/15/2020 RATING: AAA	116,868.75	190,000	198,327.70	104.3830	0.94 %	197,402.35	925.35	103.90	2.52 %	4,987.50	647.55
PNC CAPITAL ADVISORS USA TREASURY NOTES 01.250% DUE 10/31/2015 RATING: AAA	142,318.40	140,000	141,127.00	100.8050	0.67 %	140,335.94	791.06	100.24	1.25 %	1,750.00	299.72
PNC CAPITAL ADVISORS USA TREASURY NOTES 02.125% DUE 08/15/2021 RATING: AAA	72,656.25	155,000	156,829.00	101.1800	0.75 %	155,211.96	1,617.04	100.14	2.11 %	3,293.75	1,244.11
PNC CAPITAL ADVISORS											

Detail

Treasury bonds

Description (Cusip)	Market value last period	Quantity	Current market value	Current price per unit	% of total portfolio	Total tax cost	Avg. tax cost per unit	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
USA TREASURY NOTE 01.500% DUE 08/31/2018 RATING: AAA	492,485.40	495,000	497,395.80	100.4840	2.35 %	500,658.79	101.14	- 3,262.99	1.50 %	7,425.00	2,522.86
PNC CAPITAL ADVISORS (912828RE2)											
USA TREASURY NOTES 00.875% DUE 12/31/2016 RATING: AAA	355,777.45	290,000	291,087.50	100.3750	1.38 %	291,450.00	100.50	- 362.50	0.88 %	2,537.50	6.97
PNC CAPITAL ADVISORS (912828RX0)											
USA TREASURY NOTES 01.375% DUE 01/31/2019 RATING: AAA	97,523.00	325,000	321,876.75	99.0390	1.53 %	320,398.84	98.58	1,477.91	1.27 %	4,062.50	1,700.07
PNC CAPITAL ADVISORS (912828SD3)											
USA TREASURY NOTES 01.000% DUE 03/31/2017 RATING: AAA	105,229.95	145,000	145,611.90	100.4220	0.69 %	145,673.44	100.46	- 61.54	1.00 %	1,450.00	372.51
PNC CAPITAL ADVISORS (912828SM3)											
USA TREASURY NOTES 00.375% DUE 01/15/2016 RATING: AAA	439,828.40	415,000	415,261.45	100.0630	1.97 %	414,708.22	99.93	553.23	0.38 %	1,556.25	724.83
PNC CAPITAL ADVISORS (912828UG3)											
USA TREASURY NOTES 00.250% DUE 01/31/2015 RATING: AAA	540,442.80	450,000	450,054.00	100.0120	2.13 %	450,000.00	100.00	54.00	0.25 %	1,125.00	
PNC CAPITAL ADVISORS (912828UK4)											
Total treasury bonds			\$3,504,180.65		16.55 %	\$3,517,956.54		- \$13,775.89	1.38 %	\$48,331.25	\$13,509.14

Detail

Agency bonds

Description (Cusip)	Market value last period		Quantity	Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	Price per unit		Current price per unit	Current price per unit					
FEDERAL HOME LN BANK BNDS	\$27,432.25	\$110.8230	25,000	\$27,705.75	\$110.8230	0.14 %	\$85.75	3.73 %	\$1,031.25	\$51.56
04.125% DUE 12/13/2019 RATING: AAA [3133XVRK9]										
PNC CAPITAL ADVISORS FEDERAL NATL MTG ASSN BNDS			65,000	65,826.80	101.2720	0.32 %	1,420.25	2.60 %	1,706.25	535.57
02.625% DUE 09/06/2024 RATING: AAA [3135G0ZR7]										
PNC CAPITAL ADVISORS FEDERAL NATL MTG ASSN POOL #AH3765			50,111.13	45,831.19	106.9400	0.22 %	- 72.59	3.75 %	1,714.28	147.62
04.000% DUE 01/01/2041 RATING: N/A [3138A5FF4]			42,856.920							
PNC CAPITAL ADVISORS FEDERAL NATL MTG ASSN POOL #AL0578			35,833.63	30,104.74	165.7880	0.15 %	- 207.06	3.31 %	996.02	85.77
03.500% DUE 08/01/2026 RATING: N/A [3138E6UC6]			28,457.611							
PNC CAPITAL ADVISORS FEDERAL NATL MTG ASSN POOL AQ4804			44,094.20	40,250.50	104.4140	0.20 %	- 804.13	3.36 %	1,349.21	116.18
03.500% DUE 11/01/2042 RATING: N/A [3138MLXS2]			38,548.951							
PNC CAPITAL ADVISORS FEDERAL NATL MTG ASSN POOL #AB2077			114,653.25	106,535.05	107.7570	0.51 %	8,928.05	3.72 %	3,954.64	340.54
04.000% DUE 01/01/2041 RATING: N/A [31416XJX9]			98,866.014							
PNC CAPITAL ADVISORS										

Detail

Asset backed

Description (Cusip)	Market value last period		Quantity	Current market value		% of total portfolio	Total tax cost		Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit		Current price per unit	Current price per unit		Avg. tax cost per unit	Unrealized gain/loss				
FORD CREDIT AUTO OWNER TRUST SERIES 2014 C CLASS A3 01.060% DUE 05/15/2019 RATING: N/A (34530PAD4)	30,000	29,913.30	30,000	99,711.0	99,711.0	0.15 %	29,995.59	-82.29	1.07 %	318.00	14.13	
PNC CAPITAL ADVISORS GE CAPITAL CREDIT CARD MASTER SERIES 2012-6 CLASS A 01.360% DUE 08/17/2020 NOT RATED (36159JDH1)	98,528.00	99,395.00	100,000	99,395.00	99,395.00	0.47 %	99,961.14	-566.14	1.37 %	1,360.00	60.44	
PNC CAPITAL ADVISORS HONDA AUTO RECEIVABLES OWNER T SERIES 2013 3 CLASS A3 00.770% DUE 05/15/2017 RATING: AAA (43812XAC9)	10,033.70	10,008.60	10,000	100,086.0	100,086.0	0.05 %	9,998.38	10.22	0.77 %	77.00	3.42	
PNC CAPITAL ADVISORS HONDA AUTO RECEIVABLES OWNER T SERIES 2014 3 CLASS A3 00.880% DUE 06/15/2018 RATING: N/A (43814HAC2)	25,000	24,916.25	25,000	99,665.0	99,665.0	0.12 %	24,995.18	-78.93	0.89 %	220.00	9.78	
PNC CAPITAL ADVISORS JOHN DEERE OWNER TRUST SERIES 2014 B CLASS A3 01.070% DUE 11/15/2018 RATING: AAA (477877AD6)	20,000	19,921.60	20,000	99,608.0	99,608.0	0.10 %	19,995.63	-74.03	1.08 %	214.00	9.51	
PNC CAPITAL ADVISORS NISSAN AUTO LEASE TRUST SERIES 2013 A CLASS A3 00.610% DUE 04/15/2016 RATING: AAA (65476VAC3)	24,994.00	24,990.50	25,000	99,962.0	99,962.0	0.12 %	24,999.89	-9.39	0.62 %	152.50	6.78	
PNC CAPITAL ADVISORS												

Detail

Asset backed

Description (Cusip)	Market value last period		Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current	price per unit					
TOYOTA AUTO RECEIVABLES OWNER	20,093.00	20,037.40	20,037.40	100.1870	0.10 %	38.35	0.89 %	178.00	7.91
SERIES 2013 B CLASS A3	20,000	100.1870	100.1870	100.1870					
00.890% DUE 07/17/2017									
RATING: AAA									
[89236VAC4]									
PNC CAPITAL ADVISORS									
Total asset backed			\$264,204.53		1.25 %	-\$730.96	1.15 %	\$3,037.50	\$134.99

Other fixed income assets

Description (Cusip)	Market value last period		Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current	price per unit					
ONTARIO (PROVINCE OF)	20,992.00	\$20,924.00	\$20,924.00	\$104.6200	0.10 %		2.87 %	\$600.00	\$275.00
ISIN US68323AAU88 SEDOL B656FM4									
03.000% DUE 07/16/2018									
RATING: AA2									
[68323AAU8]									
PNC CAPITAL ADVISORS									
ONTARIO (PROVINCE OF)	15,115.31	15,037.13	15,037.13	100.2475	0.08 %	40.28	0.95 %	142.50	13.85
SR UNSEC ISIN US68323ABJ25									
00.950% DUE 05/26/2015									
RATING: AA2									
[68323ABJ2]									
PNC CAPITAL ADVISORS									
Total other fixed income assets			\$35,961.13		0.17 %	-\$145.72	2.07 %	\$742.50	\$288.85
Total fixed income			\$6,411,964.03		30.29 %	\$4,715.52	2.08 %	\$133,466.34	\$31,762.50



INSTITUTIONAL
INVESTMENTS

CLEVE PUB LIB ENDMT CONS
INVESTMENT MANAGEMENT STATEMENT

Account number 21-75-501-4453885
January 1, 2014 - December 31, 2014

Detail

Equities

Stocks
Consumer discretionary

Description (Symbol)	Market value last period		Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current quantity	Current price per unit							
ROYAL CARRIBEAN CRUISES LTD (RCL)											
SEDOL 2754907 (ISIN LR0008842848)	1,360	\$112,104.80		\$82,430.00	0.53 %	\$83,661.39	\$61.52	\$28,443.41	1.46 %	\$1,632.00	\$408.00
PCA ADVANTAGE PORTFOLIO											
COMCAST CORPORATION CL A (CMCSA)	112,244.40	157,207.10			0.75 %	81,269.17	29.99	75,937.93	1.56 %	2,439.00	
PCA ADVANTAGE PORTFOLIO											
DISNEY WALT CO (DIS)	2,710	58,010.00			0.93 %	123,748.70	59.50	72,166.50	1.23 %	2,392.00	2,392.00
PCA ADVANTAGE PORTFOLIO											
FOOT LOCKER INC (FL)	2,080	94,190.00			0.45 %	81,094.07	47.99	13,850.13	1.57 %	1,487.20	
PCA ADVANTAGE PORTFOLIO											
HANESBRANDS INC - W/ (HBI)	1,690	56,180.00			0.56 %	78,442.45	74.00	39,874.75	1.08 %	1,272.00	
PCA ADVANTAGE PORTFOLIO											
HOME DEPOT INC (HD)	1,060	111,620.00			0.53 %	45,360.95	43.20	64,857.55	1.80 %	1,974.00	
PCA ADVANTAGE PORTFOLIO											
PCA ADVANTAGE PORTFOLIO											
L BRANDS INC (LB)	1,050	104,970.00			0.47 %	77,392.32	67.89	21,274.68	1.58 %	1,550.40	
PCA ADVANTAGE PORTFOLIO											
MAGNA INTERNATIONAL (MGA)	1,140	86,550.00			0.62 %	97,369.53	81.14	33,058.47	1.40 %	1,824.00	
ISIN CA5592224011 SEDOL 2554549	1,200	130,428.00									
PCA ADVANTAGE PORTFOLIO											
POLARIS INDS INC (PII)	97,578.80	101,330.80			0.48 %	55,237.12	82.44	46,093.68	1.27 %	1,286.40	
PCA ADVANTAGE PORTFOLIO											
WYNDHAM WORLDWIDE CORP (WYN)	670	151,240.00			0.58 %	92,729.38	64.85	29,907.42	1.64 %	2,002.00	
PCA ADVANTAGE PORTFOLIO											
Total consumer discretionary		\$1,241,769.60			5.87 %	\$816,305.08		\$425,464.52	1.44 %	\$17,859.00	\$2,800.00

Consumer staples

Description (Symbol)	Market value last period		Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
	Quantity	price per unit	Current quantity	Current price per unit							
ALTRIA GROUP INC (MO)											
PCA ADVANTAGE PORTFOLIO											
CVS HEALTH CORPORATION (CVS)	2,530	\$49,270.00			0.59 %	\$93,560.75	\$36.98	\$31,092.35	4.23 %	\$5,262.40	\$1,315.60
PCA ADVANTAGE PORTFOLIO											
PCA ADVANTAGE PORTFOLIO											
PCA ADVANTAGE PORTFOLIO											
Total consumer staples		\$1,241,769.60			0.77 %	\$87,092.75	51.84	74,708.05	1.46 %	2,352.00	

Detail

Consumer staples

Description (Symbol)	Market value last period	Quantity	Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
			Current price per unit	Current market value					
CONSTELLATION BRANDS INC (STZ)		1,480	145,291.60	98,170.00	0.69 %	23,308.14			
PCA ADVANTAGE PORTFOLIO									
DR PEPPER SNAPPLE GROUP INC (DPS)		1,440	103,219.20	71,680.00	0.49 %	10,590.02	2.29 %	2,361.60	590.40
PCA ADVANTAGE PORTFOLIO									
KROGER CO (KR)		2,590	166,303.90	64,210.00	0.79 %	46,397.30	1.16 %	1,916.60	
PCA ADVANTAGE PORTFOLIO									
PROCTER & GAMBLE CO (PG)		189,685.30	149,387.60	91,090.00	0.71 %	56,528.10	2.83 %	4,221.36	
PCA ADVANTAGE PORTFOLIO									
Total consumer staples			\$850,656.20		4.02 %	\$242,623.96	1.89 %	\$16,113.96	\$1,906.00

Energy

Description (Symbol)	Market value last period	Quantity	Current market value		% of total portfolio	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
			Current price per unit	Current market value					
CONOCOPHILLIPS (COP)		884,780.00	\$118,783.20	\$69,060.00	0.57 %	- \$2,084.70	4.23 %	\$5,022.40	
PCA ADVANTAGE PORTFOLIO									
EOG RES INC (EOG)		83,920.00	70,893.90	92,070.00	0.34 %	14,380.21	0.73 %	515.90	
PCA ADVANTAGE PORTFOLIO									
EXXON MOBIL CORP (XOM)		85,008.00	150,693.50	92,450.00	0.72 %	18,319.77	2.99 %	4,498.80	
PCA ADVANTAGE PORTFOLIO									
SCHLUMBERGER LTD (SLB)		116,241.90	139,218.30	85,410.00	0.66 %	- 4,885.19	1.88 %	2,608.00	652.00
SEDOL 2779201		1,630							
ISIN AN8068571086									
PCA ADVANTAGE PORTFOLIO									
Total energy			\$479,588.90		2.27 %	\$25,730.09	2.64 %	\$12,645.10	\$652.00

Detail

Financial

Description (Symbol)	Market value last period	Quantity	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
INVESTCO LTD (IVZ)	\$81,900.00	3,150	\$124,488.00	0.59 %	\$110,848.68	\$13,639.32	2.54 %	\$3,150.00		
PCA BMG491BT1088 SEDOL B28XP76			\$39,520.00		\$35.19					
PCA ADVANTAGE PORTFOLIO										
ACE LIMITED (ACE)			116,028.80	0.55 %	102,659.61	13,369.19	2.27 %	2,626.00	656.50	
ISIN CH0044328745 SEDOL B3BQMF6	1,010		114,880.00		101.64					
PCA ADVANTAGE PORTFOLIO										
ALLSTATE CORP (ALL)										
PCA ADVANTAGE PORTFOLIO			115,912.50	0.55 %	101,805.26	14,107.24	1.60 %	1,848.00	462.00	
AMERICAN EXPRESS CO (AXP)	1,650		70,250.00		61.70					
PCA ADVANTAGE PORTFOLIO			103,432.20	0.51 %	47,266.45	58,799.15	1.12 %	1,185.60		
DISCOVER FINANCIAL W/I (DFS)	1,140		93,040.00		41.46					
PCA ADVANTAGE PORTFOLIO			113,297.70	0.54 %	69,635.88	43,661.82	1.47 %	1,660.80		
JPMORGAN CHASE & CO (JPM)	1,730		65,490.00		40.25					
PCA ADVANTAGE PORTFOLIO			200,568.90	0.95 %	102,801.95	97,766.95	2.56 %	5,128.00		
LINCOLN NATIONAL CORP (LNC)	155,849.20		62,580.00		32.08					
PCA ADVANTAGE PORTFOLIO			135,524.50	0.65 %	119,007.07	16,517.43	1.39 %	1,880.00		
PRINCIPAL FINANCIAL GROUP (PFG)	2,350		57,670.00		50.64					
PCA ADVANTAGE PORTFOLIO			119,981.40	0.57 %	115,461.55	4,519.85	2.62 %	3,141.60		
PCA ADVANTAGE PORTFOLIO			51,940.00		49.98					
REGIONS FINANCIAL CORP (RF)	2,310		65,788.80		60,987.35	4,801.45	1.90 %	1,246.00	311.50	
PCA ADVANTAGE PORTFOLIO			10,560.00	0.32 %	9.79					
THE TRAVELLERS COS INC (TRV)	6,230		111,142.50		95,284.66	15,857.84	2.08 %	2,310.00		
PCA ADVANTAGE PORTFOLIO			105,850.00	0.53 %	90.75					
VISA INC (V)	1,050		89,148.00		53,571.49	35,576.51	0.74 %	652.80		
PCA ADVANTAGE PORTFOLIO			262,200.00	0.43 %	157.56					
CLASS A SHARES	75,711.20		197,352.00		95,889.16	101,462.84	2.56 %	5,040.00		
PCA ADVANTAGE PORTFOLIO			54,820.00	0.94 %	26.64					
WELLS FARGO & COMPANY (WFC)	163,440.00									
PCA ADVANTAGE PORTFOLIO			3,600							
Total financial			\$1,495,298.70	7.06 %	\$1,075,219.11	\$420,079.59	2.00 %	\$29,868.80	\$1,430.00	

Detail

Health care

Description (Symbol)	Market value last period	Quantity	Current market value	Current price per unit	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
AETNA INC NEW (AET)	\$118,660.70	1,730	\$153,675.90	\$88.8300	0.73 %	\$107,059.94	\$61.88	\$46,615.96	1.13 %	\$1,730.00	
PCA ADVANTAGE PORTFOLIO											
AMGEN INC (AMGN)			173,626.10		0.83 %	129,193.37	\$61.88	44,432.73	1.99 %	3,444.40	
PCA ADVANTAGE PORTFOLIO			159,290.00								
BECTON DICKINSON & CO (BDX)	74,028.30	670	93,237.20	139,160.00	0.45 %	60,780.86	118.53	32,456.34	1.73 %	1,608.00	
PCA ADVANTAGE PORTFOLIO											
CIGNA CORP (CI)			145,103.10		0.69 %	133,222.81	90.72	11,880.29	0.04 %	56.40	
PCA ADVANTAGE PORTFOLIO			102,910.00								
GILEAD SCIENCES INC (GILD)	1,410	1,440	135,734.40	94,260.00	0.65 %	117,982.32	94.48	17,752.08			
PCA ADVANTAGE PORTFOLIO											
HCA HOLDINGS INC (HCA)			137,239.30		0.65 %	119,243.76	81.93	17,995.54			
PCA ADVANTAGE PORTFOLIO			73,390.00								
JOHNSON & JOHNSON (JNJ)	147,459.90	1,610	168,357.70	104,570.00	0.80 %	97,209.56	63.77	71,148.14	2.68 %	4,508.00	
PCA ADVANTAGE PORTFOLIO											
MCKESSON CORPORATION (MCK)	108,138.00	670	139,078.60	207,580.00	0.66 %	103,527.11	60.38	35,551.49	0.47 %	643.20	160.80
PCA ADVANTAGE PORTFOLIO											
ST JUDE MEDICAL INC (STJ)			77,385.70		0.37 %	80,620.68	154.52	-3,234.98	1.67 %	1,285.20	321.30
PCA ADVANTAGE PORTFOLIO			65,030.00								
Total health care			\$1,223,438.00		5.78 %	\$948,840.41	\$67.75	\$274,597.59	1.09 %	\$13,275.20	\$482.10

Industrials

Description (Symbol)	Market value last period	Quantity	Current market value	Current price per unit	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
BOEING CO (BA)	\$107,827.10	790	\$102,684.20	\$129,980.00	0.49 %	\$56,354.67	\$71.34	\$46,329.53	2.81 %	\$2,875.60	
PCA ADVANTAGE PORTFOLIO											
DELTA AIR LINES INC (DAL)	97,793.20	1,930	94,936.70	49,190.00	0.45 %	41,124.41	21.31	53,812.29	0.74 %	694.80	
PCA ADVANTAGE PORTFOLIO											
GENERAL ELECTRIC CO (GE)	199,293.30	7,110	179,669.70	25,270.00	0.85 %	132,851.29	18.69	46,818.41	3.65 %	6,541.20	1,635.30
PCA ADVANTAGE PORTFOLIO											
LOCKHEED MARTIN CORP (LMT)	78,789.80	530	102,062.10	192,570.00	0.49 %	74,939.23	141.40	27,122.87	3.12 %	3,180.00	
PCA ADVANTAGE PORTFOLIO											

Detail

Industrials

Description (Symbol)	Market value last period	Quantity	Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
			Current price per unit	Current							
SNAP ON INC (SNA)		890	121,698.60	136,7400	0.58 %	113,665.26	8,033.34	1.56 %	1,886.80		
PCA ADVANTAGE PORTFOLIO											
SOUTHWEST AIRLINES CO (LUV)		2,840	120,188.80	42,3200	0.57 %	77,573.40	42,615.40	0.57 %	681.60	170.40	
PCA ADVANTAGE PORTFOLIO											
UNION PACIFIC CORP (UNP)		71,568.00	101,498.76	119,1300	0.48 %	31,397.60	70,101.16	1.68 %	1,704.00	426.00	
PCA ADVANTAGE PORTFOLIO											
UNITED RENTALS INC (URI)		852	69,366.80	102,0100	0.33 %	36.85	- 9,555.24				
PCA ADVANTAGE PORTFOLIO		680				78,922.04					
						116.06					
Total Industrials			\$892,105.66		4.21 %	\$606,827.90	\$285,277.76	1.97 %	\$17,564.00	\$2,231.70	

Information technology

Description (Symbol)	Market value last period	Quantity	Current market value		% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
			Current price per unit	Current							
TE CONNECTIVITY LTD (TEL)		1,910	\$120,807.50	\$63,2500	0.58 %	\$110,969.92	\$9,837.58	1.84 %	\$2,215.60		
SEDOL B62B7C3 ISIN CH0102993182						\$58.10					
PCA ADVANTAGE PORTFOLIO											
CHECK POINT SOFTWARE TECH (CHKP)		1,100	86,427.00	78,5700	0.41 %	77,426.65	9,000.35				
SEDOL 2181334						70.39					
ISIN IL0010824113											
PCA ADVANTAGE PORTFOLIO											
NXP SEMICONDUCTORS (NXPI)		77,621.70	129,116.00	76,4000	0.61 %	71,822.25	57,293.75				
ISIN NL0009538784 SEDOL B505PN7		1,690				42.50					
PCA ADVANTAGE PORTFOLIO											
APPLE INC (AAPL)		286,120.20	394,056.60		1.87 %	141,863.96	252,192.64	1.71 %	6,711.60		
PCA ADVANTAGE PORTFOLIO		3,570	110,3800			39.74					
CISCO SYSTEMS INC (CSCO)		73,794.70	161,605.15		0.77 %	124,603.19	37,001.96	2.74 %	4,415.60		
PCA ADVANTAGE PORTFOLIO		5,810	27,8150			21.45					
GOOGLE INC-CL A (GOOGL)		156,899.40	74,292.40		0.36 %	33,396.59	40,895.81				
PCA ADVANTAGE PORTFOLIO		140	530,6600			238.55					
MICROSOFT CORP (MSFT)		61,539.45	77,339.25		0.37 %	14,855.03	62,484.22	2.67 %	2,064.60		
PCA ADVANTAGE PORTFOLIO		1,665	46,4500			8.92					
MICRON TECHNOLOGY INC (MU)		2,180	76,321.80		0.37 %	75,052.17	1,269.63	0.08 %	54.50		
PCA ADVANTAGE PORTFOLIO			35,0100			34.43					

Detail

Information technology

Description (Symbol)	Market value last period	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
QUALCOMM (QCOM)	Quantity 100,980.00	Current price per unit 101,088.80	0.48 %	70,690.26	51.98	30,398.54	2.27 %	2,284.80	
PCA ADVANTAGE PORTFOLIO	1,360	74,3300							
SKYWORKS SOLUTIONS INC (SWKS)		179,593.70	0.85 %	95,628.66	38.72	83,965.04	0.72 %	1,284.40	
PCA ADVANTAGE PORTFOLIO	2,470	72,7100							
Total information technology		\$1,400,648.20	6.62 %	\$816,308.68		\$584,339.52	1.36 %	\$19,031.10	

Materials

Description (Symbol)	Market value last period	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
LYONDELLBASELL INDUSTRIES N.V. (LYB)	Quantity 700	Current price per unit \$55,573.00	0.27 %	\$79,367.45	\$113.38	-\$23,794.45	3.53 %	\$1,960.00	
PCA ADVANTAGE PORTFOLIO		\$79,3900							
EASTMAN CHEM CO (EMN)		59,929.40	0.29 %	71,058.74		-11,129.34	2.11 %	1,264.00	316.00
PCA ADVANTAGE PORTFOLIO	790	75,8600		89.95					
PACKAGING CORP PKG (PKG)		126,441.00	0.60 %	115,991.58	71.60	10,449.42	2.05 %	2,592.00	648.00
PCA ADVANTAGE PORTFOLIO	1,620	78,0500							
Total materials		\$241,943.40	1.14 %	\$266,417.77		-\$24,474.37	2.40 %	\$5,816.00	\$964.00

Telecommunication services

Description (Symbol)	Market value last period	Current market value	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
VERIZON COMMUNICATIONS INC (VZ)	Quantity \$96,314.40	Current price per unit \$71,688.80	0.44 %	\$104,810.80	\$53.48	-\$13,122.00	4.71 %	\$4,312.00	
PCA ADVANTAGE PORTFOLIO	1,960	\$46,7800							

Detail

Utilities

Description (Symbol)	Market value last period	Quantity	Current market value	Current price per unit	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
WISCONSIN ENERGY CORP (WEC)	\$111,618.00	2,700	\$142,398.00	\$52.7400	0.68 %	\$54,485.37	\$20.18	\$87,912.63	3.21 %	\$4,563.00	
PCA ADVANTAGE PORTFOLIO			\$8,059,535.46		38.07 %	\$5,751,106.17		\$2,308,429.29	1.75 %	\$141,048.16	\$10,465.80
Total stocks											

Etf - equity

Description (Symbol)	Market value last period	Quantity	Current market value	Current price per unit	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
ISHARES RUSSELL MID-CAP (IWR)	\$1,845,353.92	12,304	\$2,055,260.16	\$167.0400	9.71 %	\$1,535,467.73	\$124.79	\$519,792.43	1.45 %	\$29,800.29	
21-75-073-4453885											

Mutual funds - equity

Description (Symbol)	Market value last period	Quantity	Current market value	Current price per unit	% of total portfolio	Avg. tax cost per unit	Total tax cost	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
PNC INTERNATIONAL EQUITY FUND (PIUIX)	\$1,610,531.85	80,325.778	\$1,506,911.60	\$18.7600	7.12 %	\$948,138.46	\$11.80	\$558,773.14	1.42 %	\$21,366.66	
CLASS I FUND 409											
21-75-073-4453885											
PNC SMALL CAP FUND (PPCIX)	2,691,278.59	89,321.474	1,882,896.67	21.0800	8.90 %	661,099.43	7.40	1,221,797.24	0.08 %	1,330.89	
CLASS I FUND #426											
21-75-073-4453885											
T ROWE PRICE REAL ESTATE FUND (TRREX)	32,752.902		879,742.95	26.8600	4.16 %	790,000.00	24.12	89,742.95	2.24 %	19,651.74	
FD #122											
21-75-073-4453885											
Total mutual funds - equity			\$4,269,551.22		20.17 %	\$2,399,237.89		\$1,870,313.33	0.99 %	\$42,349.29	

Detail

Mutual funds - equity

Description (Symbol)	Market value last period Quantity	Current market value Current price per unit	% of total portfolio	Total tax cost Avg. tax cost per unit	Unrealized gain/loss	Current yield	Estimated annual income	Accrued income
Total equities		\$14,384,346.84	67.94%	\$9,685,811.79	\$4,698,535.05	1.48%	\$213,197.74	\$10,465.80
Total portfolio		\$21,170,887.56	100.00%	\$16,467,636.97	\$4,703,250.57	1.64%	\$346,701.55	\$42,244.97

CLEVELAND PUBLIC LIBRARY

Finance Committee

REPORT ON INVESTMENTS – December 2014

1. INTERIM DEPOSITS

In accordance with *Ohio Revised Code* Section 135.14, funds that become available periodically throughout the fiscal year are invested in short term investments known as interim deposits. The investments are in securities that provide the highest interest rate consistent with the highest degree of safety. Other balances are invested in US Treasury and Agency issues as managed by United American Capital Corporation, STAR Ohio, STAR Plus, and a federal money market fund.

Following is a description of interim deposit earnings for the period December 1, 2014 through December 31, 2014.

<u>Investment Period</u>	<u>No. of Days</u>	<u>Amount</u>	<u>Bank</u>	<u>Interest Rate</u>	<u>Investment Income</u>	<u>Investment Form</u>
12/01/14 - 12/31/14	31	Various	STAR Ohio	Various	1.61	Investment Pool
12/01/14 - 12/31/14	31	Various	STAR Plus	Various	1,795.13	Bank Deposit Program
12/01/14 - 12/31/14	31	Various	PNC	Various	0.25	Sweep Money Market
12/01/14 - 12/31/14	31	Various	PNC	Various	0.46	Money Market
06/06/14 - 12/06/14	184	500,000	Federal Home Loan Mortgage Corp.	0.500%	1,250.00	Federal Agency
06/27/14 - 12/27/14	184	1,000,000	Federal Home Loan Mortgage Corp.	0.450%	2,250.00	Federal Agency
06/17/14 - 12/17/14	184	1,000,000	Federal Home Loan Mortgage Corp.	0.625%	3,125.00	Federal Agency
06/30/14 - 12/31/14	185	2,000,000	United States Treasury Note	0.750%	7,500.00	Treasury Security
06/30/14 - 12/30/14	184	1,000,000	Federal Home Loan Bank	0.750%	3,750.00	Federal Agency
				Earned Interest December 2014	\$ 19,672.45	
				Earned Interest Year To Date	\$ 275,182.85	

CLEVELAND PUBLIC LIBRARY

REPORT C

Finance Committee

January 13, 2015

REPORT ON CONFERENCE AND TRAVEL EXPENDITURES FOR DECEMBER 2014

In accordance with Board Policy adopted by resolution on November 29, 1972,
a description of Conference and Travel Expenditures is submitted.

ITEM	DATE	TRUSTEE/STAFF MEMBER	AMOUNT
Labtech Virtual Training Seminar Cleveland, Ohio	12/3/14	Andrew Busch	52.00
The Diversity Center of Northeast Ohio LeadDiversity Class of 2015 Cleveland, Ohio	10/22/14 - 5/20/15	Madeline Corchardo	1,800.00
Northern Ohio Technical Service Librarians Fall Meeting Parma, Ohio	11/21/14	Dale Dickerson	60.00
Northern Ohio Technical Service Librarians Fall Meeting Parma, Ohio	11/21/14	Regina Houseman	40.00
Association of Government Accountants CGFM Exam 1 Designation Beachwood, Ohio	12/20/14	Carrie Krenicky	300.43
Online Computer Library Center Member Forum Columbus, Ohio	11/21/14	Andrea Johnson	165.76
American Payroll Association Chapter Meeting Independence, Ohio	12/11/14	Ronelle Miller-Hood	30.00
Ohio Library Council 2015 Program Committee Columbus, Ohio	12/3/14	Michael Monaco	137.76
Northern Ohio Technical Service Librarians Fall Meeting Parma, Ohio	11/21/14	Barbara Satow	40.00
Ohio Library Council Leadership Conference Worthington, Ohio	11/7/14	Donna Willingham	147.80
TOTAL			\$2,773.75

SUMMARY

FUND	DECMBER	YEAR TO DATE
General	\$2,773.75	\$80,753.44
Lockwood Thompson	0.00	22,800.91
OLBPD - Library for the Blind	0.00	3,338.57
LSTA - Know it Know	0.00	5,395.52
TOTAL	\$2,773.75	\$112,288.44

**Report on Cleveland Foundation Grant
For Library Learning Centers
December 2014**

	Budget	YTD Expended	MTD Expended	Encumbrances	Detail/Progress
Purchase/Contracted Services Cleveland State University America Reads after-school tutoring and homework help at 13 branches for students in grades K-8.	\$ 130,000.00	\$ 68,483.25	\$ -		CSU has been paid for services from April - December. Fall tutoring will resume in September.
College Now College Now and CPL will develop a career readiness and exposure program from students grades 9-12.	\$ 20,000.00	\$ 10,000.00	\$ -	\$ 10,000.00	Scheduled to start October 1, 2014; will run through May 14, 2015.
Music School Settlement Providing Read to the Beat pre-school literacy program that will take place over 10 weeks at four branches in both fall 2014 and spring 2015.	\$ 12,200.00	\$ 8,160.00		\$ 3,600.00	Balance through Fall remains encumbered.
Workshop for CPL Staff to improve knowledge and skills to be able to help children at all grade and reading levels.	\$ 15,000.00	\$ 15,477.28	\$ 5,477.28	\$ 750.00	Phyllis C. Hunter Consulting Workshops scheduled for November 6 and 7 Plus lodging
Total Purchased/Contracted Services	\$ 177,200.00	\$ 102,120.53	\$ 5,477.28	\$ 14,350.00	
Supplies					
Books and music instruments All supplies needed for tutoring, college prep and pre-school programs.	\$ 5,400.00	\$ 1,076.62	\$ -	\$ -	Scholastic Classroom and Community Books for Professional Development for workshop titled "It's Not Complicated".
Instruction support Hand-held dry erase boards, flashcards, etc.	\$ 2,000.00	\$ 128.10	\$ -	\$ -	Monoprice, Inc. (Cables)
Total Supplies	\$ 7,400.00	\$ 1,204.72	\$ -	\$ -	
Capital Outlay					
24 iPads and 4 charging stations 24 iPad 2 (16g) @ \$400 each and 4 Case Cruiser 10-pack Ipad mobile charging stations @ \$715 each.	\$ 26,650.14	\$ 22,796.40	\$ -		Purchased 60 iPad mini (16g) @ \$299.94 each and 10 Griffin Multidock stations @ \$480 each
Monitors 55" Samsung flat screen TV's to be used as video monitors - 4 @ \$1,499 each	\$ 7,349.86	\$ 6,635.93	\$ -	\$ -	
Google Nexus 7 tablets 24 Google Nexus 7 tablets @ \$230 each and 4 charging stations					see iPad line item
Digital Exterior Signage ViewMarq LED Message Display Boards 9 @ \$1099.00 per sign	\$ 9,900.00				
Total Capital Outlay	\$ 43,900.00	\$ 29,432.33	\$ -	\$ -	Available Budget
TOTAL Cleveland Foundation Grant	\$ 228,500.00	\$ 132,757.58	\$ 5,477.28	\$ 14,350.00	\$ 81,392.42

REPORT E**CLEVELAND PUBLIC LIBRARY****Finance Committee**

January 13, 2015

**PURCHASES FROM \$5,000.00 TO \$25,000.00 FOR THE PERIOD
OCTOBER 1 THROUGH DECEMBER 31, 2014**

In accordance with Board Policy amended by resolution on April 18, 1996, a description of expenditures exceeding \$5,000.00 to \$25,000.00 for library supplies and equipment is therefore submitted.

<u>DATE</u>	<u>ITEM DESCRIPTION</u>	<u>AGENCY</u>	<u>SUPPLIER</u>	<u>AMOUNT</u>
10/02/14	Overdue Mailers	Stockroom	Moore Wallace	5,932.00
10/03/14	Book Jackets	Material Proc.	Kapco	5,485.00
10/16/14	Photo Scanner	Digital Hub	B&H Photo Video	7,707.00
10/23/14	Humidity Sensors	Prop Mgmt.	National Energy	6,852.93
10/23/14	Furniture	Digital Hub	Studio Spicuzza	8,068.00
10/23/14	Cameras	Digital Hub	Dodd Co	8,177.90
10/23/14	Book Drive Pro	Digital Hub	Atiz Innovations	18,160.00
11/12/14	IPADS for Maker Lab	Tech Central	CDW-G	11,099.66
11/13/14	Computer Equipment	IT/CLEVNET	Business Smarts	7,987.04
11/20/14	Furniture	Fleet	Ohio Desk	14,736.21
11/20/14	IPAD Mini's	Outreach	CDW-G	5,398.92
12/11/14	Youth Service Supplies	Branches	Lakeshore Learning	9,598.20
12/18/14	Training Notebooks	Tech Central	Business Smarts	13,268.08
12/18/14	Computer Equipment	IT/CLEVNET	Business Smarts	12,762.17
12/18/14	Computer Software	IT/CLEVNET	Business Smarts	5,635.20
12/30/14	Pumping System Tanks	Prop Mgmt.	Allied Equipment	11,823.55
12/30/14	Telephone Hardware	IT/CLEVNET	CMS Communications	5,420.04
12/30/14	Computer Equipment	IT/CLEVNET	Business Smarts	24,873.42
12/30/14	Youth Service Supplies	Branches	Kaplan Learning	23,784.60
12/30/14	Computer Equipment	IT/CLEVNET	Business Smarts	12,586.80
12/31/14	Maintenance Supplies	Prop Mgmt.	Kinzua Environmental	5,442.00
12/31/14	Maintenance Supplies	Prop Mgmt.	Cleveland Hermetic	6,469.64
12/31/14	Gas for Vehicles	Prop Mgmt.	BP Oil	7,470.99

Above vendors are in compliance with Cleveland Public Library's Equal Opportunity Guidelines as adopted on May 19, 1977.

REPORT F**CLEVELAND PUBLIC LIBRARY****Finance Committee**

January 13, 2015

**PURCHASES EXCEEDING \$25,000.00 FOR THE PERIOD
OCTOBER 1 THROUGH DECEMBER 31, 2014**

In accordance with Board Policy adopted by resolution on May 16, 2002, a description of expenditures exceeding \$25,000.00 for library service materials and for CLEVNET - related goods and services is submitted.

LIBRARY SERVICE MATERIALS

<u>Date</u>	<u>Description</u>	<u>Agency</u>	<u>Supplier</u>	<u>Amount</u>
11/20/14	Database Subscriptions	IT/CLEVNET	Ohionet	53,713.80
11/20/14	Database Subscriptions	Main Library	Ohionet	52,222.07
12/18/14	Periodical Subscriptions	Main Library	Ebsco	207,270.55
12/18/14	Periodical Subscriptions	Main Library	Ebsco	229,823.03

CLEVNET-RELATED GOODS AND SERVICES

<u>Date</u>	<u>Description</u>	<u>Agency</u>	<u>Supplier</u>	<u>Amount</u>
10/16/14	Computer Equipment/Software	IT/CLEVNET	Centracomm	89,740.00
11/26/14	Voip Phone System	IT/CLEVNET	MCPC Technology	41,604.17
11/26/14	Cisco Smartnet	IT/CLEVNET	MCPC Technology	48,580.52
12/18/14	Computer Equipment/Software	IT/CLEVNET	Centracomm	85,857.00

Above vendors are in compliance with Cleveland Public Library's Equal Opportunity Guidelines as adopted on May 19, 1977.

REPORT GCLEVELAND PUBLIC LIBRARY

Finance Committee
January 13, 2015

FEES PAID FOR LEGAL ADVICE AND SERVICES TO OGLETREE, DEAKINS,
NASH, SMOAK & STEWART, PC. ("Ogletree")
OCTOBER 1 THROUGH DECEMBER 31, 2014

In accordance with the Board resolution adopted on October 18, 2012, quarterly fees paid for legal advice and services from Ogletree for labor and employment matters are submitted.

Collective Bargaining	\$ 28,908.36
General Labor & Miscellaneous Matters	10,693.35
FMLA Compliance	3,500.00
EEOC	6,981.39
4th Quarter Total	<u>\$ 50,083.10</u>
Year to Date Total	<u>\$ 122,275.24</u>

REPORT HCLEVELAND PUBLIC LIBRARY

Finance Committee
January 13, 2015

REPORT ON BRAVO WELLNESS INCENTIVE PROGRAM

In accordance with the Board resolution adopted on October 18, 2012, in January 2013, and at the end of each contract year through 2015, the Fiscal Officer shall report to the Board the following for approval:

2014 Wellness Participant Results:	
One Point	50
Two Points	122
Three Points	146
Four Points	76
No Points or not participating	23
	<hr/> 417
Total number of employees participating in the health screenings	430
Total cost to the Library of the BRAVO contract for the applicable year	\$0.00

CLEVELAND PUBLIC LIBRARY
BOARD OF TRUSTEES MEETING
TERMINATION REPORT
12/01/2014 THROUGH 12/31/2014

EXHIBIT 6

Human Resources Committee Report
January 15, 2015

RESIGNATIONS

NAME	DEPARTMENT	JOB TITLE	DATE	REASON
MILAN,KATHERINE	MT. PLEASANT	LA COMP EMPHASIS	12/6/2014	MOVING
BOAZZO,MADELYN	FULTON	PAGE	12/15/2014	PERSONAL REASONS
GREGG,MEGAN	LORAIN	PAGE	11/9/2014	PERSONAL REASONS
MARBLEY,ANDREA	CARNEGIE WEST	PAGE	11/28/2014	ANOTHER JOB
BRYAN,CHERRY	POPULAR	PAGE	11/30/2014	ANOTHER JOB

RETIREMENTS

DAMERON,DENISE	MOBILE SVCS	LA YOUTH	12/31/2014	RETIRED
TAYLOR,PAUL	WALZ	BRANCH CLERK	12/31/2014	RETIRED
JACOBS,MICHAEL	FINE ARTS	SUBJ DEBT CLERK	12/31/2014	RETIRED

**CLEVELAND PUBLIC LIBRARY
SALARY CHANGES REPORT
FROM 12/01/2014 TO 12/31/2014**

Human Resources Committee Report
January 15, 2015

EMPLOYEE: HUTSON, AMIYA
JOB TITLE: ACTING BRANCH MGR
CURRENT GRADE: J **EFFEC DATE** 12/07/2014
CURRENT STEP: 1 **FOR GRADE/STEP**

TYPE OF CHANGE	PREVIOUS VALUE	CURRENT VALUE	REASON FOR CHANGE
SALARY AFFECTS BASE WAGE	53,328.34	61,667.01	TEMP ACTING

EMPLOYEE: STEWART, CIERA
JOB TITLE: PAGE
CURRENT GRADE: Z **EFFEC DATE** 12/17/2014
CURRENT STEP: 1 **FOR GRADE/STEP**

TYPE OF CHANGE	PREVIOUS VALUE	CURRENT VALUE	REASON FOR CHANGE
SALARY AFFECTS BASE WAGE		9.51	NEW HIRE

EMPLOYEE: METTER, TERRENCE
JOB TITLE: SUBJ DEPT LIBRARIAN
CURRENT GRADE: H **EFFEC DATE** 12/28/2014
CURRENT STEP: 1 **FOR GRADE/STEP**

TYPE OF CHANGE	PREVIOUS VALUE	CURRENT VALUE	REASON FOR CHANGE
SALARY AFFECTS BASE WAGE	42,250.92	52,540.28	PROMOTION

EMPLOYEE: GRAVINO, GIOVANNI
JOB TITLE: LA COMP EMPHASIS
CURRENT GRADE: F **EFFEC DATE** 12/07/2014
CURRENT STEP: 1 **FOR GRADE/STEP**

TYPE OF CHANGE	PREVIOUS VALUE	CURRENT VALUE	REASON FOR CHANGE
SALARY AFFECTS BASE WAGE	14,709.50	23,205.52	PROMOTION

EMPLOYEE: CUNNINGHAM, CLAYTON
JOB TITLE: LIBRARY ASST YOUTH
CURRENT GRADE: F **EFFEC DATE** 12/07/2014
CURRENT STEP: 3 **FOR GRADE/STEP**

TYPE OF CHANGE	PREVIOUS VALUE	CURRENT VALUE	REASON FOR CHANGE
SALARY AFFECTS BASE WAGE	25,099.36	47,061.30	PTR TO PFT

2014 Mass Wage Increases – Retroactive to December 29, 2013

2% for Local 244 and Non-union Employees

1.5% for SEIU District 1199 Employees

Cleveland Public Library

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CLEVELAND PUBLIC LIBRARY
MASS CONTRACT CHANGES

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2.000 PERCENT CHANGE

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
102	11020051	99952	THOMAS, FELTON	001	EX DIR,CEO	100 165,000.0000	168,300.0000	168,300.0000	X	1 168,300.00	3,300.00	
										TOTAL PROJECTED ANNUAL SALARY:	168,300.00	
										TOTAL PROJECTED CHANGES:	3,300.00	

** END OF REPORT - Generated by Ronelle Miller-Hood **



Cleveland Public Library

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CLEVELAND PUBLIC LIBRARY
MASS CONTRACT CHANGES

PG 1
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2.000 PERCENT CHANGE

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
418	14180051	677	FRANCIS, DANIEL	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
418	14180051	1260	GOOKOOL, SUNIL	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
418	14180051	591	LANGFORD, MILTON	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
418	14180051	521	NAPOLEON, CAYLA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
418	14180051	558	ROBERTS, TRISHA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
418	14180051	99737	WALKER, ROBERT	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
707	25170701	99124	CHAMPION, CHRYSYAL	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
707	25170701	113	COLEMAN, HARRIETT	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
707	25170701	99787	SIKORSKI, JAN	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
707	25170701	97745	WRIGHT, JEFFREY	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
709	17090051	688	DOUGHTY, LATRYCE	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
713	17130051	378	FIELDS, MONIQUE	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
713	17130051	594	JOHNSON, JOSEPH	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
713	17130051	486	MICKOL, ALISON	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
713	17130051	551	WATSON, KAIYA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
721	17210051	3272	SPENCER, WANDA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
725	17250051	281	JONES, ISIAH	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
725	17250051	321	PABON, BRITANY	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
729	17290051	433	MARBLEY, ANDREA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
729	17290051	702	RODRIGUEZ, KEYSHLE	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
731	17310051	707	JONES, TAVON	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
731	17310051	664	SMITH, ERICKA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
734	17340051	99923	MERRITT, KALEAH	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
738	17380051	118	FINOHR, KEVIN	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
738	17380051	449	GRAZIANI, JOSEPH	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
738	17380051	606	REVELT, AMBER	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
738	17380051	99644	WALLACE, KATHLYN	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
740	17400051	221	JOBE, PATRICIA	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
740	17400051	678	LAWSON, SHANIKQA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
740	17400051	99255	MCKENZIE, DEANNA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
743	17430051	3256	BOAZZO, MADELYN	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
743	17430051	552	LESURE, JEAN	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
745	17450051	317	AUSTIN, CHRISTOPHER	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
748	17480051	726	DAVISON, J'NIAH	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
748	17480051	706	ALVIS, DE'AIRA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
750	17500051	492	COOPER, LOGAN	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
752	17520051	700	LEVY, WILLIE	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
752	17520051	99481	ROSS-ADAMS, COTILLIO	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
754	17540051	99937	ARIAS, ESPERANZA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
754	17540051	708	BROOKS, MELISSA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
754	17540051	1179	KIRK, JENNIFER	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
756	17560051	163	JARVIS, LAMEL	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
756	17560051	275	MITCHELL, TIMIA	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
764	17640051	230	GREGG, MEGAN	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
764	17640051	99747	PATTON, MICHAEL	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
767	17670051	1847	CHANCELLOR, MONITA	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
767	17670051	534	HILL, JELEAH	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
770	17700051	99317	CHRISTMAS, WILLIAM	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	
770	17700051	676	JOHNSON, DELQUINN	010	PAGE	121	9.6000	9.7920	Z	0.00	0.00	
770	17700051	696	SIMMONS, KATHERINE	010	PAGE	121	9.1500	9.3330	Z	0.00	0.00	



Cleveland Public Library

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CLEVELAND PUBLIC LIBRARY
MASS CONTRACT CHANGES

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EFFECTIVE DATE: 01/01/2014

2.000 PERCENT CHANGE

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
773	17730051	632	FORD, MALLEK	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
773	17730051	725	HEANEY, ELFRIEDE	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
776	17760051	207	CRISP, KENYATTA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
776	17760051	217	HANSBRO, KENNETH	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
776	17760051	371	LEE, MYRIAH	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
779	17790051	1280	BIERCE, KAELEA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
779	17790051	603	HAIRE, EMILY	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
779	17790051	316	JACKSON, RICHARD	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
779	17790051	601	ROBINSON, FRANCES	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
779	17790051	340	VEGA, JASLIN	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
783	17830051	99942	BLADE, KANNA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
785	17850051	533	CHERKES, JANICE	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
785	17850051	687	CLARK, BRIDGET	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
785	17850051	108	MORALES, NELSON	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
785	17850051	435	PEREZ, ELIZABETH	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
785	17850051	711	THEBARGE, JARETT	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
790	17900051	2230	CALLIER, EUGENE	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
790	17900051	600	COTTINGHAM, DAVID	010	PAGE	121	9.6000	9.7920	/	0.00	0.00	
790	17900051	451	GAY, CAROL	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
792	17920051	605	BROOKS, L'LANICIA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
794	17940051	549	BOODAN, TURHAN	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
794	17940051	618	CHARLES, ALFRED	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
794	17940051	710	FAYLO, DIANA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
794	17940051	546	GLIEBE, ANDREW	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
797	17970051	675	BLASIUS, MICHALYN	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
797	17970051	543	HAMPTON, LIBBY	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
797	17970051	680	HURT, LEWIS	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
797	17970051	490	IPPOLITO, ALEXANDER	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
797	17970051	604	SAUNDERS, GERARD	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
797	17970051	74636	STINNETT, LILLIAN	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
799	17990051	99281	KELLEY, ANITA	010	PAGE	121	9.6000	9.7920	/	0.00	0.00	
799	17990051	99062	MCCUTCHEON-BEY, PATR	010	PAGE	121	9.6000	9.7920	/	0.00	0.00	
903	19030051	524	HARDY, HEATHER	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
921	19210051	682	GAUDING, ALEX	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
921	19210051	329	RIVERA, NINA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
921	19210051	1168	SMITH, LANECIA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
925	19250051	610	COHADZIC, NEJRA	010	PAGE	121	9.6000	9.7920	/	0.00	0.00	
925	19250051	489	HICKERSON, TRE	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
925	19250051	405	MOLINA, MARC	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
932	19320051	612	KORTE, LILY	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
932	19320051	517	VOORHIS, ANGELA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
937	19370051	519	HUMPHREY, CHRISTY	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
937	19370051	1190	KEMP, EARLAJNA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
937	19370051	695	MITCHELL, ANDREA	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
937	19370051	408	ODUM, ERIC	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
937	19370051	1709	FUJOLAS, ROBERT	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
937	19370051	407	RUFIN, JENNIFER	010	PAGE	121	9.6000	9.7920	/	0.00	0.00	
937	19370051	683	WILLIAMS, DAVID	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
945	19450051	99928	CHERRY, BRYAN	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	
945	19450051	691	JEFFERSON, ANISE	010	PAGE	121	9.6000	9.7920	/	0.00	0.00	
945	19450051	547	KELLEY, RYAN	010	PAGE	121	9.1500	9.3330	/	0.00	0.00	



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MASS CONTRACT CHANGES

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2.000 PERCENT CHANGE

EFFECTIVE DATE: 01/01/2014

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
945	19450051	475	WALKER, TATEANA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
949	19490051	99785	BOSTICK, ROBERT	010	PAGE	121	9.6000	9.7920 Z	/	0.00	0.00	
949	19490051	385	DEJESUS, MAGDALENA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
949	19490051	544	MASON, KIM	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
949	19490051	282	SMITH, SHAKENYA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	685	BOOTH, GEORGE	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	717	BOUGHERE, DAZJANA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	681	BOYD, DEVON	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	338	BREWER, ASHLI	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	480	COOPER, WANDA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	614	CORCHADO, LAYLA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	597	GEE, VALERIE	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	599	GHRABAT, SUMYIAH	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	690	GILLESPIE, LEJEARL	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	560	GRAYSON, VIVICA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	554	HARDY, NIAMBY	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	518	HUNT, CURTIS	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	703	JACKSON, JACQUELYN	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	387	JONES, MARY	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	99836	KRUZ, PAUL	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	545	LEWIS, SUMMIERE	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	479	MCQUEEN, ARIANNA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	705	NDUKWE, MASSEY	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	616	NDUKWE, OBASI	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	615	NDUKWE, UDEH	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	611	OWENS-PALMER, MARY	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	381	PEGUES, DOMINIQUE	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	328	RUSH, KHALIL	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	613	SIMS, PARIS	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	581	WATSON, KHALISHA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	679	WATSON, MECCA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	602	WILLOWLEAF, AJA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	698	WOODMAN, ALYCIA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
953	19530051	699	YOKIE, JOY	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
956	19560051	132	ELLIOTT, ALLISON	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
956	19560051	1227	IRIZARRY, FLORIAN	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	
956	19560051	396	OJO, KEMET	010	PAGE	121	9.6000	9.7920 Z	/	0.00	0.00	
956	19560051	697	WHEELER, JESSICA	010	PAGE	121	9.1500	9.3330 Z	/	0.00	0.00	

TOTAL PROJECTED ANNUAL SALARY: 0.00
TOTAL PROJECTED CHANGES: 0.00

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2.000 PERCENT CHANGE
EFFECTIVE DATE: 01/01/2014
Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
707	25170701	1240	WILLIAMS, LOIS	011	PAGE PTR	120	9.6000	9.7920	Z	18,330.52	359.32	
713	17130051	99001	THOMAS, TAI	011	PAGE PTR	120	9.6000	9.7920	Z	15,275.52	299.52	
921	19210051	617	GRAY, TREVILLE	010	PAGE	121	9.1500	9.3330	Z	8,250.32	161.72	
925	19250051	473	WU, HUIYU	010	PAGE	121	9.1500	9.3330	Z	8,250.32	161.72	
945	19450051	548	GRAY, DEBORAH	010	PAGE	121	9.1500	9.3330	Z	8,250.32	161.72	
945	19450051	1166	SIMS, CRYSTAL	011	PAGE PTR	120	9.6000	9.7920	Z	15,275.52	299.52	
953	19530051	1561	GIUFFRE, LAURA	011	PAGE PTR	120	9.6000	9.7920	Z	15,275.52	299.52	
953	19530051	1162	RHINE, JAMES	011	PAGE PTR	120	9.6000	9.7920	Z	18,330.52	359.32	

TOTAL PROJECTED ANNUAL SALARY: 107,238.56
TOTAL PROJECTED CHANGES: 2,102.36

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MASS CONTRACT CHANGES

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Retroactive to 12/29/2013

EFFECTIVE DATE: 01/01/2014

NEW CONTRACT RATES

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
293	I2930051	262	GOERGEN, TIMOTHY	810	SAFPRO MGR	100	58,311.2400	59,477.4600	J / 1	59,477.46	1,166.22	
TOTAL PROJECTED ANNUAL SALARY:										59,477.46		
TOTAL PROJECTED CHANGES:										1,166.22		

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MASS CONTRACT CHANGES

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Retrospective to 12/29/2013

EFFECTIVE DATE: 01/01/2014

NEW CONTRACT RATES

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
151	11510051	2182	ALLEN, SHARON	634	HR ASST-TC	100	60,644.2200	61,857.1000	J / 2	61,857.10	1,212.88	
151	11510051	99518	JACKSON, DAWNIAE	635	HR AST MUN	100	58,311.2400	59,477.4600	J / 1	59,477.46	1,166.22	
										121,334.56	2,379.10	

TOTAL PROJECTED ANNUAL SALARY:
TOTAL PROJECTED CHANGES:

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MASS CONTRACT CHANGES

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NEW CONTRACT RATES

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
198	11980051	99356	DIAMOND-ORTIZ, ANAST	641	KNOWLG MGR	100	65,592.2800	66,904.1300	J / 4	66,904.13	1,311.85	
TOTAL PROJECTED ANNUAL SALARY:										66,904.13		
TOTAL PROJECTED CHANGES:										1,311.85		

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MASS CONTRACT CHANGES

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2.000 PERCENT CHANGE

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
110	11100051	260	ARMSTRONG, LAURA	718	FIN SV MGR	100	74,284.3400	75,770.0300	L	75,770.03	1,485.69	
110	11100051	1397	KRENICKY, CAROLYN	721	CHF FNOPC	100	104,319.2800	106,405.6700	N	106,405.67	2,086.39	
110	11100051	292	MARTIN, TRACY	631	DVLMNT OFC	100	58,311.2400	59,477.4600	J	59,477.46	1,166.22	
111	11110051	84192	SWINERTON, DAVID	716	ACC&PCH MG	100	73,809.0600	75,285.2400	K	75,285.24	1,476.18	
114	11140051	70	MILLER-HOOD, RONELLE	730	PR BEN SUP	100	53,553.2400	54,624.3000	H	54,624.30	1,071.06	
131	11310051	99822	LOMBARDO, CYNTHIA	002	DEPDIR COO	100	153,059.1400	156,120.3200	O	156,120.32	3,061.18	
140	11400051	231	LODRILL, JOYCE	005	LEGAL OFC	100	106,181.1400	108,304.7600	M	108,304.76	2,123.62	
151	11510051	224	CORCHADO, MADELINE	645	DIR OF HR	100	90,764.1800	92,579.4600	M	92,579.46	1,815.28	
161	11610051	583	JOHNS, CEDRIC	639	AST DIR HR	100	74,284.3400	75,770.0300	L	75,770.03	1,485.69	
198	11980051	99818	POILPRE, CATHY	511	ASTDIR GR&	100	74,284.3400	75,770.0300	L	75,770.03	1,485.69	
210	12100051	1160	DIAMOND, TIMOTHY	642	C KNOW OFC	100	111,709.5200	113,943.7100	O	113,943.71	2,234.19	
210	12100051	99476	MURDOCK, TIMOTHY	148	A DIR PROP	100	79,831.7000	81,428.3300	K	81,428.33	1,596.63	
213	12130051	1142	SCRUDGK, MYRON	152	DIRPROP MG	100	132,046.9800	134,687.9200	N	134,687.92	2,640.94	
301	13010951	83601	STONE, CARL	146	CPA FOREMA	100	75,662.3400	77,175.5900	I	77,175.59	1,513.25	
301	13010951	28279	FINNEGAN, LAWRENCE	438	DIRECTORIT	100	117,187.9800	119,531.7400	M	119,531.74	2,343.76	
301	13010951	634	HATCH, BETH	433	WEB APPLIC	100	65,615.6800	66,927.9900	K	66,927.99	1,312.31	
301	13010951	3069	NOVAK, DARREN	436	SYSTEMS MA	100	83,559.5800	85,230.7700	L	85,230.77	1,671.19	
301	13010951	99461	PRISBYLLA, HILARY	437	DIRCLEVNET	100	86,901.6200	88,639.6500	L	88,639.65	1,738.03	
311	13010951	1552	HOOD, WILLIAM	427	COMNET MGR	100	89,902.8000	91,700.8600	K	91,700.86	1,798.06	
320	13010951	374	PELVES, MARLENE	412	LIBRARY SY	100	49,513.3600	50,503.6300	H	50,503.63	990.27	
340	25230101	99392	BOOZER, DONALD	424	KNOW IT NO	100	63,069.5000	64,330.8900	J	64,330.89	1,261.39	
411	14110051	99168	LOWREY, PATRICIA	296	DIRTECHSVC	100	138,629.9200	141,402.5200	O	141,402.52	2,772.60	
411	14120051	663	MATTHEWS, PAMELA	293	COLLECTION	100	74,284.3400	75,770.0300	L	75,770.03	1,485.69	
414	14140051	1173	JELAR ELWELL, SANDRA	287	ACQUISITIO	100	86,901.6200	88,639.6500	L	88,639.65	1,738.03	
414C	14140051	1624	JOHNSON, ANDREA	290	CATALOG MA	100	92,185.8600	94,029.5800	L	94,029.58	1,843.72	
419	14190051	99815	HEGSPROM, ELIZABETH	261	MAT PRO MG	100	65,615.6800	66,927.9900	K	66,927.99	1,312.31	
419	14190051	99259	NAAB, ALICIA	284	PRESERVATI	100	70,959.8600	72,389.2600	K	72,389.26	1,419.40	
701	17010051	99664	TYUS, STEPHANIE	566	EAST TEAM	100	77,255.8800	78,801.0000	L	78,801.00	1,545.12	
707	25170701	1522	REED, WILLIAM	569	LEP MGR	100	74,284.3400	75,770.0300	L	75,770.03	1,485.69	
709		99402	PAI, RHONDA	560	MOBILE SER	100	65,592.2800	66,904.1300	J	66,904.13	1,311.85	
713	17130051	1954	JEFFRIES, ANNISHA	575	YOUTH SER	100	73,809.0600	75,285.2400	K	75,285.24	1,476.18	
721	17210051	1521	PETERS, MAGNOLIA	554	BRANCH MAN	100	72,363.9800	73,811.2600	J	73,811.26	1,447.28	
725	17250051	99570	ANTONUCCI, RONALD	554	BRANCH MAN	100	73,811.1400	75,287.3600	J	75,287.36	1,476.22	
729	17290051	99347	GUINTEH, ANGELA	554	BRANCH MAN	100	65,592.2800	66,904.1300	J	66,904.13	1,311.85	
731	17310051	99269	PEAK, CAROLINE	554	BRANCH MAN	100	58,311.2400	59,477.4600	J	59,477.46	1,166.22	
734	17340051	99437	WILLOUGHBY, GINAYA	554	BRANCH MAN	100	58,311.2400	59,477.4600	J	59,477.46	1,166.22	
738	17380051	99337	KNAPE, KENNETH	557	BRANCH MAN	100	73,809.0600	75,285.2400	K	75,285.24	1,476.18	
740		1214	OLAYIWOLA, REKIAT	557	BRANCH MAN	100	79,831.7000	81,428.3300	K	81,428.33	1,596.63	
743	17430051	1721	DIAMOND, CHERYL	554	BRANCH MAN	100	65,592.2800	66,904.1300	J	66,904.13	1,311.85	
748	17480051	99514	JEFFERSON, SHARON	554	BRANCH MAN	100	60,644.2200	61,857.1000	J	61,857.10	1,212.88	
750	17500051	3118	PARKS, HARRIETTE	554	BRANCH MAN	100	65,592.2800	66,904.1300	J	66,904.13	1,311.85	
752	17520051	96077	WILLINGHAM, DONNA	554	BRANCH MAN	100	60,644.2200	61,857.1000	J	61,857.10	1,212.88	
756	17560051	2082	BRADFORD, WILLIAM	554	BRANCH MAN	100	75,286.9000	76,792.6400	J	76,792.64	1,505.74	
767	17670051	64176	PARKER, TONI	554	BRANCH MAN	100	65,592.2800	66,927.9900	K	66,927.99	1,312.31	
770	17700051	99508	LOGAN-REID, PAULA	557	BRANCH MAN	100	65,615.6800	66,927.9900	K	66,927.99	1,312.31	
773	17730051	15116	ZUNT, MARY	554	BRANCH MAN	100	65,615.6800	66,927.9900	K	66,927.99	1,312.31	
776	17760051	99445	BOYD, ALI	554	BRANCH MAN	100	73,811.1400	75,287.3600	J	75,287.36	1,476.22	
779	17790051	637	RINGENBACH, KATHRYN	557	BRANCH MAN	100	68,240.3800	69,605.1900	K	69,605.19	1,364.81	
783	17830051	99869	DECLLET, JAIME	557	BRANCH MAN	100	65,615.6800	66,927.9900	K	66,927.99	1,312.31	
785	17850051	99234	RUSSO, LUIGI	557	BRANCH MAN	100	65,615.6800	66,927.9900	K	66,927.99	1,312.31	
790	17900051	3161	RUDZINSKI, MONICA	554	BRANCH MAN	100	58,311.2400	59,477.4600	J	59,477.46	1,166.22	



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2.000 PERCENT CHANGE EFFECTIVE DATE: 01/01/2014

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
792	17920051	1546	WILLIAMS, MARCIE	554	BRANCH MAN	100	65,592.2800	66,904.1300	/	4	66,904.13	1,311.85
794	17940051	99222	LEFKOWITZ, KATHLEEN	554	BRANCH MAN	100	68,215.9400	69,580.2600	/	5	69,580.26	1,364.32
797	17970051	99208	DALBY, MICHAEL	557	BRANCH MAN	100	65,615.6800	66,927.9900	/	1	66,927.99	1,312.31
799		501	BAKER, RENA	557	BRANCH MAN	100	65,615.6800	66,927.9900	/	1	66,927.99	1,312.31
801	18010051	99409	MASON, AARON	374	ASTDIR OPS	100	90,764.1800	92,579.4600	/	1	92,579.46	1,815.28
801	18010051	514	SHABAZZ-TOLBERT, NIC	376	OPC-YOUTH	100	58,311.2400	59,477.4600	/	1	59,477.46	1,166.22
901	19010051	620	EWING, CHATHAM	361	DIS STRAT	100	74,284.3400	75,770.0300	/	1	75,770.03	1,485.69
901	19010051	48678	LATIMER, CARLOS	370	A PUB BRCH	100	94,394.5600	96,282.4500	/	2	96,282.45	1,887.89
901	19010051	1238	SKRTIC, JOHN	360	DIR PUB SV	100	111,709.5200	113,943.7100	/	1	113,943.71	2,234.19
901	19010051	345	WOOD, ROBIN	563	ML TEAMMGR	100	74,284.3400	75,770.0300	/	1	75,770.03	1,485.69
921	19210051	99526	EYERDAM, PAMELA	357	SBJ MGR I	100	90,378.0800	92,185.6400	/	6	92,185.64	1,807.56
925	19250051	1490	MARKOVIC, MILOS	354	SBJ MGR M	100	79,831.7000	81,428.3300	/	6	81,428.33	1,596.63
932	19320051	1167	HOGG, OLIVIA	357	SBJ MGR L	100	65,615.6800	66,927.9900	/	1	66,927.99	1,312.31
935	19350051	43535	ABRAMS, KENYATTA	335	AV/LEND MG	100	55,221.9200	56,326.3600	/	1	56,326.36	1,104.44
937	19370051	99127	DAWSON, AMY	354	SBJ MGR M	100	70,969.8600	72,389.2600	/	3	72,389.26	1,419.40
945	19450051	99679	FLINN, SARAH	357	SBJ MGR L	100	74,284.3400	75,770.0300	/	1	75,770.03	1,485.69
951	19510051	99205	ORESKOVIC, DANIEL	328	MAT HD MGR	100	65,615.6800	66,927.9900	/	1	66,927.99	1,312.31
962	19620051	351	LYNCE, CJ	352	TCH CTLMGR	100	74,284.3400	75,770.0300	/	1	75,770.03	1,485.69

TOTAL PROJECTED ANNUAL SALARY: 5,426,989.39
TOTAL PROJECTED CHANGES: 106,411.53

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2.000 PERCENT CHANGE

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
102	11020051	99567	FISHER, MICHAEL	621	EXEC ASST	120	29.2575	29.8427	G	58,193.20	1,141.14	
110	285	HUBLER, CAROL	612	ADM ASST	120	21.0276	21.4482	F	41,824.12	820.30		
112	11120051	98579	ZAMORA, VICTOR	706	INV SPEC	120	26.8728	27.4103	E	53,450.02	1,048.06	
114	11140051	99144	SMITH, ROSZITA	724	PAYROLL PR	120	20.7855	21.2012	D	41,342.34	810.68	
151	11510051	126	REED, SHARON	606	HR INFO CL	120	17.7676	18.1230	D	35,339.98	693.16	
151	11510051	99740	WHITE-YATES, BEVERLY	612	ADM ASST	120	21.8687	22.3061	F	43,496.96	853.06	
161	11610051	99947	YOUNG, MICHAEL	612	ADM ASST	120	21.0276	21.4482	F	41,824.12	820.30	
210	12100051	579	BLAND, ALKEISHA	612	ADM ASST	120	21.0276	21.4482	F	41,824.12	820.30	
210	12100051	1336	SESSION, JOHNNIE	130	SUPERVISOR	120	23.4432	23.9121	E	46,628.66	914.42	
215	12150051	28523	FLOWERS, KEVIN	118	CUSTODIAN	120	23.8669	24.3442	D	47,471.32	930.80	
215	12150051	3238	JENKINS, RICHARD	118	CUSTODIAN	120	21.6168	22.0491	D	42,995.68	842.92	
222	12220051	1151	PRUDE, DONNA	118	CUSTODIAN	120	24.3441	24.8310	D	48,420.58	949.52	
228	12280051	1246	HILL, RON	127	SHIPPING C	120	23.9121	24.3903	E	47,561.02	932.36	
293	12930051	352	DUNCAN, LINDSEY	803	SAFFRO SUP	120	22.7435	23.1984	F	45,236.88	887.12	
293	12930051	299	GEARHART, DANIEL	803	SAFFRO SUP	120	22.7435	23.1984	F	45,236.88	887.12	
293	12930051	584	KACKLEY, ROBERT	803	SAFFRO SUP	120	21.0276	21.4482	F	41,824.12	820.30	
301	13010951	777	ALLEN, KIMBERLIE	803	SAFFRO SUP	120	21.0276	21.4482	F	41,824.12	820.30	
411	14110051	304	MOCSIRAN, NANCY	245	TC SV ASST	120	21.0276	21.4482	F	41,824.12	820.30	
418	14180051	306	WOHL, STEPHEN	263	RECEIVING	120	19.2687	19.6541	E	38,325.56	751.66	
801	18010051	99630	STRICKLAND, HEIDI	612	ADM ASST	120	21.0276	21.4482	F	41,824.12	820.30	
901	19010051	99916	BEAVERS, YARIMILKA	612	ADM ASST	120	21.0276	21.4482	F	41,824.12	820.30	
951	19510051	1513	COCCARO, CYNTHIA	322	SHF ASTMGR	120	28.8108	29.3870	F	57,304.78	1,123.72	
951	19510051	1366	DIWARA, DEMBA	326	ASST SUP	120	22.5417	22.9925	E	44,835.44	879.06	
962	19620051	99302	TRIPODIS, STAMATIS	337	TC C COOD	120	24.0476	24.5286	G	47,830.90	938.08	

TOTAL PROJECTED ANNUAL SALARY: 1,074,850.40
TOTAL PROJECTED CHANGES: 21,078.46

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2.000 PERCENT CHANGE

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
151	11510051	99613	HOWARD, DIANNE	603	RECEPTION	121	16.0104	16.3306	B	13,693.16	268.32	
198	11980051	99724	GUNTER, DANIEL	630	RES ANANLY	121	30.8923	31.5101	H	31,336.76	614.38	
215	12150051	739	EMBROSE, KEVIN	506	CUSTODIAN	120	15.3945	15.7024	B	30,619.68	600.34	
704	17040051	520	BLOCK, ANDREA	101	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	459	CAMPARI, MONICA	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	401.96	
704	17040051	577	CARPENTER-RIZK, DENI	501	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	401.96	
704	17040051	500	CONRAD, CARLA	532	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	576	DAVIS, ERIN	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	401.96	
704	17040051	733	FOSTER, PRINCE	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	469	FRAIUS, LAURA	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	401.96	
704	17040051	2536	GRAHAM, LOIS	518	LA ADULT	121	23.6532	24.1263	F	23,052.64	451.88	
704	17040051	731	GRAVINO, GIOVANNI	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	99692	HAMMAN, TIMOTHY	518	LA ADULT	121	22.7435	23.1984	F	22,166.04	434.72	
704	17040051	715	HAVERMAN, MICHAEL	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	1361	HEIZER, KENNETH	518	LA ADULT	121	23.6532	24.1263	F	23,052.64	451.88	
704	17040051	724	HENDERSON, WILLIE	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	654	HUNTER, ANTHONY	501	BR CK SUB	121	25.5835	26.0952	F	24,934.00	489.06	
704	17040051	660	JOHNSON, MARY	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	294.06	
704	17040051	587	JUHL, ALLISON	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	365	MARQUEZ, MARINA	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	401.96	
704	17040051	659	MCCORD, SONJA	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	401.96	
704	17040051	377	OQUENDO, VALERIE	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	721	PATAWAKAN, MARIO	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	722	PETTRY, CASSANDRA	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	400	RIGA, JILL	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	294.06	
704	17040051	727	RODRIGUEZ, MARILYN	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
704	17040051	99513	SPENCER, WILLIAM	518	LA ADULT	121	24.5993	25.0913	F	23,974.86	470.34	
704	17040051	99096	WASHINGTON, ALONZO	518	LA ADULT	121	23.6532	24.1263	F	23,052.64	451.88	
704	17040051	555	WHITLEY, TENISE	532	LIBAST-SUB	121	21.0276	21.4482	F	20,493.72	401.96	
704	17040051	714	WILLIAMS, LATRICE	501	BR CK SUB	121	15.3945	15.7024	B	15,003.56	294.06	
707	25170701	99632	COLLINS, FRANCIS	533	ADULT LIBR	121	30.8923	31.5101	H	55,300.18	1,084.20	

TOTAL PROJECTED ANNUAL SALARY: 656,162.52
TOTAL PROJECTED CHANGES: 12,865.32

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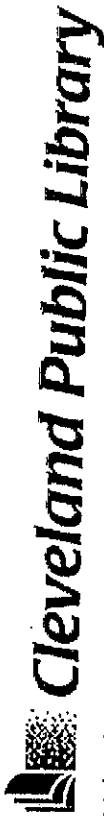
2.000 PERCENT CHANGE

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
416	14160051	99564	BRACHINA, CAROLE	281	HIGH DEMAN	100	42,581.9200	43,433.5600	K / 3	43,433.56	851.64	
TOTAL PROJECTED ANNUAL SALARY:											43,433.56	
TOTAL PROJECTED CHANGES:											851.64	

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2.000 PERCENT CHANGE

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LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
198	11980051	99244	WIELAND, ANN	618	ARCHIVIST	120	26.0100	26.5302	G / 3	41,387.06	811.46	
TOTAL PROJECTED ANNUAL SALARY:										41,387.06	811.46	
TOTAL PROJECTED CHANGES:												

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MASS CONTRACT CHANGES

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NEW CONTRACT RATES

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	EASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
293	12930051	99191	HUDZIAK, BLASE	800	SAFPRO OFC	120	21.9245	22.3630	/	43,607.98	855.14	
293	12930051	653	COWLING, MATTHEW	800	SAFPRO OFC	120	16.9809	17.3205	/	33,775.04	662.22	
293	12930051	99285	DOWLING, LACY	800	SAFPRO OFC	120	21.0733	21.4948	/	41,914.86	821.86	
293	12930051	3264	DYCKS, EUGENE	800	SAFPRO OFC	120	21.9245	22.3630	/	43,607.98	855.14	
293	12930051	99568	FADIL, NORMAN	800	SAFPRO OFC	120	19.8652	20.2625	/	39,511.94	774.80	
293	12930051	353	FOSTER, KEITH	800	SAFPRO OFC	120	16.9809	17.3205	/	33,775.04	662.22	
293	12930051	1150	HARRIS, STEPHEN	800	SAFPRO OFC	120	22.3628	22.8101	/	44,479.76	872.30	
293	12930051	3241	JARRETT, JAMES	800	SAFPRO OFC	120	21.9245	22.3630	/	43,607.98	855.14	
293	12930051	465	LODGE, JOSEPH	800	SAFPRO OFC	120	16.9809	17.3205	/	33,775.04	662.22	
293	12930051	464	PATTERSON, JOHN	800	SAFPRO OFC	120	16.9809	17.3205	/	33,775.04	662.22	
293	12930051	463	PIERSON, APRIL	800	SAFPRO OFC	120	16.9809	17.3205	/	33,775.04	662.22	
293	12930051	99715	SLESINGER, LOUIS	800	SAFPRO OFC	120	18.3668	18.7341	/	36,531.56	716.30	
293	12930051	62717	STEFANOS, JOSEPH	800	SAFPRO OFC	120	23.2667	23.7320	/	46,277.40	907.40	
293	12930051	624	TAYLOR, MARK	800	SAFPRO OFC	120	16.9809	17.3205	/	33,775.04	662.22	
293	12930051	99379	TIDORESCU, MARCEL	800	SAFPRO OFC	120	20.6599	21.0731	/	41,092.48	805.74	
293	12930051	99840	TOBIN, MICHAEL	800	SAFPRO OFC	120	17.6601	18.0133	/	35,126.00	688.74	
293	12930051	99393	WILLIAMSON, DAVID	800	SAFPRO OFC	120	20.6599	21.0731	/	41,092.48	805.74	

TOTAL PROJECTED ANNUAL SALARY:
TOTAL PROJECTED CHANGES:

659,500.66
12,931.62

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NEW CONTRACT RATES

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
111	11110051	99295	BUENO, ANGELINA	700	ACCOUNT CL	120	19.7940	20.0909	D	39,177.32	579.02	
111	11110051	302	JOSEY-ALLEN, TRACEY	703	ACCT SPEC	120	19.8467	20.1444	E	39,281.58	580.58	
111	11110051	72308	ROGERS, JEANETTE	703	ACCT SPEC	120	25.1221	25.4889	E	49,722.92	734.76	
162	11620051	1164	COLNAR, CHRISTINE	906	GRAPHDE	120	29.6751	30.1202	F	58,734.52	868.14	
162	11620051	1449	JAEKE, RYAN	903	PRINT PRSP	120	22.7108	23.0515	D	44,950.36	664.30	
162	11620051	1216	MORABITO, MONICA	906	GRAPHDE	120	30.2051	30.5982	F	59,783.62	883.74	
162	11620051	83584	STEWART, MICHAEL	900	OFF PR TEC	120	28.2160	28.6392	D	55,846.44	825.24	
210	12100051	57243	THOMPSON, TONYA	903	PRINT PRSP	120	24.5829	24.9516	D	48,655.62	718.90	
210	12100051	1880	PATTERSON, DEVERN	115	DRIVER	120	21.4948	21.8172	C	42,543.54	628.68	
211	12110051	1146	WILLIAMS, CORNELL	115	DRIVER	120	21.9245	22.2534	F	43,394.26	641.42	
211	12110051	640	BROWN, DERRICK	139	MAINTENANC	120	28.5229	28.9507	C	56,453.80	834.08	
211	12110051	53126	MASTERS, CHRISTOPHER	1399	MAINTENANC	120	34.5435	35.0617	G	68,370.38	1,010.62	
211	12110051	3188	REILLY, DAVID	1399	MAINTENANC	120	32.2716	33.7707	G	65,852.80	973.18	
211	12110051	99045	REYES, OLIVER	1399	MAINTENANC	120	32.6193	33.1086	G	64,561.90	954.20	
211	12110051	643	UCIC, MICHAEL	139	MAINTENANC	120	28.5229	28.9507	F	56,453.80	834.08	
213	12130051	368	DIAL, DAVID	136	CARPENTER	120	29.0935	29.5299	F	57,583.24	850.98	
213	12130051	52431	MARSHALL, JOHN	1369	CARPENTER	120	31.3528	31.8231	G	62,054.98	917.02	
215	12150051	99847	BOWERS, KEVIN	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	122	BROWN, DEWAN	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	430	CAMACHO, LUIS	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	99670	GUDER, ROBERT	106	CUSTODIAN	120	17.1503	17.4076	B	31,383.56	463.84	
215	12150051	1355	LEWIS, JEFFREY	106	CUSTODIAN	120	17.1503	17.4076	B	31,383.56	463.84	
215	12150051	99555	MALONE, DERRICK	106	CUSTODIAN	120	18.5495	18.8277	B	36,714.08	501.80	
215	12150051	3234	NELSON, CLARK	106	CUSTODIAN	120	17.8361	18.1036	B	35,302.02	542.62	
215	12150051	580	NELSON, JOSEPH	106	CUSTODIAN	120	20.0709	20.3720	B	39,725.40	521.56	
215	12150051	99799	PHELPS, SANDRA	106	CUSTODIAN	120	16.4907	16.0941	B	31,383.56	463.84	
215	12150051	673	RAY, ERIC	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	656	RICHARD, RILEY	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	375	RUSH, STEVEN	112	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	1271	SAXTON, ALBERT	112	CUSTODIAN	120	16.9809	17.2356	C	33,609.42	463.84	
215	12150051	7777	SMITH, MATTHEW	106	CUSTODIAN	120	21.4948	21.8172	C	42,543.54	628.68	
215	12150051	85096	TATUM, KYLE	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	125	TRAPP, ALVIN	106	CUSTODIAN	120	21.2997	21.6192	B	42,157.44	622.96	
215	12150051	420	VEGA, NILKIA	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
215	12150051	649	WOLLERMAN, ROBERT	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
222	12220051	10453	BRAZZELL, LORENZO	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
222	12220051	99784	KERN, DELORENZO	103	CUST CK	120	21.2997	21.6192	B	42,157.44	622.96	
222	12220051	1383	PARSONS, TRACY	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
224	12240051	60284	NAGAJ, DONALD	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
226	12260051	99575	HOUSTON, LARRY	121	AUTOMOTIVE	120	30.2051	30.6582	E	59,783.62	883.74	
226	12260051	1814	JOHNSON, DAKARI	124	PAINTER	120	19.8467	20.1444	E	39,281.58	580.58	
228	12280051	161	BUENO, ANTHONY	109	SHIPPING C	120	20.6408	20.9504	E	40,853.28	603.72	
228	12280051	310	CLARDY, JAMES	109	SHIPPING C	120	15.8563	16.0941	B	31,383.56	463.84	
228	12280051	418	FORTSON, CARMINE	109	SHIPPING C	120	15.8563	16.0941	B	31,383.56	463.84	
228	12280051	124	GREEN, ANTHONY	109	SHIPPING C	120	15.8563	16.0941	B	31,383.56	463.84	
228	12280051	1604	HATTON, JEVON	109	SHIPPING C	120	20.8817	21.1949	B	41,330.12	610.74	
228	12280051	99777	JONES, DWAYNE	109	SHIPPING C	120	15.8563	16.0941	B	31,383.56	463.84	
228	12280051	565	LOTT, NICHOLAS	109	SHIPPING C	120	15.8563	16.0941	B	31,383.56	463.84	
228	12280051	330	MCKISSIC, KIERA	109	SHIPPING C	120	15.8563	16.0941	B	31,383.56	463.84	
301	13010951	1235	DIAMOND-ORTIZ, EMILI	4039	COMP. NET	120	28.9763	29.4109	G	57,351.32	847.60	
310	13010051	1479	MCLEMORE, GEORGE	4069	TELECOMMUN	120	31.9799	32.4596	G	63,296.22	935.48	



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NEW CONTRACT RATES

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LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
311	13010951	1977	BOBIK, ROBERT	4039	COMP. NET	120	32.6193	33.1086	/10	64,561.90	954.20	
311	13010951	367	BUSCH, ANDREW	403	COMP. NET	120	21.6584	21.9833	F	42,867.50	633.62	
311	13010951	504	GUSTER, KYLE	403	COMP. NET	120	21.6584	21.9833	F	42,867.50	633.62	
311	13010951	99502	PATRICK, ROBERT	4039	COMP. NET	120	26.8777	27.8209	F	53,197.82	786.24	
311	13010951	99035	RIGGS, KEITH	4039	COMP. NET	120	31.3528	31.8231	G	62,054.98	917.02	
330	13010951	99149	SCROGGS, DAVID	4039	COMP. NET	120	33.9373	34.4464	G	67,170.48	992.68	
411	14110051	1469	REYNOLDS, DAVID	254	WEB APPLIC	120	30.1352	30.5872	G	59,645.04	881.40	
411	14110051	1412	BOLTON, BONNIE	254	COLLECTION	120	33.7664	34.2729	H	66,832.22	987.74	
411	14120051	99606	JENKINS, TONYA	249	TS LIB	120	29.4184	34.2729	H	58,226.48	850.60	
412	14120051	80335	BLAIR, GLENNIS	230	TECHNICAL	120	25.0744	25.4505	D	49,628.54	733.46	
412	14120051	3214	INFANTE, NATHANIEL	230	TECHNICAL	120	21.4091	21.7302	D	42,374.02	626.34	
412	14120051	1608	KOWALCZYK, LISA	249	TS LIB	120	35.1309	35.6579	H	69,532.84	1,027.52	
412	14120051	24231	LANTON, ANARIE	230	TECHNICAL	120	24.5829	24.9516	D	48,655.62	718.90	
412	14120051	99893	PULTORAK, LESLIE	248	ACQUISITIO	120	27.1988	27.6068	H	53,833.26	795.60	
412	14120051	1601	STOUT, PAULA	218	TECHNICAL	120	21.4948	21.8172	C	42,543.54	628.68	
413	14130051	90030	VANEK, DARRELL	206	TECHNICAL	120	20.0709	21.0937	A	41,132.78	607.88	
413	14130051	1327	ADORNO-CRUZ, MARISOL	209	MATERIALS	120	20.0709	20.3720	B	39,725.40	587.08	
413	14130051	1413	DRAEGER, MARSHA	200	MATERIALS	120	19.2399	19.5285	A	38,080.64	562.90	
413	14130051	40581	HUSTON, DOUGLAS	200	MATERIALS	120	20.0171	20.3174	A	39,619.06	585.78	
413	14130051	55141	MCINTYRE, BRENDAN	200	MATERIALS	120	20.4172	20.7235	A	40,410.76	597.22	
413	14130051	180	REYNOLDS, MICHAEL	200	MATERIALS	120	14.9015	15.1250	A	29,493.88	436.02	
413	14130051	1182	RUSSELL, MARIA	200	MATERIALS	120	16.7619	17.0133	A	33,176.00	490.36	
413	14130051	99682	WOLFORD, SHAWN	200	MATERIALS	120	15.4977	15.7302	A	30,674.02	453.44	
413	14130051	3193	WORKMAN, DENNIS	200	MATERIALS	120	19.6243	19.9187	A	38,841.40	574.08	
414	14140051	488	DUGAROVA-MONTGOMERY,	249	TS LIB	120	26.1532	26.5455	H	51,763.66	764.92	
414	14140051	1802	GRATTINO, DAWN	272	SR CATHLEN	120	36.9219	37.4757	I	73,077.68	1,080.04	
414	14140051	92046	GRAYSON, VIVIAN	230	TECHNICAL	120	23.1652	23.5127	D	45,849.70	677.56	
414	14140051	1199	HICKS, CHRISTON	230	TECHNICAL	120	18.3007	18.5752	D	36,221.64	535.34	
414	14140051	20322	HOUSEMAN, REGINA	251	CATALOG LI	120	31.8191	32.2964	H	62,977.98	930.80	
414	14140051	253	HU, AMEI	251	CATALOG LI	120	26.1532	26.5455	H	51,763.66	764.92	
414	14140051	99819	HUANG, PERRY	251	CATALOG LI	120	28.2871	28.7114	H	55,987.36	827.58	
414	14140051	1423	JONES, SHIRLEY	218	TECHNICAL	120	23.2667	23.6157	C	46,050.68	680.68	
414	14140051	1229	LAWLER, YOLANDA	230	TECHNICAL	120	25.0744	25.4505	D	49,628.54	733.46	
414	14140051	99490	MONACO, MICHAEL	272	SR CATHLEN	120	31.5484	32.0216	I	62,442.12	922.74	
414	14140051	64385	PARSONS, JOHNNY	249	TS LIB	120	38.4136	38.9898	I	76,030.24	1,123.72	
414	14140051	189	SATOW, BARBARA	272	SR CATHLEN	120	26.1532	26.5455	H	51,763.66	764.92	
416	14160051	60562	WARD, KARIWA	230	TECHNICAL	120	25.5224	25.9052	D	40,515.14	746.46	
416	14160051	1288	BEST, STEVEN	218	TECHNICAL	120	20.6599	20.9698	C	40,891.24	604.50	
416	14160051	99452	DICKERSON, DALE	257	HIGH DEMAN	120	29.4184	29.8597	H	58,226.48	860.60	
416	14160051	71717	EASLEY, ROSALYN	230	TECHNICAL	120	23.6281	23.9825	D	46,765.94	691.08	
416	14160051	1193	SALEM, SUMMER	230	TECHNICAL	120	19.0325	19.3180	D	37,670.10	556.66	
418	14180051	1472	WARNER, MYA	218	TECHNICAL	120	21.0733	21.3894	C	41,709.46	616.46	
418	14180051	64524	PARSONS, WILLIAM	920	RECEIVING	120	22.1136	22.4453	B	43,768.40	646.88	
419	14190051	5727	BARDOSY, ELIZABETH	221	TS SR TECH	120	17.1503	17.4076	B	33,944.82	501.80	
419	14190051	1261	MASSEY, GLORIA	218	TECHNICAL	120	25.5224	25.9052	D	50,515.14	746.46	
419	14190051	1219	PRIDE, RENEE	221	TECHNICAL	120	21.0733	21.3894	C	41,709.46	616.46	
419	14190051	99171	WALLENHECK, LAURA	236	PRESERVATI	120	24.5829	24.9516	D	48,655.62	718.90	
707	25170701	1194	ANDUJAR, ROSE	530	LA YOUTH	120	24.6295	24.9989	E	48,747.92	720.46	
707	25170701	99779	BARONE, CHRISTOPHER	503	ELECTRONIC	120	25.8777	27.2809	F	53,197.82	786.24	
							15.8563	16.0941	B	31,383.56	463.84	



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NEW CONTRACT RATES

EFFECTIVE DATE: 01/01/2014

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
707	25170701	18654	COMBS, STEPHANIE	524	LA LBPH	120	28.5229	28.9507	F	56,453.80	834.08	
707	25170701	37002	DIXON, CAROL	506	LBPH CLERK	120	20.8817	21.1949	B	41,330.12	610.74	
707	25170701	99855	GOLDBERG, AARON	509	SHIP CK LB	120	15.8563	16.0941	B	31,383.56	463.84	
707	25170701	1730	JEFFRIES, MICHAEL	509	SHIP CK LB	120	21.2997	21.6192	B	42,157.44	622.96	
707	25170701	1259	KEMP, BRANDON	524	LA LBPH	120	26.8777	27.2809	F	53,197.82	786.24	
707	25170701	1270	MAKROS, MICHELLE	345	SR SBJ LBN	120	32.8104	33.3026	I	64,940.20	959.92	
707	25170701	1454	MCCARTER, MARK	515	SR CK LBPH	120	22.3628	22.6982	C	44,261.62	654.16	
707	25170701	2235	MILLS, KIEL	509	SHIP CK LB	120	18.5495	18.8277	B	36,714.08	542.62	
707	25170701	1631	PAUZA, JUDITH	503	ELECTRONIC	120	22.9923	23.3372	B	45,507.54	672.62	
707	25170701	99860	REDD, KENNETH	524	LA LBPH	120	21.6584	21.9833	F	42,867.50	633.62	
707	25170701	1152	WINTERS, JOANNE	509	SHIP CK LB	120	22.1136	22.4453	B	43,768.40	646.88	
707	25170701	99152	WORKMAN, MANUELA	509	SHIP CK LB	120	19.2913	19.5807	F	38,182.30	564.20	
707	25170701	1400	YEE, DORIS	524	LA LBPH	120	26.8777	27.2809	F	53,197.82	786.24	
709	17090051	1356	NEWSOM, KELLI	527	LA MOB SER	120	26.8777	27.2809	F	53,197.82	786.24	
709	17090051	99730	CESAROV, SANDRA	951	MOB ASST	120	21.6584	21.9833	F	42,867.50	633.62	
709	17090051	16569	CLARDY, REBA	516	SR CK HMBD	120	23.6820	24.0372	C	46,872.54	692.64	
709	17090051	1163	KHAN, JULIAN	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
713	17130051	26229	EDWARDS, ERNEST	306	SUBJECT DE	120	22.3225	22.6573	B	44,181.80	652.86	
713	17130051	3199	ESTRELLA, MARIA	330	LIBRARIAN	120	27.1988	27.6068	H	53,833.26	795.60	
713	17130051	1157	FECKZKANIN, CHRISTINE	324	LA SUBJ	120	26.3509	26.7462	F	52,155.22	770.90	
713	17130051	99380	SALEM, EANAS	530	LA YOUTH	120	23.4259	23.7773	F	46,365.80	685.36	
721	17210051	394	CARTER, KRISTEN	536	CHILDRENS	120	27.1988	27.6068	H	53,833.26	795.60	
721	17210051	99413	LANDSKROENER, HEIDI	536	CHILDRENS	120	15.8563	16.0941	B	31,383.56	463.84	
721	17210051	559	PENTOWSKI, LUKE	106	CUSTODIAN	120	26.1532	26.5455	H	51,763.66	764.92	
721	17210051	99592	PREVO, DEBORAH	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
725	17250051	1198	THOMAS-GREEN, GAIL	530	LA YOUTH	120	17.1503	17.4076	B	33,944.82	501.80	
725	17250051	1183	HANKINS, CATHERINE	500	BRANCH CLK	120	27.9637	28.3832	F	55,347.24	817.96	
725	17250051	1496	MCCARTER, VAUGHN	500	BRANCH CLK	120	20.8817	21.1949	B	41,330.12	610.74	
729	17290051	1804	MCSHANE, LAURA	536	CHILDRENS	120	33.1045	33.6011	H	65,522.08	968.24	
729	17290051	99669	JOHNSON, BRANDON	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
729	17290051	1879	ROSARIO, ANGELINA	518	LA ADULT	120	27.4151	27.8264	F	54,261.22	801.84	
729	17290051	1532	ZALUCKY, HELEN	536	CHILDRENS	120	31.8191	32.2964	H	62,977.98	930.80	
731	17310051	11808	BROWN-PATTERSON, ELI	500	BRANCH CLK	120	19.2913	19.5807	B	38,182.30	564.20	
731	17310051	308	CHRISTIAN-LONG, MONI	530	BRANCH CLK	120	23.6820	24.0372	B	46,872.54	692.64	
731	17310051	1645	ROEBUCK, TAWNISHA	500	LA YOUTH	120	20.6584	21.1949	B	42,867.50	633.62	
731	17310051	424	WELLS, NATASHA	536	CHILDRENS	120	20.8817	21.1949	B	41,330.12	610.74	
731	17310051	97189	WOODS, WILLIAM	500	BRANCH CLK	120	26.1532	26.5455	H	51,763.66	764.92	
734	17340051	1208	JENNINGS, CATHY	106	CUSTODIAN	120	21.7256	21.6192	B	42,157.44	622.96	
734	17340051	3265	JONES, SHANELL	500	BRANCH CLK	120	21.2997	22.0515	B	43,000.36	635.44	
734	17340051	99525	PITTMAN, CATHERINE	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
734	17340051	99794	SIMONE, ROSA	500	BRANCH CLK	120	17.8361	18.1036	B	35,302.02	521.56	
738	17380051	99412	BEST, ZITA	530	LA YOUTH	120	23.4259	23.7773	F	46,365.80	685.36	
738	17380051	99162	DEVORE, DIANA	500	BRANCH CLK	120	16.4907	16.7381	B	32,639.36	482.56	
738	17380051	99788	FUOLAS, ANTHONY	536	CHILDRENS	120	29.4184	29.8597	H	58,226.48	860.60	
738	17380051	33005	SMITH, NANCY	106	CUSTODIAN	120	17.1503	17.4076	B	33,944.82	501.80	
738	17380051	1176	TORRES, MIGDALIA	530	LA YOUTH	120	26.3509	26.7462	F	52,155.22	770.90	
740	17400051	1467	DORSEY, MARCEL	500	BRANCH CLK	120	21.2997	21.6192	B	42,157.44	622.96	
740	17400051	255	GAO, LAN	536	CHILDRENS	120	26.3509	26.7462	F	52,155.22	770.90	
740	17400051	255	GAO, LAN	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	



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LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
740	17400051	1169	HOLLOWELL, BETTY	500	BRANCH CLK	120	23.6820	24.0372	B	46,872.54	692.64	
740	17400051	1245	ISAAC, TRACY	500	BRANCH CLK	120	17.1503	17.4076	B	33,944.82	501.80	
740	17400051	1822	RUCKER, TOM	106	CUSTODIAN	120	20.4727	20.7798	B	40,520.74	599.04	
743	17430051	99511	AUSTIN, BEVERLY	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
743	17430051	1206	IRIZARRY, RACHEL	500	BRANCH CLK	120	21.7256	22.0515	B	43,000.36	635.44	
743	17430051	99812	JACKSON, ANTONIO	106	CUSTODIAN	120	16.4907	16.7381	B	32,639.36	482.56	
743	17430051	50380	LEWALLEN, RODNEY	518	LA ADULT	120	25.3372	25.7173	F	50,148.80	741.26	
743	17430051	3115	STRAZEK, BRIAN	500	BRANCH CLK	120	20.0709	20.3720	B	39,725.40	587.08	
745	17450051	3145	BLADE, JASRIELLE	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
745	17450051	BURKS, LEONARD	530	LA YOUTH	120	26.3509	26.7462	F	52,155.22	770.90		
745	17450051	99684	MCCONNELL, MARLA	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
745	17450051	99739	MCNCRIEF, PASHA	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
748	17480051	1244	BOYD, SHERRIE	500	BRANCH CLK	120	22.3225	22.6573	B	44,181.80	652.86	
748	17480051	99895	HOLLAMAN, ELIZABETH	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
748	17480051	99090	JOHNSON, DAMON	500	BRANCH CLK	120	19.2913	19.5807	B	38,182.30	564.20	
748	17480051	735	MILLER, MICHELLE	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
750	17500051	38232	HENDERSON, RHONDA	500	BRANCH CLK	120	21.7256	22.0515	B	43,000.36	635.44	
750	17500051	1500	JACKSON, BIANCA	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
750	17500051	1232	LAWSON, BRANDON	500	BRANCH CLK	120	21.7256	22.0515	B	43,000.36	635.44	
750	17500051	99427	MOORE, KEVIN	106	CUSTODIAN	120	17.8361	18.1036	B	35,302.02	521.56	
750	17500051	55072	SCURKA, LORI	530	LA YOUTH	120	24.3628	24.7282	F	48,220.12	712.66	
752	17520051	99167	CHAMBERS, NELETHA	536	CHILDRENS	120	28.2871	28.7114	H	55,987.36	827.58	
752	17520051	99401	CLARK-BEY, LAWRENCE	500	BRANCH CLK	120	19.6775	19.9727	B	38,946.70	575.64	
752	17520051	2002	EVANS, ALIA	530	LA YOUTH	120	24.3628	24.7282	F	48,220.12	712.66	
752	17520051	1262	JOHNSON, JOE	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
752	17520051	99714	SPIVEY, MANISHA	106	CUSTODIAN	120	20.4727	20.7798	B	40,520.74	599.04	
754	17540051	19140	CONWAY, LILLIAN	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
754	17540051	297	KMIECIK, ALEXANDRA	536	CHILDRENS	120	23.6820	24.0372	B	46,872.54	692.64	
754	17540051	3850	RUCKER, VERONICA	530	LA YOUTH	120	26.1532	26.5455	H	51,763.66	764.92	
754	17540051	1465	VERES, LINDA	500	BRANCH CLK	120	27.9637	28.3832	F	55,347.24	817.96	
756	17560051	99642	BARTEL, KEVIN	500	BRANCH CLK	120	17.8361	18.1036	B	35,302.02	521.56	
756	17560051	99911	BUSTA-PECK, CHRISTOP	536	CHILDRENS	120	17.1503	17.4076	H	33,944.82	501.80	
756	17560051	3232	ENGLISH, RON	530	LA YOUTH	120	26.8777	27.2809	F	53,833.26	795.60	
756	17560051	1815	JOHNSON, VALERIE	500	BRANCH CLK	120	21.7256	22.0515	B	43,000.36	635.44	
764	17640051	1732	FAGAN, TODD	530	LA YOUTH	120	26.8777	27.2809	F	53,197.82	786.24	
764	17640051	99680	MARTINEZ SERRANO, BE	500	BRANCH CLK	120	16.4907	16.7381	B	32,639.36	482.56	
764	17640051	1300	NAAB, DANIELLE	500	BRANCH CLK	120	19.6775	19.9727	B	38,946.70	575.64	
764	17640051	99558	TANCAK, CRYSTAL	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
767	17670051	152	COLEMAN, BESSIE	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
767	17670051	21295	DALEDRIDGE, ANTHONY	106	CUSTODIAN	120	21.2997	21.6192	B	42,157.44	622.96	
767	17670051	99569	ERVIN, BRITTANY	500	BRANCH CLK	120	17.1503	17.4076	B	33,944.82	501.80	
767	17670051	1568	RAY, KEVIN	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
767	17670051	70848	ROBERTS, RONALD	530	LA YOUTH	120	27.9637	28.3832	F	55,347.24	817.96	
770	17700051	277	ALEXANDER, AMBER	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
770	17700051	99028	CHAPPLE, REGINALD	106	CUSTODIAN	120	19.6775	19.9727	B	38,946.70	575.64	
770	17700051	71995	CHISOLM, TAMIKO	500	BRANCH CLK	120	22.9923	23.3372	B	45,507.54	672.62	
770	17700051	99160	DANIELS, ALFONZO	530	LA YOUTH	120	23.4259	23.7773	F	46,365.80	685.36	
770	17700051	1867	DANIELS, FLORIA	500	BRANCH CLK	120	20.0709	20.3720	B	39,725.40	587.08	
770	17700051	99624	HUTSON, AMIYA	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
773	17730051	1337	ALI, LLOYD	106	CUSTODIAN	120	20.8817	21.1949	B	41,330.12	610.74	
773	17730051	14901	CARTER, RENITA	530	LA YOUTH	120	28.5229	28.9507	F	56,453.80	834.08	



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NEW CONTRACT RATES EFFECTIVE DATE: 01/01/2014

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
773	17730051	99397	CONGRESS, QUENTIN	500	BRANCH CLK	120	17.1503	17.4076	B	33,944.82	501.80	
773	17730051	99520	COOLEY, DESMA	500	BRANCH CLK	120	17.1503	17.4076	B	33,944.82	501.80	
773	17730051	99464	MINTER, KELLI	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
776	17760051	266	BELK, WESLEY	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
776	17760051	456	DANIELS, BRIANNA	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
776	17760051	1358	EUBANKS, ERIC	530	LA YOUTH	120	27.4151	27.8263	F	54,261.22	801.84	
776	17760051	26994	FANNING, PATRICIA	500	BRANCH CLK	120	23.6820	24.0372	B	46,872.54	692.64	
776	17760051	1811	SMITH, PATRICIA	500	BRANCH CLK	120	20.4727	20.7798	B	40,520.74	599.04	
779	17790051	99359	FELICIANO, CASSANDRA	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
779	17790051	145	GILL, ALLEN	500	BRANCH CLK	120	15.8563	16.0941	B	31,383.56	463.84	
779	17790051	99543	LYKINS, FORREST	530	LA YOUTH	120	23.4259	23.7773	F	46,365.80	685.36	
779	17790051	1517	PAWLAK, SUSAN	500	BRANCH CLK	120	22.3225	22.6573	B	44,181.80	652.86	
779	17790051	74810	SCHROEDER, BRIAN	106	CUSTODIAN	120	21.2997	21.6192	B	42,157.44	622.96	
783	17830051	563	BAGLEY, MARTIN	106	CUSTODIAN	120	15.8563	16.0941	B	31,383.56	463.84	
783	17830051	149	FOX-MORGAN, MARK	530	LA YOUTH	120	22.5248	22.8627	F	44,582.20	658.84	
783	17830051	99560	GRAVES, DENNICE	500	BRANCH CLK	120	17.8361	18.1036	B	35,302.02	521.56	
783	17830051	99456	NOSE, SANDRA	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
785	17850051	74532	PHILLIPS-HILDERBRAND	500	BRANCH CLK	120	22.9923	23.3372	B	45,507.54	672.62	
785	17850051	99373	CRUZ, RAYMOND	500	BRANCH CLK	120	17.8361	18.1036	B	35,302.02	521.56	
785	17850051	99602	FORD, ANNA	518	LA ADULT	120	24.3628	24.7282	F	48,220.12	712.66	
785	17850051	1247	HOUGHTON, TAMMY	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
785	17850051	99135	HUDSON, JACQUELINE	500	BRANCH CLK	120	19.2913	19.5807	B	38,182.30	564.20	
785	17850051	1447	WILLIAMS, DAMIEN	106	CUSTODIAN	120	19.2913	19.5807	B	38,182.30	564.20	
790	17900051	99793	ARMSTRONG, MICHAEL	106	CUSTODIAN	120	16.4907	16.7381	B	32,639.36	482.56	
790	17900051	1362	BENTON, MARVIN	530	LA YOUTH	120	26.8777	27.2809	F	53,197.82	786.24	
790	17900051	729	FORFIA, TRACIE	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
790	17900051	99742	HAMMOND, CRYSTAL	500	BRANCH CLK	120	16.4907	16.7381	B	32,639.36	482.56	
790	17900051	99673	ROBINSON, LATRISHA	500	BRANCH CLK	120	17.1503	17.4076	B	33,944.82	501.80	
792	17920051	99605	HARPER, YVONNE	500	BRANCH CLK	120	17.1503	17.4076	B	33,944.82	501.80	
792	17920051	1434	HILL, DIANE	500	BRANCH CLK	120	18.1036	18.4076	B	35,302.02	521.56	
792	17920051	99562	PARKER, GREGORY	530	LA YOUTH	120	19.6775	19.9727	B	38,946.70	575.64	
792	17920051	1748	PARKER, MICHAEL	106	CUSTODIAN	120	21.6584	21.9833	F	42,867.50	633.62	
794	17940051	24144	DIMARCO, PETER	530	LA YOUTH	120	20.0709	20.3720	B	39,725.40	587.08	
794	17940051	191	GIELTY, JEANMARIE	536	CHILDRENS	120	27.9637	28.3832	F	55,347.24	817.96	
794	17940051	84679	TAFT, DAVID	106	CUSTODIAN	120	26.1532	26.5455	H	51,763.66	764.92	
794	17940051	99378	TALLEY, JAMES	500	BRANCH CLK	120	21.2997	21.6192	B	42,157.44	622.96	
794	17940051	1419	TAYLOR, PAULA	500	BRANCH CLK	120	17.1503	17.4076	B	33,944.82	501.80	
797	17970051	1457	BEGGIANI, VICTORIA	536	CHILDRENS	120	21.2997	21.6192	B	42,157.44	622.96	
797	17970051	20044	CRETER, MATTHEW	106	CUSTODIAN	120	36.1979	36.7409	H	71,644.82	1,058.98	
797	17970051	20148	CRETER, PHILIP	500	BRANCH CLK	120	22.3225	22.6573	B	44,330.12	652.86	
797	17970051	1414	MOHAN, CHRISTINE	500	BRANCH CLK	120	20.0709	20.3720	B	39,725.40	587.08	
797	17970051	74618	SAULS, JEANNA	530	LA YOUTH	120	27.4151	27.8263	F	54,261.22	801.84	
797	17970051	1225	TANKERSLEY, KATHY	500	BRANCH CLK	120	19.2913	19.5807	B	38,182.30	564.20	
799	17990051	99574	BARRETT, LESLIE	530	LA YOUTH	120	23.4259	23.7773	F	46,365.80	685.36	
799	17990051	1153	BRENT, LATASHA	500	BRANCH CLK	120	20.8817	21.1949	B	41,330.12	610.74	
799	17990051	99291	GARCIA, ADELA	536	CHILDRENS	120	26.1532	26.5455	H	51,763.66	764.92	
799	17990051	67026	MUHAMMAD, SHANNON	500	BRANCH CLK	120	23.6820	24.0372	B	46,872.54	692.64	
799	17990051	3296	SANDLIN, ALVIN	106	CUSTODIAN	120	20.0709	20.3720	B	39,725.40	587.08	
801	18010051	35195	HAUZAK, DEBORAH	324	LA SUBJ	120	28.5229	28.9507	F	56,453.80	834.08	
801	18010051	431	JONES, SHERRI	375	LIT ED PCO	120	29.1685	29.6060	I	57,731.70	853.06	
801	18010051	2223	MARKS, ERICA	530	LA YOUTH	120	21.6584	21.9833	F	42,867.50	633.62	



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MASS CONTRACT CHANGES

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NEW CONTRACT RATES

EFFECTIVE DATE: 01/01/2014

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
801	18010051	99852	MCCARTER, MELANIE	324	LA SUBJ	120	22.5248	22.8627	F	44,582.20	658.84	
801	18010051	89683	TUROWSKI, ROBERT	318	AV EQUIPME	120	28.4712	28.8983	E	56,351.62	832.78	
801	18010051	99134	WHEELER, FRISTAN	319	AV EVNT PS	120	19.7940	20.0909	D	39,177.32	579.02	
902	19020051	1530	ANALA, IVY	306	SUBJECT DE	120	15.8563	16.0941	B	31,383.56	463.84	
902	19020051	99539	BLACKWELL, JOSLYN	306	SUBJECT DE	120	16.4907	16.7381	B	32,639.36	482.56	
902	19020051	14762	CARDOLL, THERESA	306	SUBJECT DE	120	21.2997	21.6192	B	42,157.44	622.96	
902	19020051	99930	EDMONDSON, LAMAR	306	SUBJECT DE	120	15.8563	16.0941	B	31,383.56	463.84	
902	19020051	1527	HARRIS-SCOTT, ANGELA	306	SUBJECT DE	120	20.0709	20.3720	B	39,725.40	587.08	
902	19020051	99676	HILL, ANGELA	306	SUBJECT DE	120	16.4907	16.7381	B	32,639.36	482.56	
902	19020051	99538	LIANG, ANTHONY	306	SUBJECT DE	120	15.8563	16.0941	B	31,383.56	463.84	
902	19020051	1218	MCCOY, PATRICIA	306	SUBJECT DE	120	21.2997	21.6192	B	42,157.44	622.96	
902	19020051	96007	RAMSEY, FELICIA	306	SUBJECT DE	120	21.7256	22.0515	B	43,000.36	635.44	
902	19020051	69806	REID-CALIMAN, VEDA	306	SUBJECT DE	120	22.3225	22.6573	B	44,181.80	652.86	
902	19020051	498	RUDOLPH, REGINALD	306	SUBJECT DE	120	15.8563	16.0941	B	31,383.56	463.84	
902	19020051	80787	SMITH, SANDRA	306	SUBJECT DE	120	21.2997	21.6192	B	42,157.44	622.96	
902	19020051	99913	UTZ, MARIYN	306	SUBJECT DE	120	15.8563	16.0941	B	31,383.56	463.84	
903	19030051	1498	ALLEN, ANTOINETTE	306	SUBJECT DE	120	16.4907	16.7381	B	32,639.36	482.56	
903	19030051	40660	HUGHLEY, SANDRA	306	SUBJECT DE	120	23.6820	24.0372	B	46,872.54	692.64	
903	19030051	1250	LICHTENBERG, EVELYN	330	LIBRARIAN	120	33.7664	34.2729	H	66,832.22	987.74	
903	19030051	99173	MULLER, SUSAN	330	LIBRARIAN	120	30.5952	31.0541	H	60,555.56	894.92	
903	19030051	64246	PARNELL, JOSEPH	324	LA SUBJ	120	28.5229	28.9507	F	56,453.80	834.08	
903	19030051	99733	WITMER, SANDRA	345	SR SBJ LBN	120	37.4757	37.4757	I	73,077.68	1,080.04	
921	19210051	1233	BIDDLE, BRUCE	330	LIBRARIAN	120	31.8191	32.2964	H	62,977.98	930.80	
921	19210051	1451	BRISKER, STACIE	330	LIBRARIAN	120	33.7664	34.2729	H	66,832.22	987.74	
921	19210051	99719	BROWN, KELLY	330	LIBRARIAN	120	27.1988	27.6068	H	53,833.26	795.60	
921	19210051	15943	CHASE, WILLIAM	324	LA SUBJ	120	28.5229	28.9507	F	56,453.80	834.08	
921	19210051	42284	JACOBS, MICHAEL	306	SUBJECT DE	120	23.6820	24.0372	B	46,872.54	692.64	
921	19210051	143	KAPLAN, ANDREW	330	LIBRARIAN	120	26.1532	26.5455	H	51,763.66	764.92	
921	19210051	1209	SCOTT, KHALIA	306	SUBJECT DE	120	23.6820	24.0372	B	46,872.54	692.64	
925	19250051	1185	HAN, CAROLINE	330	LIBRARIAN	120	35.4879	36.0202	I	70,239.52	1,038.18	
925	19250051	3094	KABO, VICTORIA	330	LIBRARIAN	120	33.1045	33.6011	H	65,522.08	968.24	
925	19250051	1316	SHNEYDER, TATIANA	324	LA SUBJ	120	26.3509	26.7462	F	52,155.22	770.90	
930	19300051	1181	TORRES, MARIANITA	324	LA SUBJ	120	31.8191	32.2964	H	62,977.98	930.80	
930	19300051	12260	BROWN, MONA	324	LA SUBJ	120	28.5229	28.9507	F	56,453.80	834.08	
930	19300051	1577	WALKER, ERICK	315	SBJD SR CK	120	22.2653	22.5993	D	44,068.70	651.30	
932	19320051	3217	BAUGHMAN, MARGARET	342	PHOTO LIBN	120	35.9219	37.4757	I	73,077.68	1,080.04	
932	19320051	115	DURDA, NICHOLAS	306	SUBJECT DE	120	15.8563	16.0941	B	31,383.56	463.84	
932	19320051	1203	EDWARDS, THOMAS	339	MAP COLLEC	120	38.4136	39.8998	I	86,030.24	1,123.72	
932	19320051	99583	HAMILTER, PATRICE	330	LIBRARIAN	120	29.4184	29.8597	H	58,226.48	860.60	
932	19320051	99343	MILICH, DANILO	324	LA SUBJ	120	24.3628	24.7282	F	48,220.12	712.66	
932	19320051	1470	ROSARIO-LAUREANO, SA	306	SUBJECT DE	120	21.2997	21.6192	B	42,157.44	622.96	
937	19370051	99725	CAPUZZO, STEVEN	330	LIBRARIAN	120	27.1988	27.6068	H	53,833.26	795.60	
937	19370051	187	JEFFRIES, EVONE	345	SR SBJ LBN	120	36.1979	36.7409	I	71,644.82	1,058.98	
937	19370051	42145	NUNEZ, DEBORAH	324	LA SUBJ	120	21.6584	21.9833	F	42,867.50	633.62	
937	19370051	99057	PHILLIPS, TIMOTHY	315	SBJD SR CK	120	25.0744	25.4505	D	49,628.54	733.46	
945	19450051	1175	BOLDEN, DAUNIE	330	LIBRARIAN	120	31.8191	32.2964	H	62,977.98	930.80	
945	19450051	1537	DANIELS, JUDY	306	SUBJECT DE	120	17.1503	17.4076	B	33,944.82	501.80	
945	19450051	1714	LANCASTER, APRIL	324	LA SUBJ	120	33.1045	33.6011	H	65,522.08	968.24	
945	19450051	1590	SMITH, BENJIE	306	SUBJECT DE	120	26.3509	26.7462	F	52,155.22	770.90	
947	19470051	1667	FURYES, DAVID	324	LA SUBJ	120	26.3509	26.7462	F	52,155.22	770.90	



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MASS CONTRACT CHANGES

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NEW CONTRACT RATES
EFFECTIVE DATE: 01/01/2014

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR./ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
947	19470051	1559	HERRON, ELAINE	330	LIBRARIAN	120	35.1309	35.6579	H	69,532.84	1,027.52	
949	19490051	25326	BARON, ELVIRA	324	LA SUBJ	120	27.9637	28.3832	F	55,347.24	817.96	
949	19490051	1740	BETTINGER, JAMES	345	SR SBJ LBN	120	36.1979	36.7409	I	71,644.82	1,058.98	
949	19490051	1180	EVANS, MARCIA	306	SUBJECT DE	120	23.6820	24.0372	B	46,872.54	692.64	
949	19490051	1526	HOGUE, ROSE	330	LIBRARIAN	120	35.8336	36.3711	H	70,923.58	1,048.06	
949	19490051	78146	SIMON, DEBORAH	315	SBJD SR CK	120	25.5224	25.9052	D	50,515.14	746.46	
951	19510051	2391	STRAKA, ELAINE	517	SR CK ILL	120	23.6820	24.0372	C	46,872.54	692.64	
951	19510051	239	CANAN, MELISSA	303	SHELF DEPT	120	14.9015	15.1250	A	29,493.88	436.02	
956	19560051	245	LEONARD, ALEXANDER	303	SHELF DEPT	120	14.9015	15.1250	A	29,493.88	436.02	
956	19560051	99143	ALLEN, TRACEY	330	LIBRARIAN	120	27.1988	27.6068	H	53,833.26	795.60	
956	19560051	1290	ELWELL, PETER	324	LA SUBJ	120	26.8777	27.2809	F	53,197.82	786.24	
956	19560051	1226	MAJONE, LISA	306	SUBJECT DE	120	21.2997	21.6192	B	42,157.44	622.96	
956	19560051	58130	MOORE, MARK	345	SR SBJ LBN	120	38.4136	38.9898	I	76,030.24	1,123.72	
956	19560051	1836	TOLBERT, LAKITHA	306	SUBJECT DE	120	15.8563	16.0841	B	31,383.56	463.84	
956	19560051	88571	TRAVKA, HELENA	330	LIBRARIAN	120	34.4416	34.9582	H	68,168.62	1,007.50	
962	19620051	3270	WINSTEAD, LAKEISHA	324	LA SUBJ	120	23.4259	23.7773	F	46,365.80	685.36	
962	19620051	99666	CLIFTON, KARMAR	325	LA COMP	120	22.5248	22.8627	F	44,582.20	658.84	
962	19620051	99529	DENG, DEMAN	521	LA COMP	120	22.5248	22.8627	F	44,582.20	658.84	
962	19620051	99905	GATEWOOD, COURTNEY	521	LA COMP	120	21.6584	21.9833	F	42,867.50	633.62	
962	19620051	99992	JAENKE, ADAM	521	LA COMP	120	21.6584	21.9833	F	42,867.50	633.62	
962	19620051	99919	MAJORS, ALAN	521	LA COMP	120	21.6584	21.9833	F	42,867.50	633.62	
962	19620051	1189	METTER, TERRENCE	521	LA COMP	120	21.6584	21.9833	F	42,867.50	633.62	
962	19620051	147	PEREZ, SUZI	521	LA COMP	120	22.5248	22.8627	F	44,582.20	658.84	
962	19620051	423	SUCRE, MATTHEW	521	LA COMP	120	21.6584	21.9833	F	42,867.50	633.62	
965	19650051	447	YOUNG, CATHERINE	521	LA COMP	120	21.6584	21.9833	F	42,867.50	633.62	

TOTAL PROJECTED ANNUAL SALARY: 15,233,274.42
TOTAL PROJECTED CHANGES: 225,131.66

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MASS CONTRACT CHANGES

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NEW CONTRACT RATES

EFFECTIVE DATE: 01/01/2014

Retroactive to 12/29/2013

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
215	11020051	635	WALKER, DENNIS	106	CUSTODIAN	120	15.8563	16.0941	B	16,736.85	246.35	
413	14130051	223	JAMES, ERIC	200	MATERIALS	120	14.9015	15.1250	A	15,729.09	231.53	
709	17090051	712	CARRILLO, WALLACE	500	BRANCH CLK	120	15.8563	16.0941	B	16,736.85	246.35	
709	17090051	99446	DAMERON, DENISE	530	LA YOUTH	120	21.6584	21.9833	F	22,861.24	336.40	
709	17090051	99524	RENDER, ROBERT	529	LA HOME/ND	120	23.4259	23.7773	F	24,726.88	363.84	
721	17210051	386	STORY, ALEXANDER	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
721	17210051	99681	WILLIAMS, ANTONIO	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
725	17250051	444	KOLONICK, SARAH	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
725	17250051	495	ROZMAN, RAYMOND	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
729	17290051	445	CROMPTON, EMILY	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
729	17290051	645	KATZIN, JEFFREY	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
731	17310051	244	JEFFERSON, KAIRA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
731	17310051	362	MEGGITT, BRIAN	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
734	17340051	438	HUGGINS, CRYSTAL	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
734	17340051	99949	RIVERA, JOHANNA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
738	17380051	206	CLARK, RONALD	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
738	17380051	99741	MARKIC, MICHAEL	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
738	17380051	99460	ODUM, JESSICA	521	LA COMP	120	22.5248	22.8627	F	23,775.69	349.95	
740	17400051	104	FULLMER, ANNA	500	BRANCH CLK	120	16.4907	16.7381	B	17,406.57	256.19	
740	17400051	99706	JOHNSON, MARCIE	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
743	17430051	366	LYTLE, ALEA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
743	17430051	99315	MARTINA, ANTOINETTE	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
743	17430051	251	DAVIS, CYNTHIA	521	LA COMP	120	24.3628	24.7282	F	25,715.79	378.53	
745	17450051	119	KOONCE, HEATHER	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
748	17480051	608	CAMPBELL, TAWANA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
748	17480051	99585	CUNNINGHAM, CLAYTON	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
750	17500051	99713	BAILEY, CHARLES	521	LA COMP	120	23.4259	23.7773	F	24,726.88	363.84	
750	17500051	142	HAY, ZACHARY	521	LA COMP	120	22.5248	22.8627	F	23,775.69	349.95	
752	17520051	630	PIEPENBURG, CARLOS	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
754	17540051	99751	BARNES, SHILA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
754	17540051	1147	MONCAYO, JENNIFER	521	LA COMP	120	22.5248	22.8627	F	23,775.69	349.95	
756	17560051	3249	LEWIS, ISALAH	521	LA COMP	120	25.3372	25.7173	F	26,744.56	393.62	
756	17560051	578	MESENGER, CORINA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
764	17640051	1558	LYTLE, DINA	521	LA COMP	120	26.3509	26.7462	F	27,814.38	409.34	
764	17640051	646	SANCHEZ, LISA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
767	17670051	99643	JACKSON, RICARDO	521	LA COMP	120	23.4259	23.7773	F	24,726.88	363.84	
770	17700051	99842	DUNN-CHILDRESS, CASS	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
770	17700051	99636	PELTS, LEONARD	521	LA COMP	120	22.5248	22.8627	F	23,775.69	349.95	
773	17730051	572	BROWN, STACY	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
773	17730051	474	MILAN, KATHERINE	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
776	17760051	99414	ALLEN, BLANCA	500	BRANCH CLK	120	16.4907	16.7381	B	17,406.57	256.19	
776	17760051	99267	BROZ, KATHY	521	LA COMP	120	29.6751	30.1202	F	31,590.09	555.69	
776	17760051	99897	FRATT, JADE	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
779	17790051	269	BOODAN, LIZA	500	BRANCH CLK	120	15.8563	16.0941	B	16,736.85	246.35	
779	17790051	670	MANN, REBECCA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
779	17790051	99889	PETRUCZ, WILLIAM	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
783	17830051	99576	ELDER, PHILLIP	521	LA COMP	120	23.4259	23.7773	F	24,726.88	363.84	
783	17830051	510	LEFKOWITZ, JOEL	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
785	17850051	99458	PALMA, LINDSAY	500	BRANCH CLK	120	17.1503	17.4076	B	18,102.77	266.51	
785	17850051	99774	SMITH, JUSTIN	521	LA COMP	120	22.5248	22.8627	F	23,775.69	349.95	
785	17850051	99553	WILLIAMSON, CHERYL	521	LA COMP	120	22.5248	22.8627	F	23,775.69	349.95	



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MASS CONTRACT CHANGES

11/12/2014 12:52
ronelle.miller-hood

PG 2
Prconinc

NEW CONTRACT RATES
EFFECTIVE DATE: 01/01/2014

LOC	ORG	EMP #	NAME	JOB	DESC	BASE PAY	PRIOR RATE/SAL	NEW RATE/SAL	GR/ST	PROJECTED ANNUAL SAL	PROJECTED CHANGE	MESSAGE
790	17900051	481	WILLIAMS, MAXINE	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
792	17920051	460	PROCTOR, KENDRA	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
792	17920051	508	REDDICK, ASHLEY	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
794	17940051	586	BALBOA, PAULO	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
794	17940051	1222	MUDGE-T-PRICE, SHEIL	521	LA COMP	120	24.3628	24.7282	F	25,715.79	378.53	
797	17970051	507	FRANKLIN, HANNAH	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
797	17970051	455	LAUVER, JAMIE	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
799	17990051	648	HUNTER, ARLIST	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
799	17990051	461	JOHNSON, WHITNEY	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
902	19020051	99711	BROWN, MARQUETTA	306	SUBJECT DE	120	15.8563	16.0941	B	16,736.85	246.35	
945	19450051	99497	LONDON, PETER	324	LA SUBJ	120	23.4259	23.7773	F	24,726.88	363.84	
945	19450051	99342	WESTERBEKE, DOUGLAS	324	LA SUBJ	120	22.5248	22.8627	F	23,775.69	349.95	
951	19510051	99038	MYHAND, TERRENCE	303	SHELF DEPT	120	15.4977	15.7302	A	16,358.45	240.79	
962	19620051	350	ALHIBSHI DEVORE, YEH	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
962	19620051	566	ARGANZA, JORGE	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
962	19620051	425	FLOWERS, CURTIS	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
962	19620051	99823	HLAFKA, TRACI	521	LA COMP	120	21.6584	21.9833	F	22,861.24	336.40	
962	19620051	1639	WILLIAMS-RISENG, DEN	521	LA COMP	120	25.3372	25.7173	F	26,744.36	393.62	

TOTAL PROJECTED ANNUAL SALARY: 1,577,085.89
TOTAL PROJECTED CHANGES: 23,212.79

** END OF REPORT - Generated by Ronelle Miller-Hood **

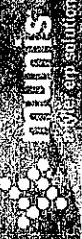
REPORT H1**2015 Salary Tables**

The 2015 Salary Tables are submitted to document the general salary increases effective December 28, 2014 as approved by the following Board Resolutions:

1. RESOLUTION ACCEPTING FINDINGS AND RECOMMENDATIONS OF FACT FINDER, September 24, 2014 and (for SEIU, District 1199);
2. RESOLUTION FOR RATIFICATION OF AGREEMENT WITH CITY, COUNTY, WASTE PAPER DRIVERS UNION LOCAL 244 AND TO EXTEND LOCAL 244 WAGE AND BENEFIT PACKAGE TO NONUNION EMPLOYEES, October 16, 2014.

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SALARY TABLES



EFF DATE 12/28/2014
GROUP/BU DIRE
DESCRIPTION DIRECTOR/D X
GRADE/RANK 2.0000%
PAY BASIS A ANNUAL
FREQUENCY B BIWEEKLY
CALC PERIODS 11
HRS/DAY 7.50
DAYS/YEAR 10.00
HRS/YEAR 1950.00
PERIOD YEAR 260.00
USE PCT N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	88.0339	660.2538	6,602.54	171,666.00

12/28/2014 NGPN NON UN PAG Z
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	9.5197	0.0000	0.00	0.00
02	0.0000	9.9878	0.0000	0.00	0.00

12/28/2014 NGRN NON UN PAG Z
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	9.5197	71.3980	713.98	18,563.48
02	0.0000	9.9878	74.9090	749.09	19,476.34

12/28/2014 NSFN NON UN SPS F
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	21.8772	175.0180	1,750.18	45,504.68
02	0.0000	22.7522	182.0180	1,820.18	47,324.68
03	0.0000	23.6624	189.2990	1,892.99	49,217.74
04	0.0000	24.6088	196.8700	1,968.70	51,186.20
05	0.0000	25.5931	204.7450	2,047.45	53,233.70
06	0.0000	26.6171	212.9370	2,129.37	55,363.62
07	0.0000	27.1491	217.1930	2,171.93	56,470.18
08	0.0000	27.6920	221.5360	2,215.36	57,599.36
09	0.0000	28.2460	225.9680	2,259.68	58,751.68
10	0.0000	28.8110	230.4880	2,304.88	59,926.88
11	0.0000	29.3871	235.0970	2,350.97	61,125.22
12	0.0000	29.9747	239.7980	2,397.98	62,347.48
13	0.0000	30.5100	244.0800	2,440.80	63,460.80

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SALARY TABLES



EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE	
12/28/2014	NUFE NON UN FT E	00	NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	10.00	1950.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
01	0.0000	26.4173	198.1296	1,981.30	51,513.70						
02	0.0000	27.4735	206.0512	2,060.51	53,573.32						
03	0.0000	28.5727	214.2953	2,142.95	55,716.79						
04	0.0000	29.7155	222.8662	2,228.66	57,945.20						
05	0.0000	30.9041	231.7813	2,317.81	60,263.15						
06	0.0000	32.1403	241.0523	2,410.52	62,673.61						
07	0.0000	32.7828	245.8715	2,458.71	63,926.58						
08	0.0000	33.4389	250.7916	2,507.92	65,205.81						
09	0.0000	34.1073	255.8052	2,558.05	66,509.36						
10	0.0000	34.7895	260.9208	2,609.21	67,839.42						
11	0.0000	35.4856	266.1416	2,661.42	69,196.82						
12	0.0000	36.1953	271.4653	2,714.65	70,580.98						
13	0.0000	37.6611	282.4584	2,824.58	73,439.19						

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE	
12/28/2014	NUFE NON UN FT E	00	NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	10.00	1950.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
01	0.0000	31.1113	233.8347	2,333.35	60,667.01						
02	0.0000	32.3560	242.6702	2,426.70	63,094.24						
03	0.0000	33.6500	252.3750	2,523.75	65,617.51						
04	0.0000	34.9960	262.4700	2,624.70	68,242.21						
05	0.0000	36.3959	272.9687	2,729.69	70,971.87						
06	0.0000	37.8516	283.8867	2,838.87	73,810.54						
07	0.0000	38.6089	289.5673	2,895.67	75,287.49						
08	0.0000	39.3811	295.3581	2,953.58	76,793.11						
09	0.0000	40.1684	301.2634	3,012.63	78,328.49						
10	0.0000	40.9723	307.2915	3,072.92	79,895.79						
11	0.0000	41.7912	313.4340	3,134.34	81,492.85						
12	0.0000	42.6273	319.7045	3,197.05	83,123.18						
13	0.0000	49.1847	368.8853	3,688.85	95,910.17						

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SALARY TABLES



EFF. DATE	GROUP/BU	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS YEAR	HRS/ PERIOD	HRS/ YEAR	DAYS/ PERIOD	DAYS/ YEAR	USE PCT
12/28/2014	NUFE NON UN FUL K	NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	1950.00	10.00	260.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY					
00	0.0000	0.0000	0.0000	0.00	0.00	0.00					
01	0.0000	35.0085	262.5637	2,625.64	68,266.55						
02	0.0000	36.4089	273.0665	2,730.67	70,997.29						
03	0.0000	37.8652	283.9887	2,839.89	73,837.05						
04	0.0000	39.3800	295.3498	2,953.50	76,790.94						
05	0.0000	40.9552	307.1635	3,071.64	79,862.52						
06	0.0000	42.5933	319.4496	3,194.50	83,056.90						
07	0.0000	43.4452	325.8387	3,258.39	84,718.07						
08	0.0000	44.3140	332.3547	3,323.55	86,412.23						
09	0.0000	45.2004	339.0029	3,390.03	88,140.75						
10	0.0000	46.1044	345.7832	3,457.83	89,903.63						
11	0.0000	47.0264	352.6977	3,526.98	91,701.40						
12	0.0000	47.9667	359.7495	3,597.50	93,534.88						
13	0.0000	48.1745	361.3089	3,613.09	93,940.31						
14	0.0000	48.8241	366.1807	3,661.81	95,206.99						

EFF. DATE	GROUP/BU	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS YEAR	HRS/ PERIOD	HRS/ YEAR	DAYS/ PERIOD	DAYS/ YEAR	USE PCT
12/28/2014	NUFE NON UN FUL L	NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	1950.00	10.00	260.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY					
00	0.0000	0.0000	0.0000	0.00	0.00	0.00					
01	0.0000	39.6336	297.2517	2,972.52	77,285.43						
02	0.0000	41.2189	309.1424	3,091.42	80,377.02						
03	0.0000	42.8679	321.5085	3,215.09	83,592.22						
04	0.0000	44.5823	334.3669	3,343.67	86,935.39						
05	0.0000	46.3653	347.7402	3,477.40	90,412.44						
06	0.0000	48.2201	361.6513	3,616.51	94,029.35						
07	0.0000	49.1847	368.8853	3,688.85	95,910.17						
08	0.0000	50.1685	376.2638	3,762.64	97,828.59						
09	0.0000	51.1715	383.7859	3,837.86	99,784.33						
10	0.0000	52.1948	391.4609	3,914.61	101,779.83						
11	0.0000	53.2392	399.2941	3,992.94	103,816.46						
12	0.0000	54.3039	407.2792	4,072.79	105,892.58						
13	0.0000	61.1168	458.3762	4,583.76	119,177.82						

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SALARY TABLES



EFF. DATE	GROUP/BU	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/	DAYS/	HRS/	YEAR	YEAR	USE
12/28/2014	NUFE NON UN	FUL M	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	10.00	1950.00	260.00		N
Change was made by 2.0000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY	HRS/	DAYS/	HRS/	YEAR	YEAR	USE
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	48.4261	363.1963		3,631.96	94,431.05						
02	0.0000	50.3631	377.7235		3,777.23	98,208.10						
03	0.0000	52.3776	392.8322		3,928.32	102,136.36						
04	0.0000	54.4731	408.5485		4,085.48	106,222.60						
05	0.0000	56.6517	424.8879		4,248.88	110,470.86						
06	0.0000	58.9181	441.8860		4,418.86	114,890.35						
07	0.0000	60.0961	450.7210		4,507.21	117,187.47						
08	0.0000	61.2983	459.7372		4,597.37	119,531.66						
09	0.0000	62.5243	468.9322		4,689.32	121,922.37						
10	0.0000	63.7747	478.3104		4,783.10	124,360.70						
11	0.0000	65.0500	487.8748		4,878.75	126,847.44						
12	0.0000	66.3513	497.6348		4,976.35	129,385.04						

12/28/2014 NUFENON UN FUL N NON UN FTE A ANNUAL B BIWEEKLY 11 26.0000 7.50 75.00 10.00 1950.00 260.00 N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY	HRS/	DAYS/	HRS/	YEAR	YEAR	USE
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	55.6584	417.4376		4,174.38	108,533.78						
02	0.0000	57.8845	434.1340		4,341.34	112,874.83						
03	0.0000	60.1996	451.4972		4,514.97	117,389.27						
04	0.0000	62.6075	469.5565		4,695.56	122,084.68						
05	0.0000	65.1123	488.3419		4,883.42	126,968.90						
06	0.0000	67.7165	507.8744		5,078.74	132,047.34						
07	0.0000	69.0711	518.0328		5,180.33	134,688.54						
08	0.0000	70.4521	528.3911		5,283.91	137,381.68						
09	0.0000	71.8616	538.9615		5,389.62	140,130.00						
10	0.0000	73.2988	549.7411		5,497.41	142,932.69						
11	0.0000	74.7648	560.7360		5,607.36	145,791.37						
12	0.0000	76.2596	571.9474		5,719.47	148,706.33						

CLEVELAND PUBLIC LIBRARY

SALARY TABLES



EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/28/2014	NJFN NON UN FUL 0		NON UN FT E	A ANNUAL	B BIWEEKLY	11	26.0000	7.50	1950.00	260.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	59.6013	447.0099	4,470.10	116,222.58						
02	0.0000	61.9855	464.8913	4,648.91	120,871.73						
03	0.0000	64.4647	483.4853	4,834.85	125,706.19						
04	0.0000	67.0435	502.8264	5,028.26	130,734.86						
05	0.0000	69.7253	522.9404	5,229.40	135,964.51						
06	0.0000	72.5143	543.8566	5,438.57	141,402.72						
07	0.0000	73.9644	554.7330	5,547.33	144,230.57						
08	0.0000	75.4440	565.8298	5,658.30	147,115.76						
09	0.0000	76.9524	577.1432	5,771.43	150,057.23						
10	0.0000	78.4915	588.6864	5,886.86	153,058.47						
11	0.0000	80.0617	600.4627	6,004.63	156,120.30						
12	0.0000	81.6629	612.4720	6,124.72	159,242.73						

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/28/2014	NJFN NON UN FUL B		NON UN FT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	1950.00	26.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	16.0164	1,201.2300	1,201.23	31,231.98						
02	0.0000	16.6572	1,249.2900	1,249.29	32,481.54						
03	0.0000	17.3234	1,299.2600	1,299.26	33,780.76						
04	0.0000	18.0163	1,351.2200	1,351.22	35,131.72						
05	0.0000	18.7368	1,405.2600	1,405.26	36,536.76						
06	0.0000	19.4862	1,461.4700	1,461.47	37,998.22						
07	0.0000	19.8762	1,490.7200	1,490.72	38,758.72						
08	0.0000	20.2735	1,520.5100	1,520.51	39,533.26						
09	0.0000	20.6794	1,550.9600	1,550.96	40,324.96						
10	0.0000	21.0926	1,581.9500	1,581.95	41,130.70						
11	0.0000	21.5148	1,613.6100	1,613.61	41,953.86						
12	0.0000	21.9451	1,645.8800	1,645.88	42,792.88						

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EFF. DATE	GROUP/BU	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/28/2014	NUNFN	NON UN FT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.00000%											
No dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	PERIOD SALARY	ANNUAL SALARY					
00	0.0000	0.0000	0.0000	0.00	0.00	0.00					
01	0.0000	18.4855	138.6410	1,386.41	1,386.41	36,046.66					
02	0.0000	19.2247	144.1850	1,441.85	1,441.85	37,488.10					
03	0.0000	19.9939	149.9540	1,499.54	1,499.54	38,988.04					
04	0.0000	20.7937	155.9530	1,559.53	1,559.53	40,547.78					
05	0.0000	21.6252	162.1890	1,621.89	1,621.89	42,169.14					
06	0.0000	22.4901	168.6760	1,686.76	1,686.76	43,855.76					
07	0.0000	22.9401	172.0510	1,720.51	1,720.51	44,733.26					
08	0.0000	23.3991	175.4930	1,754.93	1,754.93	45,628.18					
09	0.0000	23.8667	179.0000	1,790.00	1,790.00	46,540.00					
10	0.0000	24.3444	182.5830	1,825.83	1,825.83	47,471.58					
11	0.0000	24.8311	186.2330	1,862.33	1,862.33	48,420.58					
12	0.0000	25.3276	189.9570	1,899.57	1,899.57	49,388.82					
13	0.0000	25.7802	193.3520	1,933.52	1,933.52	50,271.52					
14	0.0000	41.4945	311.2090	3,112.09	3,112.09	80,914.34					

12/28/2014 NUNFN NON UN FT N H HOURLY B BIWEEKLY 02 26.0000 7.50 10.00 1950.00 260.00 N
 Change was made by 2.00000%
 No dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00	0.00
01	0.0000	20.0472	150.3540	1,503.54	1,503.54	39,092.04
02	0.0000	20.8492	156.3690	1,563.69	1,563.69	40,655.94
03	0.0000	21.6829	162.6220	1,626.22	1,626.22	42,281.72
04	0.0000	22.5501	169.1260	1,691.26	1,691.26	43,972.76
05	0.0000	23.4524	175.8930	1,758.93	1,758.93	45,732.18
06	0.0000	24.3903	182.9270	1,829.27	1,829.27	47,561.02
07	0.0000	24.8781	186.5860	1,865.86	1,865.86	48,512.36
08	0.0000	25.3758	190.3190	1,903.19	1,903.19	49,482.94
09	0.0000	25.8835	194.1260	1,941.26	1,941.26	50,472.76
10	0.0000	26.4008	198.0060	1,980.06	1,980.06	51,481.56
11	0.0000	26.9289	201.9670	2,019.67	2,019.67	52,511.42
12	0.0000	27.4678	206.0090	2,060.09	2,060.09	53,562.34
13	0.0000	27.9585	209.6890	2,096.89	2,096.89	54,519.14
14	0.0000	28.7586	215.6900	2,156.90	2,156.90	56,079.40

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EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ YEAR	HRS/ YEAR	USE PCT
12/28/2014	NUN FN	NON UN FT N	F	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	21.8772	164.0790	1,640.79	42,660.54						
02	0.0000	22.7522	170.6420	1,706.42	44,366.92						
03	0.0000	23.6624	177.4680	1,774.68	46,141.68						
04	0.0000	24.6088	184.5660	1,845.66	47,987.16						
05	0.0000	25.5931	191.9480	1,919.48	49,906.48						
06	0.0000	26.6171	199.6280	1,996.28	51,903.28						
07	0.0000	27.1491	203.6180	2,036.18	52,940.68						
08	0.0000	27.6920	207.6900	2,076.90	53,999.40						
09	0.0000	28.2460	211.8450	2,118.45	55,079.70						
10	0.0000	28.8110	216.0830	2,160.83	56,181.58						
11	0.0000	29.3871	220.4030	2,204.03	57,304.78						
12	0.0000	29.9747	224.8100	2,248.10	58,450.60						
13	0.0000	30.5100	228.8250	2,288.25	59,494.50						

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ YEAR	HRS/ YEAR	USE PCT
12/28/2014	NUN FN	NON UN FT N	G	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	25.0192	187.6440	1,876.44	48,787.44						
02	0.0000	26.0199	195.1490	1,951.49	50,738.74						
03	0.0000	27.0608	202.9560	2,029.56	52,768.56						
04	0.0000	28.1431	211.0730	2,110.73	54,878.98						
05	0.0000	29.2689	219.5170	2,195.17	57,074.42						
06	0.0000	30.4396	228.2970	2,282.97	59,357.22						
07	0.0000	31.0485	232.8640	2,328.64	60,544.64						
08	0.0000	31.6695	237.5210	2,375.21	61,755.46						
09	0.0000	32.3028	242.2710	2,422.71	62,990.46						
10	0.0000	32.9487	247.1150	2,471.15	64,249.90						
11	0.0000	33.6076	252.0570	2,520.57	65,534.82						
12	0.0000	34.2800	257.1000	2,571.00	66,846.00						
13	0.0000	34.8922	261.6920	2,616.92	68,039.92						

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EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/28/2014	NUPN NON UN PAR A		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.0000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	15.0520	112.8900	1,128.90	29,351.40							
02	0.0000	15.6541	117.4060	1,174.06	30,525.56							
03	0.0000	16.2802	122.1020	1,221.02	31,746.52							
04	0.0000	16.9311	126.9830	1,269.83	33,015.58							
05	0.0000	17.6087	132.0650	1,320.65	34,336.90							
06	0.0000	18.3128	137.3460	1,373.46	35,709.96							
07	0.0000	18.6791	140.0930	1,400.93	36,424.18							
08	0.0000	19.0527	142.8950	1,428.95	37,152.70							
09	0.0000	19.4342	145.7570	1,457.57	37,896.82							
10	0.0000	19.8225	148.6690	1,486.69	38,653.94							
11	0.0000	20.2192	151.6440	1,516.44	39,427.44							
12	0.0000	20.6234	154.6760	1,546.76	40,215.76							

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
12/28/2014	NUPN NON UN PAR B		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00	N
Change was made by 2.0000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	16.0164	1,201.2300	1,201.23	31,231.98							
02	0.0000	16.6572	1,249.2900	1,249.29	32,481.54							
03	0.0000	17.3234	1,299.2600	1,299.26	33,780.76							
04	0.0000	18.0163	1,351.2200	1,351.22	35,131.72							
05	0.0000	18.7368	1,405.2600	1,405.26	36,536.76							
06	0.0000	19.4862	1,461.4700	1,461.47	37,998.22							
07	0.0000	19.8762	1,490.7200	1,490.72	38,758.72							
08	0.0000	20.2735	1,520.5100	1,520.51	39,533.26							
09	0.0000	20.6794	1,550.9600	1,550.96	40,324.96							
10	0.0000	21.0926	1,581.9500	1,581.95	41,130.70							
11	0.0000	21.5148	1,613.6100	1,613.61	41,953.86							
12	0.0000	21.9451	1,645.8800	1,645.88	42,792.88							

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EFF. DATE 12/28/2014 **GROUP/BU** NUPN NON UN PAR C **DESCRIPTION** NON UN PT N **PAY BASIS** H HOURLY **FREQUENCY** B BIWEEKLY **CALC PERIODS DAY** 26.0000 **HRS/ DAY** 7.50 **DAYS/ PERIOD** 10.00 **HRS/ PERIOD** 75.00 **ANNUAL SALARY** 1950.00 **USE PCT** 260.00 N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	17.1524	128.6430	1,286.43	33,447.18
02	0.0000	17.8384	133.7880	1,337.88	34,784.88
03	0.0000	18.5523	139.1420	1,391.42	36,176.92
04	0.0000	19.2943	144.7070	1,447.07	37,623.82
05	0.0000	20.0658	150.4940	1,504.94	39,128.44
06	0.0000	20.8685	156.5140	1,565.14	40,693.64
07	0.0000	21.2862	159.6470	1,596.47	41,508.22
08	0.0000	21.7118	162.8390	1,628.39	42,338.14
09	0.0000	22.1459	166.0940	1,660.94	43,184.44
10	0.0000	22.5886	169.4150	1,694.15	44,047.90
11	0.0000	23.0408	172.8060	1,728.06	44,929.56
12	0.0000	23.5017	176.2630	1,762.63	45,828.38

12/28/2014 NUPN NON UN PAR D **DESCRIPTION** NON UN PT N **PAY BASIS** H HOURLY **FREQUENCY** B BIWEEKLY **CALC PERIODS DAY** 26.0000 **HRS/ DAY** 7.50 **DAYS/ PERIOD** 10.00 **HRS/ PERIOD** 75.00 **ANNUAL SALARY** 1950.00 **USE PCT** 260.00 N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	18.4855	138.6410	1,386.41	36,046.66
02	0.0000	19.2247	144.1850	1,441.85	37,488.10
03	0.0000	19.9939	149.9540	1,499.54	38,988.04
04	0.0000	20.7937	155.9330	1,559.53	40,547.78
05	0.0000	21.6252	162.1890	1,621.89	42,169.14
06	0.0000	22.4901	168.6760	1,686.76	43,855.76
07	0.0000	22.9401	172.0510	1,720.51	44,733.26
08	0.0000	23.3991	175.4930	1,754.93	45,628.18
09	0.0000	23.8667	179.0000	1,790.00	46,540.00
10	0.0000	24.3444	182.5830	1,825.83	47,471.58
11	0.0000	24.8311	186.2330	1,862.33	48,420.58
12	0.0000	25.3276	189.9570	1,899.57	49,388.82

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EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	HRS/ YEAR	DAYS/ PERIOD	DAYS/ YEAR	USE PCT
12/28/2014	NUPN NON UN PAR E		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	1950.00	10.00	260.00	N
Change was made by 2.0000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	20.0472	150.3540	1,503.54	39,092.04							
02	0.0000	20.8492	156.3690	1,563.69	40,655.94							
03	0.0000	21.6829	162.6220	1,626.22	42,281.72							
04	0.0000	22.5501	169.1260	1,691.26	43,972.76							
05	0.0000	23.4524	175.8930	1,758.93	45,732.18							
06	0.0000	24.3903	182.9270	1,829.27	47,561.02							
07	0.0000	24.8781	186.5860	1,865.86	48,512.36							
08	0.0000	25.3758	190.3190	1,903.19	49,482.94							
09	0.0000	25.8835	194.1260	1,941.26	50,472.76							
10	0.0000	26.4008	198.0060	1,980.06	51,481.56							
11	0.0000	26.9289	201.9670	2,019.67	52,511.42							
12	0.0000	27.4678	206.0090	2,060.09	53,562.34							

12/28/2014 NUPN NON UN PAR F NON UN PT N H HOURLY B BIWEEKLY 02 26.0000 7.50 1950.00 260.00 N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	21.8772	164.0790	1,640.79	42,660.54							
02	0.0000	22.7522	170.6420	1,706.42	44,366.92							
03	0.0000	23.6624	177.4680	1,774.68	46,141.68							
04	0.0000	24.6088	184.5660	1,845.66	47,987.16							
05	0.0000	25.5931	191.9480	1,919.48	49,906.48							
06	0.0000	26.6171	199.6280	1,996.28	51,903.28							
07	0.0000	27.1491	203.6180	2,036.18	52,940.68							
08	0.0000	27.6920	207.6900	2,076.90	53,999.40							
09	0.0000	28.2460	211.8450	2,118.45	55,079.70							
10	0.0000	28.8110	216.0830	2,160.83	56,181.58							
11	0.0000	29.3871	220.4030	2,204.03	57,304.78							
12	0.0000	29.9747	224.8100	2,248.10	58,450.60							

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EFF. DATE 12/28/2014 **GROUP/BU** NUPN **NON UN PAR G** **DESCRIPTION** NON UN PT N **PAY BASIS** H HOURLY **FREQUENCY** B BIWEEKLY **CALC PERIODS DAY** 02 **PERIOD YEAR** 10.00 **DAYS/ PERIOD YEAR** 75.00 **HRS/ DAY** 7.50 **HRS/ PERIOD YEAR** 1950.00 **ANNUAL SALARY** 260.00 **USE PCT** N
 Change was made by 2.0000%
 No Dollar amount used.

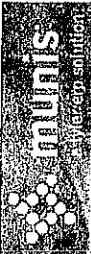
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	25.0192	187.6440	1,876.44	48,787.44
02	0.0000	26.0199	195.1490	1,951.49	50,738.74
03	0.0000	27.0608	202.9560	2,029.56	52,768.56
04	0.0000	28.1431	211.0730	2,110.73	54,878.98
05	0.0000	29.2689	219.5170	2,195.17	57,074.42
06	0.0000	30.4396	228.2970	2,282.97	59,357.22
07	0.0000	31.6695	237.5210	2,375.21	60,544.64
08	0.0000	32.9628	247.1150	2,471.15	62,990.46
09	0.0000	34.3287	257.0570	2,570.57	65,534.82
10	0.0000	35.7676	267.3660	2,673.66	68,189.92
11	0.0000	37.2800	278.0400	2,780.40	70,968.00
12	0.0000	38.8676	289.0760	2,890.76	73,873.16

12/28/2014 NUPN NON UN PAR H **DESCRIPTION** NON UN PT N **PAY BASIS** H HOURLY **FREQUENCY** B BIWEEKLY **CALC PERIODS DAY** 02 **PERIOD YEAR** 10.00 **DAYS/ PERIOD YEAR** 75.00 **HRS/ DAY** 7.50 **HRS/ PERIOD YEAR** 1950.00 **ANNUAL SALARY** 260.00 **USE PCT** N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	26.4173	198.1300	1,981.30	51,513.80
02	0.0000	27.4735	206.0510	2,060.51	53,573.26
03	0.0000	28.5728	214.2960	2,142.96	55,716.96
04	0.0000	29.7155	222.8660	2,228.66	57,945.16
05	0.0000	30.9042	231.7820	2,317.82	60,263.32
06	0.0000	32.1403	241.0520	2,410.52	62,673.52
07	0.0000	33.4389	250.7920	2,507.92	65,205.92
08	0.0000	34.7944	260.9210	2,609.21	66,509.56
09	0.0000	36.2116	271.4660	2,714.66	69,196.92
10	0.0000	37.6956	282.4200	2,824.20	72,019.20
11	0.0000	39.2416	293.7800	2,937.80	75,000.00
12	0.0000	40.8556	305.5400	3,055.40	78,244.80

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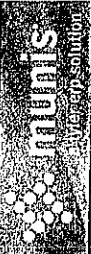


EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	PERIOD	DAYS/ YEAR	USE PCT		
12/28/2014	NUPN NON UN	PAR I	NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	0.0000	0.0000	0.00	0.00								
01	0.0000	29.4630	220.9730	2,209.73	57,432.98								
02	0.0000	30.6415	229.8110	2,298.11	59,750.86								
03	0.0000	31.8670	239.0030	2,390.03	62,140.78								
04	0.0000	33.1417	248.5630	2,485.63	64,626.38								
05	0.0000	34.4673	258.5050	2,585.05	67,211.30								
06	0.0000	35.8463	268.8470	2,688.47	69,900.22								
07	0.0000	36.5634	274.2260	2,742.26	71,298.76								
08	0.0000	37.2946	279.7100	2,797.10	72,724.60								
09	0.0000	38.0401	285.5010	2,853.01	74,178.26								
10	0.0000	38.8014	291.0110	2,910.11	75,662.86								
11	0.0000	39.5775	296.8310	2,968.31	77,176.06								
12	0.0000	40.3687	302.7650	3,027.65	78,718.90								

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	PERIOD	DAYS/ YEAR	USE PCT		
12/28/2014	NUPN NON UN	PAR J	NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 2.0000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY								
00	0.0000	0.0000	0.0000	0.00	0.00								
01	0.0000	31.1113	233.3350	2,333.35	60,667.10								
02	0.0000	32.3560	242.6700	2,426.70	63,094.20								
03	0.0000	33.6500	252.3750	2,523.75	65,617.50								
04	0.0000	34.9960	262.4700	2,624.70	68,242.20								
05	0.0000	36.3958	272.9690	2,729.69	70,971.94								
06	0.0000	37.8515	283.8860	2,838.86	73,810.36								
07	0.0000	38.6089	289.5670	2,895.67	75,287.42								
08	0.0000	39.3811	295.3580	2,953.58	76,793.08								
09	0.0000	40.1685	301.2640	3,012.64	78,328.64								
10	0.0000	40.9722	307.2920	3,072.92	79,895.92								
11	0.0000	41.7912	313.4340	3,134.34	81,492.84								
12	0.0000	42.6272	319.7040	3,197.04	83,123.04								
13	0.0000	43.4847	326.1180	3,261.18	84,792.84								

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EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE PCT	
12/28/2014	NUPN NON UN PAR K		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	35.0085	262.5640	2,625.64	68,266.64						
02	0.0000	36.4089	273.0670	2,730.67	70,997.42						
03	0.0000	37.8652	283.9890	2,839.89	73,837.14						
04	0.0000	39.3800	295.3500	2,953.50	76,791.00						
05	0.0000	40.9551	307.1630	3,071.63	79,862.38						
06	0.0000	42.5933	319.4500	3,194.50	83,057.00						
07	0.0000	43.4452	325.8390	3,258.39	84,718.14						
08	0.0000	44.3140	332.3550	3,323.55	86,412.30						
09	0.0000	45.2004	339.0030	3,390.03	88,140.78						
10	0.0000	46.1044	345.7830	3,457.83	89,903.58						
11	0.0000	47.0264	352.6980	3,526.98	91,701.48						
12	0.0000	47.9666	359.7500	3,597.50	93,535.00						

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE PCT	
12/28/2014	NUPN NON UN PAR L		NON UN PT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	N
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	39.6335	297.2510	2,972.51	77,285.26						
02	0.0000	41.2190	309.1430	3,091.43	80,377.18						
03	0.0000	42.8678	321.5090	3,215.09	83,592.34						
04	0.0000	44.5823	334.3670	3,343.67	86,935.42						
05	0.0000	46.3653	347.7400	3,477.40	90,412.40						
06	0.0000	48.2202	361.6520	3,616.52	94,029.52						
07	0.0000	49.1847	368.8850	3,688.85	95,910.10						
08	0.0000	50.1685	376.2640	3,762.64	97,828.64						
09	0.0000	51.1715	383.7860	3,837.86	99,784.36						
10	0.0000	52.1948	391.4610	3,914.61	101,779.86						
11	0.0000	53.2392	399.2940	3,992.94	103,816.44						
12	0.0000	54.3039	407.2790	4,072.79	105,892.54						

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EFF. DATE 12/28/2014
GROUP/BU NURE NON UN PAR K
DESCRIPTION NON UN PT R E
RANK 2.0000%
PERCENT 2.0000%
USE N
 Change was made by
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	FREQUENCY	CALC PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE
00	0.0000	0.0000	0.0000	B BIWEEKLY	11	26.0000	7.50	10.00	1950.00	260.00
01	0.0000	35.0085	262.5637							
02	0.0000	36.4089	273.0665							
03	0.0000	37.8632	283.9887							
04	0.0000	39.3800	295.3498							
05	0.0000	40.9552	307.1635							
06	0.0000	42.5933	319.4496							
07	0.0000	44.3140	332.3547							
08	0.0000	46.1044	345.7832							
09	0.0000	47.9667	359.7495							
10	0.0000									
11	0.0000									
12	0.0000									

12/28/2014 NURN NON UN PAR G
DESCRIPTION NON UN PTRN
PTRN H HOURLY
PERCENT 2.0000%
 Change was made by
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	FREQUENCY	CALC PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE
00	0.0000	0.0000	0.0000	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	260.00
01	0.0000	25.0192	187.6440							
02	0.0000	26.0199	195.1490							
03	0.0000	27.0608	202.9560							
04	0.0000	28.1431	211.0730							
05	0.0000	29.2689	219.5170							
06	0.0000	30.4396	228.2970							
07	0.0000	31.6695	237.5210							
08	0.0000	32.9487	247.1150							
09	0.0000	34.2800	257.1000							
10	0.0000									
11	0.0000									
12	0.0000									

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EFF. DATE 12/28/2014
GROUP/BU NURN NON UN PAR K
DESCRIPTION NON UN PT R N
PAY BASIS A ANNUAL
FREQUENCY B BIWEEKLY 11
CALC PERIODS 26.0000
HRS/ DAY 7.50
DAYS/ PERIOD 10.00
HRS/ PERIOD 75.00
ANNUAL SALARY 1950.00
USE PCT N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	35.0085	262.5637	2,625.64	68,266.55
02	0.0000	36.4089	273.0665	2,730.67	70,997.29
03	0.0000	37.8652	283.9887	2,839.89	73,837.05
04	0.0000	39.3800	295.3498	2,953.50	76,790.94
05	0.0000	40.9552	307.1635	3,071.64	79,862.52
06	0.0000	42.5933	319.4496	3,194.50	83,056.90
07	0.0000	43.4452	325.8387	3,258.39	84,718.07
08	0.0000	44.3140	332.3547	3,323.55	86,412.23
09	0.0000	45.2004	339.0029	3,390.03	88,140.75
10	0.0000	46.1044	345.7832	3,457.83	89,903.63
11	0.0000	47.0264	352.6977	3,526.98	91,701.40
12	0.0000	47.9667	359.7495	3,597.50	93,534.88

12/28/2014 NURN NON UN PAR L
DESCRIPTION NON UN FT E
PAY BASIS H HOURLY
FREQUENCY B BIWEEKLY 02
CALC PERIODS 26.0000
HRS/ DAY 7.50
DAYS/ PERIOD 10.00
HRS/ PERIOD 75.00
ANNUAL SALARY 1950.00
USE PCT N
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	39.6335	297.2510	2,972.51	77,285.26
02	0.0000	41.2190	309.1430	3,091.43	80,577.18
03	0.0000	42.8678	321.5090	3,215.09	83,592.34
04	0.0000	44.5823	334.3670	3,343.67	86,935.42
05	0.0000	46.3653	347.7400	3,477.40	90,412.40
06	0.0000	48.2202	361.6520	3,616.52	94,029.52
07	0.0000	49.1847	368.8850	3,688.85	95,910.10
08	0.0000	50.1685	376.2640	3,762.64	97,828.64
09	0.0000	51.1715	383.7860	3,837.86	99,784.36
10	0.0000	52.1948	391.4610	3,914.61	101,779.86
11	0.0000	53.2392	399.2940	3,992.94	103,816.44
12	0.0000	54.3039	407.2790	4,072.79	105,892.54
13	0.0000	61.1169	458.3770	4,583.77	119,178.02

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SALARY TABLES



12/28/2014 U4FN UNION 244 C
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	FREQUENCY	CALC PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	ANNUAL SALARY	USE PCT
00	0.0000	0.0000	0.0000	B BIWEEKLY	02	26.0000	8.00	80.00	2080.00	N
01	0.0000	17.6669	141.3350						36,747.10	
02	0.0000	18.3736	146.9890						38,217.14	
03	0.0000	19.1088	152.8700						39,746.20	
04	0.0000	19.8732	158.9860						41,336.36	
05	0.0000	20.6678	165.3420						42,988.92	
06	0.0000	21.4946	171.9570						44,708.82	
07	0.0000	21.9247	175.3980						45,603.48	
08	0.0000	22.3632	178.9060						46,515.56	
09	0.0000	22.8103	182.4820						47,445.32	
10	0.0000	23.2663	186.1300						48,393.80	
11	0.0000	23.7320	189.8560						49,362.56	
12	0.0000	24.2066	193.6530						50,349.78	

12/28/2014 U4RN UNION 244 C
 Change was made by 2.0000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	FREQUENCY	CALC PERIODS	HRS/ DAY	DAYS/ PERIOD	HRS/ YEAR	ANNUAL SALARY	USE PCT
00	0.0000	0.0000	0.0000	B BIWEEKLY	02	26.0000	8.00	80.00	2080.00	N
01	0.0000	17.6669	98.9350						25,723.10	
02	0.0000	18.3736	102.8920						26,751.92	
03	0.0000	19.1088	107.0090						27,822.34	
04	0.0000	19.8732	111.2900						28,935.40	
05	0.0000	20.6678	115.7400						30,092.40	
06	0.0000	21.4946	120.3700						31,296.20	
07	0.0000	21.9247	122.7780						31,922.28	
08	0.0000	22.3632	125.2340						32,560.84	
09	0.0000	22.8103	127.7380						33,211.88	
10	0.0000	23.2663	130.2910						33,875.66	
11	0.0000	23.7320	132.8990						34,553.74	
12	0.0000	24.2066	135.5570						35,244.82	

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SALARY TABLES



EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	HRS/ YEAR	USE
12/28/2014	U9FN UNION 1199 A		UNION 1199 FT N H HOURLY	B	BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	N
Change was made by 1.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	15.3519	115.1390	1,151.39	29,936.14							
02	0.0000	15.9662	119.7470	1,197.47	31,134.22							
03	0.0000	16.6047	124.5350	1,245.35	32,379.10							
04	0.0000	17.2685	129.5140	1,295.14	33,673.64							
05	0.0000	17.9596	134.6970	1,346.97	35,021.22							
06	0.0000	18.6776	140.0820	1,400.82	36,421.32							
07	0.0000	19.0512	142.8840	1,428.84	37,149.84							
08	0.0000	19.4322	145.7420	1,457.42	37,892.92							
09	0.0000	19.8214	148.6610	1,486.61	38,651.86							
10	0.0000	20.2175	151.6310	1,516.31	39,424.06							
11	0.0000	20.6222	154.6670	1,546.67	40,213.42							
12	0.0000	21.0344	157.7580	1,577.58	41,017.08							
13	0.0000	21.4101	160.5760	1,605.76	41,749.76							
14	0.0000	22.3275	167.4560	1,674.56	43,538.56							
15	0.0000	22.9972	172.4790	1,724.79	44,844.54							
16	0.0000	24.3978	182.9840	1,829.84	47,575.84							

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	HRS/ YEAR	USE
12/28/2014	U9FN UNION 1199 B		UNION 1199 FT N H HOURLY	B	BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	N
Change was made by 1.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	16.3355	122.5160	1,225.16	31,854.16							
02	0.0000	16.9892	127.4190	1,274.19	33,128.94							
03	0.0000	17.6687	132.5150	1,325.15	34,453.90							
04	0.0000	18.3752	137.8140	1,378.14	35,831.64							
05	0.0000	19.1101	143.3260	1,433.26	37,264.76							
06	0.0000	19.8744	149.0580	1,490.58	38,755.08							
07	0.0000	20.2723	152.0420	1,520.42	39,530.92							
08	0.0000	20.6776	155.0820	1,550.82	40,321.32							
09	0.0000	21.0915	158.1860	1,581.86	41,128.36							
10	0.0000	21.5128	161.3460	1,613.46	41,949.96							
11	0.0000	21.9435	164.5760	1,645.76	42,789.76							
12	0.0000	22.3823	167.8670	1,678.67	43,645.42							
13	0.0000	22.8220	170.8650	1,708.65	44,424.90							
14	0.0000	22.7820	172.4790	1,724.79	44,844.54							
15	0.0000	23.6873	177.6550	1,776.55	46,190.30							
16	0.0000	24.3978	182.9840	1,829.84	47,575.84							
17	0.0000	26.4555	198.4160	1,984.16	51,388.16							

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EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/PERIOD	DAYS/PERIOD	HRS/PERIOD	USE PCT
12/28/2014	U9FN	UNION 1199 C	UNION 1199 FT N H HOURLY	B	BIWEEKLY	02	26.0000	10.00	75.00	260.00 N
Change was made by 1.5000%										
No Dollar amount used.										
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY					
00	0.0000	0.0000	0.0000	0.00	0.00					
01	0.0000	17.4941	131.2060	1,312.06	34,113.56					
02	0.0000	18.1939	136.4540	1,364.54	35,478.04					
03	0.0000	18.9219	141.9140	1,419.14	36,897.64					
04	0.0000	19.6788	147.5910	1,475.91	38,373.66					
05	0.0000	20.4656	153.4920	1,534.92	39,907.92					
06	0.0000	21.2843	159.6320	1,596.32	41,504.32					
07	0.0000	21.7102	162.8270	1,628.27	42,335.02					
08	0.0000	22.1445	166.0840	1,660.84	43,181.84					
09	0.0000	22.5872	169.4040	1,694.04	44,045.04					
10	0.0000	23.0387	172.7900	1,727.90	44,925.40					
11	0.0000	23.5000	176.2500	1,762.50	45,825.00					
12	0.0000	23.9699	179.7740	1,797.74	46,741.24					
13	0.0000	25.5281	191.4610	1,914.61	49,779.86					
14	0.0000	24.3978	182.9840	1,829.84	47,575.84					

12/28/2014 U9FN UNION 1199 D
 Change was made by 1.5000%
 NO Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	18.8338	141.4040	1,414.04	36,765.04
02	0.0000	19.6078	147.0590	1,470.59	38,235.34
03	0.0000	20.3923	152.9420	1,529.42	39,764.92
04	0.0000	21.2081	159.0610	1,590.61	41,355.86
05	0.0000	22.0562	165.4220	1,654.22	43,009.72
06	0.0000	22.9383	172.0370	1,720.37	44,729.62
07	0.0000	23.8573	178.9910	1,789.91	45,624.80
08	0.0000	23.8654	182.5670	1,825.67	46,537.66
09	0.0000	24.3422	186.2210	1,862.21	47,467.42
10	0.0000	24.8295	189.9440	1,899.44	48,417.46
11	0.0000	25.3259	193.7420	1,937.42	49,385.44
12	0.0000	25.8323	197.2040	1,972.04	50,372.92
13	0.0000	26.2938	201.5900	2,015.90	51,273.04
14	0.0000	26.8786	213.5800	2,135.80	52,413.40
15	0.0000	28.4773	218.0160	2,180.16	55,530.80
16	0.0000	29.0688			56,684.16

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EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	PERIOD YEAR	DAYS/ YEAR	USE PCT
12/28/2014	U9FN UNION 1199 F		UNION 1199 FT N H HOURLY	B	BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	20.4466	153.3500	1,533.50	39,871.00								
02	0.0000	21.2647	159.4850	1,594.85	41,466.10								
03	0.0000	22.1151	165.8630	1,658.63	43,124.38								
04	0.0000	22.9995	172.4960	1,724.96	44,848.96								
05	0.0000	23.9197	179.3980	1,793.98	46,643.48								
06	0.0000	24.8763	186.5720	1,865.72	48,508.72								
07	0.0000	25.3739	190.3040	1,903.04	49,479.04								
08	0.0000	25.8814	194.1110	1,941.11	50,468.86								
09	0.0000	26.3992	197.9940	1,979.94	51,478.44								
10	0.0000	26.9269	201.9520	2,019.52	52,507.52								
11	0.0000	27.4655	205.9910	2,059.91	53,557.66								
12	0.0000	28.0151	210.1130	2,101.13	54,629.38								
13	0.0000	28.4773	213.5800	2,135.80	55,730.80								
14	0.0000	29.3318	219.9890	2,199.89	57,197.14								
15	0.0000	31.1181	233.3860	2,333.86	60,680.36								

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	PERIOD YEAR	DAYS/ YEAR	USE PCT
12/28/2014	U9FN UNION 1199 F		UNION 1199 FT N H HOURLY	B	BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 1.5000%													
No Dollar amount used.													
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	22.3130	167.3480	1,673.48	43,510.48								
02	0.0000	23.2056	174.0420	1,740.42	45,250.92								
03	0.0000	24.1340	181.0050	1,810.05	47,061.30								
04	0.0000	25.0991	188.2430	1,882.43	48,943.18								
05	0.0000	26.1031	195.7730	1,957.73	50,900.98								
06	0.0000	27.1474	203.6060	2,036.06	52,937.56								
07	0.0000	27.6901	207.6760	2,076.76	53,995.76								
08	0.0000	28.2437	211.8280	2,118.28	55,075.28								
09	0.0000	28.8089	216.0670	2,160.67	56,177.42								
10	0.0000	29.3850	220.3880	2,203.88	57,300.88								
11	0.0000	29.9728	224.7960	2,247.96	58,446.96								
12	0.0000	30.5720	229.2900	2,292.90	59,615.40								
13	0.0000	31.1181	233.3860	2,333.86	60,680.36								

CLEVELAND PUBLIC LIBRARY

SALARY TABLES



EFF. DATE 12/28/2014 **GROUP/BU** U9FN **UNION** 1199 **GRADE/RANK** G
DESCRIPTION UNION 1199 FT N H HOURLY **PAY BASIS** B **FREQUENCY** BIWEEKLY **CALC PERIODS** 02 **PERIOD YEAR** 10.00 **DAYS/ YEAR** 1950.00 **USE** N
 Change was made by 1.5000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	25.5177	191.3830	1,913.83	49,759.58
02	0.0000	26.5383	199.0370	1,990.37	51,749.62
03	0.0000	27.6001	207.0010	2,070.01	53,820.26
04	0.0000	28.7038	215.2790	2,152.79	55,972.54
05	0.0000	29.8521	223.8910	2,238.91	58,211.66
06	0.0000	31.0450	232.8450	2,328.45	60,539.70
07	0.0000	31.6672	237.5040	2,375.04	61,751.04
08	0.0000	32.3004	242.2530	2,422.53	62,985.78
09	0.0000	32.9465	247.0990	2,470.99	64,245.74
10	0.0000	33.6052	252.0390	2,520.39	65,530.14
11	0.0000	34.2773	257.0800	2,570.80	66,840.80
12	0.0000	34.9631	262.2230	2,622.23	68,177.98
13	0.0000	35.5876	266.9070	2,669.07	69,395.82

12/28/2014 U9FN UNION 1199 H **UNION** 1199 FT N H HOURLY **PAY BASIS** B **FREQUENCY** BIWEEKLY **CALC PERIODS** 02 **PERIOD YEAR** 10.00 **DAYS/ YEAR** 1950.00 **USE** N
 Change was made by 1.5000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	26.9437	202.0780	2,020.78	52,540.28
02	0.0000	28.0209	210.1570	2,101.57	54,640.82
03	0.0000	29.1421	218.5660	2,185.66	56,827.16
04	0.0000	30.3076	227.3070	2,273.07	59,099.82
05	0.0000	31.5199	236.3990	2,363.99	61,463.74
06	0.0000	32.7808	245.8560	2,458.56	63,922.56
07	0.0000	33.4360	250.7700	2,507.70	65,200.20
08	0.0000	34.1051	255.7880	2,557.88	66,504.88
09	0.0000	34.7870	260.9030	2,609.03	67,834.78
10	0.0000	35.4826	266.1200	2,661.20	69,191.20
11	0.0000	36.1928	271.4460	2,714.46	70,575.96
12	0.0000	36.9167	276.8750	2,768.75	71,987.50
13	0.0000	37.2920	279.6900	2,796.90	72,719.40

CLEVELAND PUBLIC LIBRARY

SALARY TABLES



EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE PCT	
12/28/2014	U9FN UNION 1199 J	I	UN 1199 FT N	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	N
Change was made by 1.5000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	30.0501	225.3760	2,253.76	58,597.76						
02	0.0000	31.2521	234.5910	2,343.91	60,941.66						
03	0.0000	32.5019	243.7640	2,437.64	63,378.64						
04	0.0000	33.8021	253.5160	2,535.16	65,914.16						
05	0.0000	35.1541	263.6560	2,636.56	68,550.56						
06	0.0000	36.5605	274.2040	2,742.04	71,293.04						
07	0.0000	37.2920	279.6900	2,796.90	72,719.40						
08	0.0000	38.0378	285.2840	2,852.84	74,173.84						
09	0.0000	38.7982	290.9870	2,909.87	75,656.62						
10	0.0000	39.5746	296.8100	2,968.10	77,170.60						
11	0.0000	40.3661	302.7460	3,027.46	78,713.96						
12	0.0000	41.1732	308.7990	3,087.99	80,287.74						

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE PCT	
12/28/2014	U9FN UNION 1199 J	J	UNION 1199 FT N H HOURLY	H HOURLY	B BIWEEKLY	02	26.0000	7.50	10.00	1950.00	N
Change was made by 1.5000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY						
00	0.0000	0.0000	0.0000	0.00	0.00						
01	0.0000	31.7313	237.9850	2,379.85	61,876.10						
02	0.0000	33.0007	247.5050	2,475.05	64,351.30						
03	0.0000	34.3205	257.4040	2,574.04	66,925.04						
04	0.0000	35.6933	267.7000	2,677.00	69,602.00						
05	0.0000	37.1211	278.4080	2,784.08	72,386.08						
06	0.0000	38.6058	289.5440	2,895.44	75,281.44						
07	0.0000	39.3783	295.3370	2,953.37	76,787.62						
08	0.0000	40.1657	301.2430	3,012.43	78,323.18						
09	0.0000	40.9687	307.2650	3,072.65	79,888.90						
10	0.0000	41.7885	313.4140	3,134.14	81,487.64						
11	0.0000	42.6240	319.6800	3,196.80	83,116.80						
12	0.0000	43.4766	326.0750	3,260.75	84,779.50						
13	0.0000	48.7037	365.2780	3,652.78	94,972.28						

CLEVELAND PUBLIC LIBRARY

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE PCT		
12/28/2014	U9RN UNION 1199 A		UNION 1199 PTRN H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 1.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	15.3519	115.1390	1,151.39	29,936.14							
02	0.0000	15.9662	119.7470	1,197.47	31,134.22							
03	0.0000	16.6047	124.5350	1,245.35	32,379.10							
04	0.0000	17.2685	129.5140	1,295.14	33,673.64							
05	0.0000	17.9596	134.6970	1,346.97	35,021.22							
06	0.0000	18.6776	140.0820	1,400.82	36,421.32							
07	0.0000	19.0512	142.8840	1,428.84	37,149.84							
08	0.0000	19.4322	145.7420	1,457.42	37,892.92							
09	0.0000	19.8214	148.6610	1,486.61	38,651.86							
10	0.0000	20.2175	151.6310	1,516.31	39,424.06							
11	0.0000	20.6222	154.6670	1,546.67	40,213.42							
12	0.0000	21.0344	157.7580	1,577.58	41,017.08							

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE PCT		
12/28/2014	U9RN UNION 1199 B		UNION 1199 PTRN H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 1.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	16.3355	122.5160	1,225.16	31,854.16							
02	0.0000	16.9892	127.4190	1,274.19	33,128.94							
03	0.0000	17.6687	132.5150	1,325.15	34,453.90							
04	0.0000	18.3752	137.8140	1,378.14	35,831.64							
05	0.0000	19.1101	143.3260	1,433.26	37,264.76							
06	0.0000	19.8744	149.0580	1,490.58	38,755.08							
07	0.0000	20.2723	152.0420	1,520.42	39,530.92							
08	0.0000	20.6776	155.0820	1,550.82	40,321.32							
09	0.0000	21.0915	158.1860	1,581.86	41,128.36							
10	0.0000	21.5128	161.3460	1,613.46	41,949.96							
11	0.0000	21.9435	164.5760	1,645.76	42,789.76							
12	0.0000	22.3823	167.8670	1,678.67	43,645.42							

CLEVELAND PUBLIC LIBRARY

SALARY TABLES



EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIOD	HRS/ DAY	HRS/ PERIOD	DAYS/ YEAR	USE PCT		
12/28/2014	U9RN UNION 1199 D		UNION 1199 PTRN H HOURLY	B BIWEEKLY	02	26.0000	7.50	75.00	10.00	1950.00	260.00	N
Change was made by 1.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	18.8538	141.4040	1,414.04	36,765.04							
02	0.0000	19.6078	147.0590	1,470.59	38,235.34							
03	0.0000	20.3923	152.9420	1,529.42	39,764.92							
04	0.0000	21.2081	159.0610	1,590.61	41,355.86							
05	0.0000	22.0562	165.4220	1,654.22	43,009.72							
06	0.0000	22.9385	172.0370	1,720.37	44,729.62							
07	0.0000	23.8654	178.9910	1,789.91	45,624.80							
08	0.0000	24.8422	182.5670	1,825.67	46,537.66							
09	0.0000	24.8295	186.2210	1,862.21	47,467.42							
10	0.0000	25.3259	189.9440	1,899.44	48,417.46							
11	0.0000	25.8323	193.7420	1,937.42	49,385.44							
12	0.0000				50,372.92							

12/28/2014 U9RN UNION 1199 F
 Change was made by 1.5000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	22.3130	167.3480	1,673.48	43,510.48
02	0.0000	23.2056	174.0420	1,740.42	45,250.92
03	0.0000	24.1340	181.0050	1,810.05	47,061.30
04	0.0000	25.0991	188.2430	1,882.43	48,943.18
05	0.0000	26.1031	195.7730	1,957.73	50,900.98
06	0.0000	27.1474	203.6060	2,036.06	52,937.56
07	0.0000	27.5901	207.6760	2,076.76	53,995.76
08	0.0000	28.2437	211.8280	2,118.28	55,075.28
09	0.0000	28.8089	216.0670	2,160.67	56,177.42
10	0.0000	29.3850	220.3880	2,203.88	57,300.88
11	0.0000	29.9728	224.7960	2,247.96	58,446.96
12	0.0000	30.5720	229.2900	2,292.90	59,615.40

CLEVELAND PUBLIC LIBRARY

SALARY TABLES

EFF. DATE 12/28/2014 **GROUP/BU** U9RN UNION 1199 G **DESCRIPTION** UNION 1999 PTRN H HOURLY **PAY BASIS** B BIWEEKLY **FREQUENCY** 02 **CALC PERIODS** 26.0000 **HRS/ DAY** 7.50 **HRS/ PERIOD** 10.00 **DAYS/ YEAR** 1950.00 **ANNUAL SALARY** 260.00 **USE PCT** N
 Change was made by 1.5000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	25.5177	191.3830	1,913.83	49,759.58
02	0.0000	26.5383	199.0370	1,990.37	51,749.62
03	0.0000	27.6001	207.0010	2,070.01	53,820.26
04	0.0000	28.7038	215.2790	2,152.79	55,972.54
05	0.0000	29.8521	223.8910	2,238.91	58,211.66
06	0.0000	31.0460	232.8450	2,328.45	60,539.70
07	0.0000	31.6672	237.5040	2,375.04	61,751.04
08	0.0000	32.3004	242.2530	2,422.53	62,985.78
09	0.0000	32.9465	247.0990	2,470.99	64,245.74
10	0.0000	33.6052	252.0390	2,520.39	65,530.14
11	0.0000	34.2773	257.0800	2,570.80	66,840.80
12	0.0000	34.9631	262.2230	2,622.23	68,177.98

12/28/2014 U9RN UNION 1199 H **DESCRIPTION** UN 1199 PT R N H HOURLY **PAY BASIS** B BIWEEKLY **FREQUENCY** 02 **CALC PERIODS** 26.0000 **HRS/ DAY** 7.50 **HRS/ PERIOD** 10.00 **DAYS/ YEAR** 1950.00 **ANNUAL SALARY** 260.00 **USE PCT** N
 Change was made by 1.5000%
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	0.0000	0.0000	0.00	0.00
01	0.0000	26.9437	202.0780	2,020.78	52,540.28
02	0.0000	28.0209	210.1570	2,101.57	54,640.82
03	0.0000	29.1421	218.5660	2,185.66	56,827.16
04	0.0000	30.3076	227.3070	2,273.07	59,099.82
05	0.0000	31.5199	236.3990	2,363.99	61,463.74
06	0.0000	32.7808	245.8560	2,458.56	63,922.56
07	0.0000	33.4360	250.7700	2,507.70	65,200.20
08	0.0000	34.1051	255.7880	2,557.88	66,504.88
09	0.0000	34.7870	260.9030	2,609.03	67,834.78
10	0.0000	35.4826	266.1200	2,661.20	69,191.20
11	0.0000	36.1928	271.4460	2,714.46	70,575.96
12	0.0000	36.9167	276.8750	2,768.75	71,987.50

** END OF REPORT - Generated by Madeleine Corchado **

CLEVELAND PUBLIC LIBRARY

REPORT I

Human Resources Committee Report

Meeting Date: January 15, 2015

Report Period December, 2014

**Report on Paid Sick Time Used by the Month
Hours Used Per Each Two Pay Periods**

MONTH	2013 SICK LEAVE HOURS USED	2014 SICK LEAVE HOURS USED	2014 TOTAL HOURS
January	3,655.75	4,933.14	132,056.53
February	4,261.02	4,259.31	87,450.76
March	*5,244.17	4,679.66	87,286.69
April	3,614.65	3,675.04	89,178.00
May	3,910.47	3,338.68	87,571.20
June	2,895.01	2,579.88	87,593.47
July	3,272.87	2,623.97	86,844.13
August	*4,570.23	*4,909.95	*132,642.30
September	3,414.33	3,476.70	87,744.16
October	4,081.30	3,865.92	87,115.00
November	3,591.42	3,667.30	88,430.64
December	4,130.37	3,952.60	93,800.76

*Covers three pay dates

CLEVELAND PUBLIC LIBRARY
December 1, 2014- December 31, 2014 EE0-4 REPORT
FULL/PART-TIME EMPLOYEES

REPORT J

Human Resources Committee Report

January 15, 2015

Totals Job Category	Male						Female				
	A	B	C	D	E	F	G	H	I	J	K
Officials/Administrators	80	19	10	1			31	18	1		
Professionals	71	13	2			1	36	12	4	3	
Technicians	17	9	2	1			4	1			
Protective Service	19	8	10					1			
Para-Professionals	130	28	28	2	2		30	30	8	2	
Administrative Support	314	30	68	6	3		58	127	20	2	
Skilled Craft	11	5	3	1	1			1			
Service Maintenance	48	8	33	1			2	3	1		
Grand Total	690	120	156	12	7	0	161	193	34	7	0

A= Total Column

B= White

C=Black

D=Hispanic

E=Asian/Pacific

G=White

H=Black

I=Hispanic

J=Asian/Pacific

F= American Indian/Alaskan Native

K=American Indian/Alaskan Native

**INSURANCE REPORT
FOR THE MONTH OF
DECEMBER
2014**

Human Resources Committee

Report

January 15, 2015

Staff Enrollments-Health Care/Dental

	Single	Family	Total
Med Mutual Standard	22	17	39
Med Mutual Premier	237	134	371
Delta Dental	262	171	433
Vision	226	154	380
Workers' Compensation Lost Time Report			
<i>Classification</i>	<i>Dept/Location</i>	<i>Date of Injury</i>	<i>Total days missed during report month</i>
RENA BAKER	BR MGR. GVALLEY	11/22/2014	30

**CLEVELAND PUBLIC LIBRARY
MONTHLY ACTIVITY REPORT FOR DECEMBER 2014**

CIRCULATION ACTIVITY	Monthly Total		Average Hourly		Year-to-Date		YTD Gain/Loss
	2014	2013	2014	2013	2014	2013	
Main Library Branches	125,333	135,790	627	707	1,585,841	1,724,160	-8.0%
Mobile Units	296,162	324,534	1,390	1,586	3,738,259	4,083,224	-8.4%
Library for the Blind	5,200	5,741			75,324	64,243	17.2%
OLBPD BARD	50,051	48,324			626,457	636,095	-1.5%
eMedia	*	10,723			122,097	135,233	-9.7%
	27,232	18,059			240,273	195,757	22.7%
TOTAL CIRCULATION	503,978	543,171			6,388,251	6,838,712	-6.6%

ELECTRONIC MEDIA CIRCULATION	Monthly Total		Year-to-Date		YTD Gain/Loss
	2014	2013	2014	2013	
eBook	18,030	13,878	170,241	149,697	13.7%
eAudioBook	5,235	4,104	55,910	44,359	26.0%
eMusic	404	27	748	693	7.9%
eVideo	2,746	50	5,309	1,008	426.7%
Zinio	817		8,065		N/A
TOTAL eCIRCULATION	27,232	18,059	240,273	195,757	22.7%

Included in circulation activity.

OHIO BRAILLE & AUDIO READING DOWNLOAD (BARD)	Monthly Total		Year-to-Date		YTD Gain/Loss
	2014	2013	2014*	2013	
Downloads	*	10,723	122,097	135,233	-9.7%
Users	*	650	7,083	7,428	-4.6%

Included in circulation activity

*NLS was unable to provide BARD usage numbers for December 2014 in time for inclusion in this report.

COMPUTER USAGE	Number of Computers	Average Session	Number of Sessions		Hours in Use		YTD Gain/Loss
			2014	2013	2014	2013	
Main Library Branches	94	45 minutes	12,165	12,534	9,026	9,395	-3.9%
	538	39 minutes	81,728	83,673	54,618	56,282	-3.0%
TOTAL USAGE	632		93,893	96,207	63,644	65,677	-3.1%

Sessions less than 5 minutes excluded. Hours in use does not include grace periods computers are held for patrons.

WALK-IN COUNT	Monthly Total		Average Hourly		Year-to-Date		YTD Gain/Loss
	2014	2013	2014	2013	2014	2013	
Main Library Branches	38,035	39,066	179	191	524,934	548,562	-4.3%
Mobile Unit	203,837	205,503	957	1,004	2,812,259	2,989,800	-5.9%
	403	606			6,885	7,343	-6.2%
TOTAL VISITS	242,275	245,175			3,344,078	3,545,705	-5.7%

REPORT L

**CLEVELAND PUBLIC LIBRARY
BRANCH TOTAL CIRCULATION FOR DECEMBER 2014**

BRANCH	a Branch Circulation	b Sent from Other Branches	c Sent from Main	d Sent from Other CLEVNET Systems	e Total Direct Circulation (a+b+c+d)	f Sent to Other CLEVNET Systems	g Total Circulation (e+f)
Addison	7,382	757	551	1,111	9,801	695	10,496
Brooklyn	4,485	449	485	583	6,002	749	6,751
Carnegie West	8,600	952	1,589	1,645	12,786	1,105	13,891
Collinwood	6,682	631	598	1,044	8,955	730	9,685
East 131st	3,984	429	407	619	5,439	402	5,841
Eastman	12,888	1,407	1,653	2,564	18,512	1,990	20,502
Fleet*	8,838	843	961	1,456	12,098	1,114	13,212
Fulton	7,324	684	641	930	9,579	780	10,359
Garden Valley	2,658	191	159	273	3,281	254	3,535
Glenville	5,356	474	549	1,037	7,416	540	7,956
Harvard-Lee	5,816	599	691	1,164	8,270	769	9,039
Hough	3,935	411	278	554	5,178	319	5,497
Jefferson	4,638	641	1,020	1,214	7,513	590	8,103
Langston Hughes	5,531	625	668	1,177	8,001	525	8,526
Lorain	7,156	693	731	1,139	9,719	860	10,579
Martin Luther King, Jr.	6,059	598	832	1,056	8,545	712	9,257
Memorial-Nottingham	9,125	851	1,277	2,059	13,312	1,289	14,601
Mt. Pleasant	3,755	498	419	656	5,328	361	5,689
Rice	8,723	609	763	1,227	11,322	855	12,177
Rockport	13,470	1,188	1,356	2,042	18,056	1,899	19,955
South	6,204	757	939	1,311	9,211	720	9,931
South Brooklyn	12,219	1,215	2,006	2,823	18,263	2,130	20,393
Sterling	4,988	382	276	423	6,069	427	6,496
Union	5,112	533	503	864	7,012	505	7,517
Walz	9,862	853	1,234	1,682	13,631	1,253	14,884
West Park	10,668	1,355	2,569	3,490	18,082	2,246	20,328
Woodland	8,448	553	443	793	10,237	725	10,962
TOTAL	193,906	19,178	23,598	34,936	271,618	24,544	296,162

*Fleet branch circulation includes remaining circulation generated by Broadway branch items

**CLEVELAND PUBLIC LIBRARY
BRANCH TOTAL CIRCULATION COMPARATIVE FOR DECEMBER 2014**

BRANCH	Monthly Total		Year-to-Date		YTD Gain/Loss	YTD %G/L
	2014	2013	2014	2013		
Addison	10,496	12,796	136,577	148,587	-12,010	-8.1%
Brooklyn	6,751	7,316	81,878	93,016	-11,138	-12.0%
Carnegie West	13,891	13,546	168,320	176,688	-8,368	-4.7%
Collinwood	9,685	9,289	108,760	121,966	-13,206	-10.8%
East 131st	5,841	5,653	66,857	66,903	-46	-0.1%
Eastman	20,502	22,972	252,785	275,432	-22,647	-8.2%
Fleet*	13,212	15,603	169,136	203,157	-34,021	-16.7%
Fulton	10,359	12,114	173,058	168,345	4,713	2.8%
Garden Valley	3,535	4,257	46,944	59,956	-13,012	-21.7%
Glenville	7,956	8,297	98,786	110,936	-12,150	-11.0%
Harvard-Lee	9,039	9,911	109,856	126,524	-16,668	-13.2%
Hough	5,497	5,578	63,285	64,411	-1,126	-1.7%
Jefferson	8,103	8,145	98,087	108,194	-10,107	-9.3%
Langston Hughes	8,526	7,697	95,843	100,666	-4,823	-4.8%
Lorain	10,579	11,549	138,404	155,842	-17,438	-11.2%
Martin Luther King, Jr.	9,257	12,087	137,547	121,465	16,082	13.2%
Memorial-Nottingham	14,601	15,945	179,584	192,810	-13,226	-6.9%
Mt. Pleasant	5,689	7,443	71,723	86,345	-14,622	-16.9%
Rice	12,177	13,988	150,738	172,793	-22,055	-12.8%
Rockport	19,955	20,810	252,301	270,933	-18,632	-6.9%
South	9,931	9,874	115,694	116,207	-513	-0.4%
South Brooklyn	20,393	22,128	260,635	281,803	-21,168	-7.5%
Sterling	6,496	6,806	75,031	87,722	-12,691	-14.5%
Union	7,517	8,527	96,951	106,419	-9,468	-8.9%
Walz	14,884	18,618	196,782	230,606	-33,824	-14.7%
West Park	20,328	20,778	264,864	283,683	-18,819	-6.6%
Woodland	10,962	12,807	127,833	151,815	-23,982	-15.8%
TOTAL	296,162	324,534	3,738,259	4,083,224	-344,965	-8.4%

*Fleet branch circulation includes remaining circulation generated by Broadway branch items

**CLEVELAND PUBLIC LIBRARY
BRANCH ATTENDANCE DECEMBER 2014**

BRANCH	Monthly Total			Year-to-Date		YTD Gain/Loss	YTD %G/L
	2014	2013	2014	2013			
Addison	5,226	6,017	72,321	87,776	-15,455	-17.6%	
Brooklyn	3,608	3,483	49,522	57,609	-8,087	-14.0%	
Carnegie West	15,129	14,409	180,128	195,576	-15,448	-7.9%	
Collinwood	5,981	6,560	88,168	90,422	-2,254	-2.5%	
East 131st	7,404	7,020	88,142	93,792	-5,650	-6.0%	
Eastman	10,591	11,424	138,529	154,703	-16,174	-10.5%	
Fleet	8,647	9,588	130,267	148,426	-18,159	-12.2%	
Fulton	6,427	6,707	94,896	108,588	-13,692	-12.6%	
Garden Valley	4,546	3,831	62,097	57,048	5,049	8.9%	
Glenville	5,793	5,902	79,139	90,166	-11,027	-12.2%	
Harvard-Lee	8,881	8,751	111,718	114,108	-2,390	-2.1%	
Hough	9,128	8,962	137,401	129,082	8,319	6.4%	
Jefferson	6,575	7,452	87,303	96,000	-8,697	-9.1%	
Langston Hughes	6,865	6,455	88,849	87,610	1,239	1.4%	
Lorain	6,505	6,708	102,420	108,090	-5,670	-5.2%	
Martin Luther King, Jr.	8,440	5,469	83,444	75,843	7,601	10.0%	
Memorial-Nottingham	4,577	5,110	77,104	102,043	-24,939	-24.4%	
Mt. Pleasant	5,811	5,713	77,113	76,344	769	1.0%	
Rice	8,338	12,082	142,561	172,424	-29,863	-17.3%	
Rockport	8,190	7,500	144,589	126,890	17,699	13.9%	
South	6,017	6,732	92,489	93,752	-1,263	-1.3%	
South Brooklyn	11,777	10,327	155,588	160,347	-4,759	-3.0%	
Sterling	10,944	9,909	130,795	150,035	-19,240	-12.8%	
Union	5,434	4,908	76,564	72,932	3,632	5.0%	
Walz	7,890	8,854	111,135	125,542	-14,407	-11.5%	
West Park	8,711	8,920	117,319	120,237	-2,918	-2.4%	
Woodland	6,402	6,710	92,658	94,415	-1,757	-1.9%	
TOTAL	203,837	205,503	2,812,259	2,989,800	-177,541	-5.9%	

**CLEVELAND PUBLIC LIBRARY
BRANCH RANKINGS DECEMBER 2014**

Branch	Total Circulation	Branch	Attendance	Branch	Population
1 Eastman	20,502	1 Carnegie West	15,129	1 South Brooklyn	32,043
2 South Brooklyn	20,393	2 South Brooklyn	11,777	2 West Park	27,814
3 West Park	20,328	3 Sterling	10,944	3 Fleet**	26,727
4 Rockport	19,955	4 Eastman	10,591	4 Eastman	23,674
5 Walz	14,884	5 Hough	9,128	5 Rockport	19,896
6 Memorial-Nottingham	14,601	6 Harvard-Lee	8,881	6 Fulton	19,647
7 Carnegie West	13,891	7 West Park	8,711	7 Rice	19,462
8 Fleet*	13,212	8 Fleet	8,647	8 Memorial-Nottingham	19,271
9 Rice	12,177	9 Martin Luther King, Jr.	8,440	9 Harvard-Lee	17,655
10 Woodland	10,962	10 Rice	8,338	10 Walz	16,063
11 Lorain	10,579	11 Rockport	8,190	11 Collinwood	14,769
12 Addison	10,496	12 Walz	7,890	12 Langston Hughes	14,439
13 Fulton	10,359	13 East 131st	7,404	13 Glenville	14,006
14 South	9,931	14 Langston Hughes	6,865	14 Addison	13,603
15 Collinwood	9,685	15 Jefferson	6,575	15 East 131st	13,025
16 Martin Luther King, Jr.	9,257	16 Lorain	6,505	16 Mt. Pleasant	12,792
17 Harvard-Lee	9,039	17 Fulton	6,427	17 Lorain	12,588
18 Langston Hughes	8,526	18 Woodland	6,402	18 Martin Luther King, Jr.	12,392
19 Jefferson	8,103	19 South	6,017	19 Carnegie West	10,487
20 Glenville	7,956	20 Collinwood	5,981	20 Union	8,416
21 Union	7,517	21 Mt. Pleasant	5,811	21 Sterling	8,267
22 Brooklyn	6,751	22 Glenville	5,793	22 Woodland	7,946
23 Sterling	6,496	23 Union	5,434	23 South	6,325
24 East 131st	5,841	24 Addison	5,226	24 Hough	5,667
25 Mt. Pleasant	5,689	25 Memorial-Nottingham	4,577	25 Brooklyn	5,524
26 Hough	5,497	26 Garden Valley	4,546	26 Jefferson	3,515
27 Garden Valley	3,535	27 Brooklyn	3,608	27 Garden Valley	2,310
	296,162		203,837	28 Broadway**	1,966
					388,323

*Fleet branch circulation includes remaining circulation generated by Broadway branch items

**Broadway and Fleet services areas merged

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**CLEVELAND PUBLIC LIBRARY
MONTHLY ACTIVITY REPORT FOR DECEMBER 2014**

OTHER TRANSACTIONS
Loans* to:

	Monthly Total		Year-to-Date		YTD Gain/Loss
	2014	2013	2014	2013	
CLEVNET	73,630	79,457	922,033	993,049	-7.2%
MORE	375	505	6,457	8,436	-23.5%
Other Libraries	504	449	6,827	8,021	-14.9%
TOTAL	74,509	80,411	935,317	1,009,506	-7.3%

*Totals included in Main Library and Branch circulation counts.

**ANALYSIS OF MAIN LIBRARY
REFERENCE QUESTION LOAD**

	Monthly Total		Year-to-Date		YTD Gain/Loss
	2014	2013	2014	2013	
Projected	13,446	18,400	237,982	283,654	-16.1%
KnowitNow Web Reference*	188	371	2,918	6,050	-51.8%
Interlibrary Loan Requests	879	2,007	16,176	43,427	-62.8%
TOTAL	14,513	20,778	257,076	333,131	-22.8%

*Questions taken by CPL staff only. As more partner libraries throughout Ohio sign on to provide the service, what had been CPL's disproportionate share as a provider will continue to diminish.

**CHANGES IN PERMANENT
COLLECTION**

	Monthly Total		Year-to-Date		YTD Gain/Loss
	2014	2013	2014	2013	
New Titles Added	5,012	5,801	69,742	71,378	-2.3%
Total Items Added	19,006	13,186	241,486	279,072	-13.5%

HOURS OPEN

	Monthly Total		Year-to-Date		YTD Gain/Loss
	2014	2013	2014	2013	
Main Library	200	192	2,390	2,408	-0.7%
Branches	5,751	5,526	68,442	68,901	-0.7%

Trends in circulation by format

In 2014, videos saw an appreciable decline from 2013. Magazines and audio formats continue their steady fall, mirrored in the Library resources devoted to their purchase.

