

CLEVELAND PUBLIC LIBRARY  
 Minutes of the Regular Board Meeting  
 May 21, 2020  
 Learning Commons                      Louis Stokes Wing  
 12:00 Noon

Present: Ms. Butts, Mr. Seifullah, Mr. Corrigan,  
 Ms. Rodriguez, Mr. Hairston, Mr. Parker

Absent: None

Ms. Rodriguez called the meeting to order at 12:15 p.m.

**Approval of the Minutes**

Ms. Rodriguez moved approval of the Regular Board Meeting of 4/16/20. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

**COMMUNICATIONS**

Director Thomas stated that there were no Communications to be acknowledged.

**PRESENTATION: Cleveland Public Library Reopening Plan -**  
 Director Felton Thomas

Director Thomas gave a presentation on Library's plan to reopen to the public and efforts to what we have done to prepare for the safety of our staff.

Director Thomas stated that staff has been working during the COVID-19 pandemic to provide services that the community needs. The Director referred to the April monthly statistics overview and noted that eCirculation including eBook, eAudiobook, eMusic, eVideo, and eMagazines totals over 64,000; Streaming Services totals 23,010; Virtual Reference including Email/LibAnswers and ASK CPL Live Chat totals 939; and New eCard Registrations total 383.

Director Thomas stated that, in addition, TechCentral staff have been working hard making over 2,000 face shields for the City's first responders and essential workers and will be making approximately 1,000 face shields for CMHA. Director Thomas acknowledged and thanked Suzi Perez, Manager and TechCentral staff for

REGULAR BOARD  
 MEETING OF  
 4/16/20;  
 Approved

the important work that they have done. At a future Board Meeting, the Director stated that he will share letters from the City of Cleveland and CMHA expressing their sincere appreciation for what the Library has done to help them stay safe.

Director Thomas acknowledged that Public Relations department for securing celebrities such as Tom Hamilton, Eric Gordon and sports stars to participate in Story Times for the Library's young readers.

Director Thomas stated that for the future, the OPS Department has come up with wonderful ideas about the services we are going to provide such as:

- Legal Aid at the Library - giving patrons the opportunity to call in to obtain free legal services.
- Health and Trauma Recovery with Metro Health - Director Thomas announced that Metro Health will be a major partner for the Library's health and safety issues;
- Free Online Tutoring for students

Director Thomas thanked Sadie Winlock, Chief Equity, Education & Engagement Officer, and her staff for all of their hard work to make sure that during the summer months the services that would usually be provided in person will now be provided online.

Director Thomas shared information on efforts the Library has been taking to bring our staff back with a PowerPoint on the Reopen Plan.

Director Thomas gave an overview of the COVID-19 Team and stated that they have been working on how we will make our buildings as safe as possible.

#### COVID-19 TEAM

Members: Lisa Malone, Sherry Parker, Tana Peckham, Oliver Reyes

Purpose: Examine and prepare the physical spaces of Cleveland Public Library for reopening, leveraging the Centers for Disease Control and Prevention (CDC) CDC cleaning and reopening guidance, mandates from state and local government agencies.

Note: Other teams are working on all staff, service model, or training related guidance.

Director Thomas stated that Oliver Reyes, Facilities Manager, was successful in securing the following cleaning products and Personal Protective Equipment (PPE) which should take the Library through the next four months:

- 1,000 cloth masks for staff use
- 60,000 surgical masks for staff use
- 50 face shields made in TechCentral for custodial staff use
- 50 touchless thermometers
- 2,000 boxes of latex-free gloves
- 900 gallons, hand sanitizer
- 40 funnels to refill 32oz. bottles with hand sanitizer
- 1 palette of disinfectant wipes plus 160 canisters
- 194 boxes of 200 alcohol wipes (packets)

Director Thomas stated that the following equipment is being considered as additional precautions to help keep staff and patrons safe. Some of the equipment will require testing.

- Washable keyboards will be installed at all patron computer stations
- Auto faucets and flush mechanisms for restrooms will be installed at five branches and Main Library staff restrooms when supplies are available:
- Martin Luther King, Memorial Nottingham, Rice, Rockport, and South Brooklyn • 100 hands-free door openers purchased to be installed on all restrooms and common area doors
- Plexiglass was installed on circulation desks at all locations.
- Water fountains will be shut off until further notice.
- Ionization models to be installed in air handlers of all Library locations with the initial five branches and Main as priority.
- UV lights will be purchased, one per branch, to be moved around branches and departments to help keep hard surfaces clean (not recommended for materials)
- Tennant cleaning machines: Purchasing five units to test
- Evaluating thermal imaging equipment

Director Thomas acknowledged Ms. Winlock for securing a partnership with Metro Health. Metro Health will provide the Library with a liaison for three months to work with the Executive Team to help with medical decisions that we will be required to make. In addition, Metro Health will provide a nurse who will be available to answer questions and provide training for Library staff.

Our staff and buildings will be provided with training, services and equipment needed so that they will feel comfortable in our buildings.

Director Thomas reviewed the following cleaning schedule and stated that the Custodial Procedures, C06-03 of the Library's Procedures Manual, and Custodial Manual were revised based on the latest OSHA and CDC cleaning guidelines\* and Ohio Department of Health (ODH) Responsible Restart Ohio mandates. These procedures will be updated as new information is received.

\*Note: OSHA follows CDC cleaning guidelines. Changes include but are not limited to:

- Hourly cleaning of high contact surfaces
- General cleaning and sanitizing of common areas every 1-3 hours
- Monthly deep cleaning of:
  - All carpets in all locations
  - Restrooms
  - Wiping down water fountains (only when they are turned back on)
  - Non-public floors - TBD? (dependent on materials handling process and services)
  - Test whether this is manageable and scalable based on the initial five branches

All staff are asked to contribute to the cleanliness of the Library and to help prevent the spread of COVID-19 by cleaning high contact surfaces in their work area:

- Community staff printer
- Computer keyboards and mouse
- Computer screens
- Desk
- Hard-backed chairs

- MFD's
- Non-public floors as needed
- Phone
- Remotes
- Shelves, and
- Tables/counter

Director Thomas stated that as we anticipate opening our book drops tentatively on June 1, the cleaning of materials is a consideration.

The COVID-19 Team evaluated the potential cleaning methods of materials: quarantine, UV lights, or liquid disinfectant. The team's recommendation to the reopening taskforce is that materials be quarantined for at least 72 hours, so that they can outline the appropriate materials handling process.

The COVID-19 Team will monitor a study being conducted by the Institute of Museum and Library Services, together with OCLC, Inc. and Battelle, a not-for-profit global research and development organization, on how to handle materials, training, and cleaning in support of safely reopening and sustaining operations under a COVID-19 reality.

Source information: Northeast Document Conservation Center · American Libraries Magazine

Director Thomas gave the following overview of signage:

May 26

Inside Signage

- Stanchion Sign

WELCOME to Cleveland Public Library THANK YOU for keeping the Library COVID-19 FREE or Show Your Library LOVE, please:

- Wear a mask to enter the Library today
- Use HAND SANITIZER upon entry
- Maintain a SAFE DISTANCE, 6-Feet
- NO CONGREGATING
- STAY HOME if you feel sick today
- If you do not / cannot comply, you will / may be asked to leave. We're all in this TOGETHER!
- Tabletop Signage THANK YOU for wiping down this area after each use

- THANK YOU for practicing SAFE DISTANCING
- Elevator signage (dots)

Phase 1: Curbside Service which will open on June 8

- Outside Signage
- Curbside Pick-Up via Car

Sandwich Board:

Walk-Up Signage

WALK-UPS: Please maintain a SAFE DISTANCE, 6-Feet

- Replace Drive Up Window sign @ Main
- Door Signage

Temporary Hours

- Closed Branches

Phase 2: When patrons can enter Library buildings

- Door Signage: TBD
- Inside Signage: Traffic flow floor graphics?

Director Thomas reviewed the following timeline:

- May 8th, Mandatory training for Custodians
- May 11th, Custodians return to work for deep cleaning.
- May 26th, All staff return to their agency, branch, or department at 50%
- On the first day returning to work staff will view SWO and MetroHealth Videos
- May 26th - June 5th Hours will be 10:00-2:00 on Mon-Thurs. Friday 10:00A.M-12:45P.M.
- (Training)
- Custodial Hours will be 8:00A.M. - 12:00P.M. Friday 10:00A.M. - 12:45P.M. (2 Hrs Cleaning before staff arrives)
- Technical Services: Group A: MW 9am - 1pm, TTh 2 - 6pm, F 2.75 hours online training
- Group B: MW 2 - 6pm, TTh 9am - 1pm, F 2.75 hours online training
- June 1st, Staff will resume answering phones at all locations
- June 8th, Curbside service will begin at Main and 5 branch locations

Phase 1, Locations for Curbside

- Drive-Up Window at Main
- Martin Luther King Jr. Branch

- Memorial-Nottingham Branch
- Rice Branch
- Rockport Branch
- South Brooklyn Branch
- Walk-up Curbside service in the front of the Louis Stokes Wing

Phase 1, Specifics of Curbside Service June 8, 2020  
Beginning on Monday, June 8th, Curbside Pickup will be available:

- Monday through Thursday, staff will work 10:00A.M. - 2:30 or 1:30-6:00
- Friday 2:00P.M. - 6:00P.M. Staffed by Managers, Pages, and Subs
- Hours for various agencies are subject to the needs of the specific administrative units
- Friday will continue to be a Training Day but the training will be shorter and must be completed by 6:00P.M. on Friday. 45 Minutes Total
- If a staff member cannot complete training at home they may go to their home location after discussing w/ manager
- The library will be closed on Saturday
- After first week of curbside service an analysis will be done to recommend if expansion of services can move forward
- Full PPT available regarding curbside service will be made available to ELT

Curbside Pick Up: Main

1. Drive-Up Window:
  - Pull up to the Drive-Up window
  - Show library staff your library card or photo ID through the window
  - When your ID is confirmed, staff will place your checkouts in the drawer for you to retrieve
  - For the safety of our patrons, No Walk-Thru at the Drive-Up window at this time
  - All items will be in plastic library bags.
2. Walk-Up Curbside (In front of LSW):
  - Call the library when you arrive and prepare to show a staff member your library card or photo ID.
  - When your ID is confirmed, please step back to the designated waiting area and a library staff member

will place your bag of checkouts on the pick-up table.

- Please allow the staff member to return to the branch before taking your items.
- All items will be in plastic library bags.
- If you have returns, please place them in the designated book drops.

#### Curbside Pick Up: Branches

1. Reserve your items online at [www.cpl.org](http://www.cpl.org) or on the phone. You will need your library card number. When your items become available you will be notified according to your account settings. You may then pick them up during the curbside hours. When you plan to pick up items, please call ahead and allow library staff 15-30 minutes to check out and prepare your items.
2. When arriving at the curbside location, park in one of the numbered spots and call the library location to let us know the number of your parking spot and your library card number. Please open your trunk or cargo area.
3. Please stay in your car and one of our staff members will approach your driver side window and ask you to show your library card or state ID through the closed window. Once your identity is confirmed, the staff member will place your holds in your trunk. Please allow the staff member to depart before exiting your car and shutting your trunk. SPS will be present to monitor operations of each transaction. SPS will serve as part of our complement. Two roaming cars will also be on the road.
4. If you are not in a car, call the library when you arrive and prepare to show a staff member your library card or state ID through the front door. When your ID is confirmed, please step back to the designated spot and the staff member will place the items on a table. Please allow the staff member to return to the branch before taking your items. All items will be in plastic library bags.

Director Thomas stated that Library is also working with the Union on the best way to provide services to the community while keeping staff and patrons safe.



After thanking Director Thomas for his presentation, Mr. Hairston stated it was important for us to be safe as we implement steps to open the Library.

**MOTION TO TEMPORARILY SUSPEND THE REGULATIONS**

Because the Joint Finance & Human Resources Committee Meeting was cancelled, Ms. Rodriguez 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. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

MOTION TO  
TEMPORARILY  
SUSPEND THE  
REGULATIONS

Approved

**FINANCE COMMITTEE REPORT**

Mr. Seifullah presented the following report.

Resolution to Accept Gifts for the Month of April

(See page 693)

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

RESOLUTION TO  
ACCEPT GIFTS  
FOR THE MONTH  
OF APRIL

Approved

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

WHEREAS, Attached to this Resolution are the Gift Reports itemizing the gifts received by the Library for the month of April of 2020; now therefore be it

RESOLVED, That the gifts described in the Gift Report for April of 2020 be accepted upon the conditions connected with said gifts in accordance with Section 3375.40(K) of the Ohio Revised Code.

Mr. Corrigan asked for clarification on the \$40,000 restricted gift for Tech Centers.

Carrie Krenicky, Chief Financial Officer, explained that the \$40,000 is from Best Buy through the Clubhouse Network.

Year 2021 Tax Budget

YEAR 2021  
TAX  
BUDGET  
Approved

(See page 694-701)

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

WHEREAS, **Ohio Revised Code** Section 5705.28 requires the Board of Library Trustees to submit its Tax Budget for Fiscal Year 2021 to the Board of the Cleveland Metropolitan School District on or before June 1, 2020; and

WHEREAS, **Ohio Revised Code** Section 5705.30 requires the Board of the Cleveland Metropolitan School District to adopt and submit the Library's Year 2021 Tax Budget to the County Fiscal Officer on or before July 20, 2020; and

WHEREAS, **Ohio Revised Code** Section 5705.281 permits the County Budget Commission to waive the filing of tax budgets provided Alternate Tax Budget Information forms are filed; and

WHEREAS, The Cuyahoga County Budget Commission has requested use of Alternate Tax Budget Information forms; and

WHEREAS, The financial needs of Cleveland Public Library from **Tax Sources** for Fiscal Year 2021 have been determined to be at least \$63,700,000; now therefore be it

RESOLVED, That the Year 2021 Tax Budget and Alternate Tax Budget Information Forms for Cleveland Public Library be presented to the Board of the Cleveland Metropolitan School District and the Cuyahoga County Budget Commission as required by **Ohio Revised Code**.

Carrie Krenicky, Chief Financial Officer, stated that attached to the resolution can be found the assumptions and background for the Library's 2021 Tax Budget.

Ms. Krenicky stated that the Tax Budget demonstrates what the Library needs from the tax levy and Public Library Fund. The Property Tax amount that we are requesting is \$40,700,000 and the Public Library Fund is

\$23,000,000. This is our estimated amount. The property tax is estimated from 100% of our collection rate. Our current collection rate is at 86.27%. Our estimated actual amount is a little over \$35,000,000.

Although this is a wish list that formally needs to be brought before the Board and before the CMSD on or before July 20, 2020.

Ms. Krenicky was available to answer any questions the Board may have had.

Resolution to Accept the State Library of Ohio LSTA Grant for the Ohio Center for the Book (OCFTB)

(See page 702)

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

WHEREAS, A grant of \$4,999 from Library Services and Technology Act (LSTA) FY 2019 funds has been approved for the Ohio Center for the Book/Cleveland Public Library, for the period of April 1, 2020 - September 30, 2020; and

WHEREAS, This special grant is a Services to Targeted Populations grant and will aid with Collection Development of the OCFTB circulating collection to increase diversity and inclusion and "fill in holes" in the collection along with Technology for recording audio and video at events as well as hosting Facebook Live, workshops, informational "training" videos/"podcasts" for public and library staff use; and

WHEREAS, On April 15, 2020, the Executive Director executed the agreement with the State Library of Ohio for the grant of \$4,999 for the Ohio Center for the Book for the period of April 1, 2020 - September 30, 2020; now therefore be it

RESOLVED, That the Board of Library Trustees hereby accepts the State Library of Ohio LSTA grant totaling \$4,999 for the Ohio Center for the Book (OCFTB) to be paid from LSTA FY 2019 funds for deposit into the Founders fund account 203042-42100-12937 (Federal Aid); and be it further

RESOLUTION  
TO ACCEPT THE  
STATE LIBRARY  
OF OHIO LSTA  
GRANT FOR  
THE OHIO  
CENTER FOR  
THE BOOK  
Approved

RESOLVED, That the Board of Library Trustees hereby ratifies the agreement entered into by the Library on April 15, 2020 and expresses its appreciation to the State Library of Ohio.

FOURTH  
AMENDMENT TO  
THE YEAR 2020  
APPROPRIATION  
Approved

Fourth Amendment to the Year 2020 Appropriation

(See pages 703-709)

Mr. Seifullah moved approval of the following resolution. Mr. Parker 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 2020 Appropriation Measure, which complies with the Amended Official Certificate of Estimated Resources received from the Cuyahoga County Budget Commission dated May 13, 2020; and

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

RESOLVED, That the sums indicated on the attached Fourth Amendment to the Year 2020 Appropriation Schedule be approved.

RESOLUTION  
TO RATIFY  
THE  
PURCHASE OF  
SURGICAL  
MASKS FROM  
WINZER  
Approved

Resolution to Ratify the Purchase of Surgical Masks from Winzer

(See page 710)

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

WHEREAS, In preparation for reopening the Library Facilities, and in accordance with the recommendations of the Ohio Department of Health, the Library Administration have determined that it is in the best interests of the Library that staff be provided with

surgical masks to reduce the risk of exposure to COVID-19; and

WHEREAS, Due to the high demand and low supply of personal protective equipment such as masks as a result of the COVID-19 pandemic, the Library Administration determined that the masks should be purchased as soon as possible to ensure that they arrive in time for when staff return to work; and

WHEREAS, The Property Management Department sought quotes from two separate suppliers, Winzer (\$1.20 per mask) and Digitalight Systems (\$1.55 per mask); and

WHEREAS, On April 17, 2020, the Library ordered 60,000 masks from Winzer for a total cost of \$72,156.71, including shipping, which the Property Management Department estimates that this supply of masks will be sufficient for approximately four months; now therefore be it

RESOLVED, That the Board of Library Trustees hereby ratifies the purchase of surgical masks made by the Library on April 17, 2020 from Winzer in the amount of \$72,156.71.

Resolution Selecting and Ranking Most Qualified Architect Firms and Authorizing Negotiation of Agreements with Top-Ranked Firms for Master Plan Projects Phase 1B

(See page 711)

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

WHEREAS, The Cleveland Public Library placed ads in the Cleveland Plain Dealer on June 19 and July 10, 2019 announcing its request for statements of qualifications from architectural/engineering firms for the implementation of Phase One of the Facilities Master Plan; and

WHEREAS, On August 2, 2019, the Library received statements of qualifications from 17 architectural/engineering firms; and

RESOLUTION  
SELECTING AND  
RANKING MOST  
QUALIFIED  
ARCHITECT  
FIRMS AND  
AUTHORIZING  
NEGOTIATION OF  
AGREEMENTS  
WITH TOP-  
RANKED FIRMS  
FOR MASTER  
PLAN PROJECTS  
PHASE 1B  
Approved

WHEREAS, A selection committee was formed to evaluate the statements of qualifications and to select architects for the first five branches in Phase 1 of the Facilities Master Plan, and this Board approved the selection committee's ranking and authorized contracts for the selected firms on August 29, 2019 and September 26, 2019, respectively; and

WHEREAS, The selection committee was reconvened to evaluate the statements of qualifications and to create a short list of firms that it considered the most qualified for the second group of branches in Phase 1 of the Facilities Master Plan. The short listed firms, in no particular order, are:

1. Bialosky and Partners, Architects, LLC and Robert P. Madison International, Inc.;
2. Bostwick Design Partnership, Inc. and Ubiquitous Design, LTD.;
3. CBLH Design, Inc.;
4. HBM Architects, Inc. and Prime AE Group, Inc.;
5. Moody Nolan, Inc.;
6. VOCON Partners, LLC;
7. Wanix Architects, L.L.C. and Williams Associates Architects, LTD; and
8. Whitley/Whitley, Architects and Planners, LLC.

;and

WHEREAS, On May 12, 2020, the selection committee interviewed the short listed firms who were not previously interviewed during the selection process for the first five branches of the current phase of the Facilities Master Plan and subsequently met to select no fewer than three firms that it considered most qualified for each of the following projects: 1) Brooklyn, major renovation and addition; 2) Eastman, refresh; 3) Fleet, renovation and addition; 4) Lorain, major renovation and addition; 5) Memorial Nottingham, new building at possible new location; 6) Rockport, new building; and 7) Sterling, renovation and addition; and

WHEREAS, The selection committee recommends ranking the firms in order of most qualified for each of the five projects as set forth in the table attached hereto as Exhibit "A"; now therefore be it

RESOLVED, That the Board of Library Trustees hereby accepts the recommendation of the selection committee, and announces the selection and ranking of the architectural/engineering firms as set forth in Exhibit "A"; and be it further

RESOLVED, That the Board authorizes the Executive Director, CEO or his designees, to enter into negotiations for an agreement for each of the five projects with the most qualified architectural firm in accordance with the requirements of Ohio Revised Code Section 153.69 which provides, among other things, that if the Library fails to negotiate an agreement with the highest ranked firm for a price that is fair and reasonable, it shall terminate negotiations with the highest ranked firm and enter into negotiations with the architectural firm ranked the second highest. This process shall be repeated again with the third ranked firm in the event negotiations fail with the second highest firm; be it further

RESOLVED, That upon completion of negotiations, the Executive Director shall submit the agreements to this Board for final approval.

Joyce Dodrill, Chief Legal Officer, stated that she was an observer for the selection process and noted that the Evaluation and Selection Team consisted of Harriette Parks, Sadie Winlock, Jean McFarren, Jasmine Sims, Kathleen Sonnhalter and Eric Herman.

Ms. Dodrill stated that 3 of the architects that were considered were new and were not architects that were a part of Group 1A. Of the 3 new architects, 2 were selected. All of them have good minority participation and many of them have partnered with minority firms.

Ms. Dodrill read the following selection of architects for each group of branches into the record:

**Brooklyn and Sterling Branches**

Most Qualified: VOCON  
 Second Most Qualified: Bialosky and Robert P. Madison,  
 International  
 Third Most Qualified: HBM

**Eastman and Fleet Branches**

Most Qualified: Moody Nolan

Second Most Qualified: VOCON  
 Third Most Qualified: Bialosky and Robert P. Madison,  
 International

**Lorain Branch**

Most Qualified: HBM  
 Second Most Qualified: VOCON  
 Third Most Qualified: Bialosky and Robert P. Madison,  
 International

**Memorial Nottingham Branch**

Most Qualified: Bialosky and Robert P. Madison,  
 International  
 Second Most Qualified: Bostwick and Ubiquitous  
 Third Most Qualified: Moody Nolan

**Rockport Branch**

Most Qualified: CBLH  
 Second Most Qualified: VOCON  
 Third Most Qualified: Moody Nolan

In response to Ms. Rodriguez' inquiry, Ms. Dodrill explained that most of the architects are based in Cleveland with the exception of one firm is Akron based and the other firm is from Columbus.

In response to Mr. Seifullah's inquiry, Ms. Dodrill stated that design will begin in the summer for some or all of the branches and we are not expecting completion of designs until the end of this year or next year.

Director Thomas asked Ms. Dodrill to explain why we are not delaying with the Facilities Master Plan until the Library is in a better financial position.

Ms. Dodrill explained that because the Library issued bonds for the funding of our Master Plan project, we are required by law under IRS regulations to spend down the proceeds within a five year period. We are actually required to spend down 85% of the bond funds within three years. If we are unable to complete that, we would have to obtain an extension of from three to five years. If we fail to meet those bond spend down requirements, we could look at our tax exempt bonds being declared taxable which would cost the Library substantially more money to pay back the bonds as well as possibly face some IRS sanctions.



Ms. Dodrill stated that it is very important that we keep the project moving and adhere to the very detailed bond spend down schedule. We are working hard to stay on top of this.

Mr. Hairston thanked Ms. Dodrill for her explanation and asked if the same applied to the construction of the Martin Luther King, Jr. branch project based on these issues.

In response, Ms. Dodrill stated that we must move along with construction after design has been completed for Group 1A buildings. Martin Luther King is a separate project. Although we do have bond money involved in that project, we are working with the Developer who has incurred a delay because of financing. We are currently delayed as we wait to hear from the Developers in terms of building apartments over our branch.

Mr. Hairston asked for an update on Detroit Shoreway.

Ms. Dodrill stated that we just learned that Detroit Shoreway did not get their housing finance tax credits and they will not be able to go forward this year with regard to the Walz branch mixed-use project. They are regrouping right now to determine what they are going to do to move forward. They do have the option of applying again next year but there is no guarantee that they would get the tax credits next year. We will be having conversations with our Board and Capital Committee about our recommendations whether we should move forward without them or wait.

In response to Mr. Seifullah's inquiry, Ms. Dodrill stated, that in regards to the Martin Luther King, Jr. project, the Developers will let us know by July 1, 2020, whether they will go forward with the apartments above the branch or not. We are hoping that they will come through with that.

Mr. Corrigan stated that we did a wonderful job on the inclusive invitation for people to submit qualifications for the architect and other aspects of the professional side of these capital projects and asked for the status of the diversity in minority and female businesses in the selection ranking.

Ms. Dodrill stated that all of the firms that were considered on the short list have good minority participation which was one of the qualifications.

Ms. Dodrill gave an overview of the firms that were actually selected as most qualified and noted that VOCON is a Female Business Enterprise; Moody Nolan is the largest African American architecture firm in the country.

Ms. Dodrill continued and stated that HBM has partnered with PRIME AE Group, Inc. from Akron and the principal of that firm is African American. PRIME AE Group has a good employment diversity and equity policy and implementation. Bialosky has teamed with Robert P. Madison, International. Robert Madison is an African American Minority Business Enterprise. Finally, CBLH has partnered with Perkins & Will who also have a good minority and female employee diversity policy inclusion and implementation.

Mr. Corrigan thanked Ms. Dodrill for her review and stated that although he was already informed, he wanted the record to reflect that information.

In response to Mr. Hairston's inquiry, Ms. Dodrill stated that the team of Bialosky and Robert P. Madison, International was selected to do the Walz Branch and the Memorial Nottingham Branch as well.

Resolution Selecting and Ranking Most Qualified Engineering Firms for Surveying and Testing and Authorizing Agreements with Top-Ranked Firm for Master Plan Project

After some discussion, Mr. Corrigan moved to amend the following resolution correcting the second RESOLVED clause changing the word "architect" to "engineering". Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

Mr. Corrigan moved approval of the following resolution as amended. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Cleveland Public Library placed an ad in the Cleveland Plain Dealer on March 6 and 13, 2020 announcing its request for statements of qualifications

RESOLUTION  
SELECTING AND  
RANKING MOST  
QUALIFIED  
ENGINEERING  
FIRMS FOR  
SURVEYING AND  
TESTING AND  
AUTHORIZING  
AGREEMENTS  
WITH TOP-  
RANKED FIRM  
FOR MASTER  
PLAN PROJECT  
Approved

from engineering firms to provide surveying, environmental assessments, geotechnical engineering, and other ancillary engineering services in connection with the first phase of the Library's Facilities Master Plan; and

WHEREAS, On April 15, 2020, statements of qualifications were submitted to the Library by the following engineering firms: CT Consultants, Inc., CTL Engineering, Inc., ECS Midwest, LLC, Professional Service Industries, Inc. d/b/a Intertek-PSI, The Mannik Smith Group, Inc, Soil and Material Engineers, Inc. and Terracon Consultants, Inc.; and

WHEREAS, A selection committee was formed to evaluate the statements of qualifications and to select no fewer than three firms that it considered most qualified. The selection committee met and selected the following three engineering firms it determined to be the most qualified: Intertek-PSI, The Mannik Smith Group, and Terracon; and

WHEREAS, On May 5, 2020, the evaluation committee interviewed all three top-ranked firms, and subsequently met to determine the most qualified amongst the top three; and

WHEREAS, The selection committee recommends that the top three firms be ranked in the following order with the first being the most qualified:

- 1) Professional Service Industries, Inc. d/b/a Intertek-PSI
- 2) Terracon Consultants, Inc.
- 3) The Mannik Smith Group, Inc.

;and

WHEREAS, The surveying, environmental, geotechnical, and other ancillary engineering services will be provided on an as-needed basis over the course of the first phase of the Facilities Master Plan, and in order to allow work to proceed as soon as possible, the Library Administration recommends that this Board authorize the Director to enter into a contract for such services in an amount not-to-exceed \$75,000; now therefore be it

RESOLVED, That the Board of Library Trustees hereby accepts the recommendation of the selection committee, and announces the selection of Professional Service Industries, Inc. d/b/a Intertek-PSI as most qualified, Terracon Consultants, Inc., as second most qualified, and The Mannik Smith Group, Inc. as third most qualified; and be it further

RESOLVED, That the Board authorizes the Executive Director, CEO or his designees, to enter into negotiations for an agreement with the most qualified **architectural** firm in accordance with the requirements of Ohio Revised Code Section 153.69 which provides, among other things, that if the Library fails to negotiate an agreement with the highest ranked firm for a price that is fair and reasonable, it shall terminate negotiations with the highest ranked firm and enter into negotiations with the architectural firm ranked the second highest. This process shall be repeated again with the third ranked firm in the event negotiations fail with the second highest firm; be it further

RESOLVED, That, upon completion of negotiations, this Board authorizes the Executive Director, CEO or his designee to enter into an agreement with the firm selected as described above in an amount not-to-exceed \$75,000 for surveying, environmental, geotechnical, and other ancillary engineering services in connection with the first phase of the Facilities Master Plan, which amount shall be charged to which expenditure shall be charged to Construction Tax Exempt fund account 402xxx05-55300 (Construction/Improvements), where xxx = branch/department, and which agreement shall be subject to the approval of the Chief Legal Officer.

Resolution Authorizing Agreement for Land Acquisition Services for Master Plan Project

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

WHEREAS, On April 18, 2019, the Board of Library Trustees approved the selection of the branches in Group 1 of the Master Plan, and authorized the Library Administration to explore the acquisition of property necessary to construct or expand the Woodland branch and other branches; and

RESOLUTION  
AUTHORIZING  
AGREEMENT  
FOR LAND  
ACQUISITION  
SERVICES FOR  
MASTER PLAN  
PROJECTS  
Approved

WHEREAS, The Library Administration has identified 50 parcels of property it needs to acquire in order to build or expand the Hough, Rockport, West Park, Woodland, and Collinwood branches. Forty-four (44) of the parcels are owned by the City of Cleveland Land Bank, and six (6) parcels are owned by private property owners; and

WHEREAS, In order to manage the coordination and implementation of due diligence investigations and testing prior to acquisition of each parcel, the title work and conveyance of the parcels, and the re-platting and consolidation of the parcels, the Library Administration determined that it is necessary to obtain the services of a real estate firm to supplement the staff of the Library Administration and have obtained proposals from two real estate firms, Allegro Realty Advisors, Ltd. and CBRE Inc., and from the Burten Bell Carr Community Development Corporation with regard to acquisition of the privately owned parcels only; and

WHEREAS, CBRE Inc. submitted the lowest cost proposal, which included a fee of \$5,000 per month for all services concerning the City of Cleveland owned Land Bank parcels over a period of four (4) months, plus a fifth extra month at no charge in the event work is not completed by the end of four months (\$20,000); \$600 per parcel for a Broker's Opinion of Value (\$30,000); and \$2,000 per parcel owner for the privately owned parcels (\$8,000, and \$1,000 for expenses), for a total amount not-to-exceed \$59,000; now therefore be it

RESOLVED, That the Board of Library Trustees hereby approves the selection of CBRE Inc. to provide real estate services as described in this Resolution for the acquisition of the property necessary for Group 1 buildings in the Master Plan Project, and further authorizes the Director to enter into an agreement with CBRE in an amount not-to-exceed \$59,000, which expenditure shall be charged to Construction Tax Exempt fund account 402xxx05-55300 (Construction/Improvements), where xxx = branch/department, and which agreement shall contain such additional terms and conditions as are approved by the Chief Legal Officer.

Mr. Hairston asked for an update on the Woodland Branch and the City's cooperation regarding the Library acquiring Land Bank parcels.

Ms. Dodrill stated that there are 50 parcels that the Library is trying to acquire and 44 of them are Land Bank parcels. We presented a proposal to the City whereby we would not have to pay for those parcels in exchange for our Hough Branch property. Although they are considering this, the Land Bank does not traditionally accept property with structures existing on it. We have a phone call scheduled with the Land Bank next week to try to sort through how we are going to achieve this.

Ms. Dodrill stated that our applications for the Land Bank parcels are pending and there are no reasons for them not to be approved. We are waiting for the determination of the amount we will have to pay for the Land Bank parcels.

In response to Mr. Hairston's inquiry, Ms. Dodrill stated that there should be no delay in construction. This is why the Library has engaged an outside real estate firm to assist us with the acquisitions and keep us on schedule.

Director Thomas stated that Burten, Bell Carr Development, Inc. serves the Woodland area and has worked closely with Councilwoman Phyllis Cleveland.

Director Thomas asked Ms. Dodrill to share background the selection of proposals for land acquisition relative to Burten, Bell, Carr.

Ms. Dodrill explained that the Library obtained proposals from not only CBRE and Allegro Realty, we also asked Burten, Bell, Carr if they would be able to assist us with the acquisition of the six private parcels. Burten, Bell, Carr does provide those services and submitted a quote that they would charge us \$5,000 per parcel to assist us with the acquisition totaling \$30,000 for the six parcels. In comparison, CBRE was only going to charge us \$8,000 total. This is why we recommended CBRE because this is a savings to the bond fund as this money is being paid out of the bond fund. We thought that this decision was the most financially responsible recommendation to make to the Board.

In conclusion, Ms. Dodrill stated that it was important to bring this to the Board's attention that Burten, Bell, Carr did provide us with that proposal.

Resolution Appointing Authorized Agent for FEMA Public Assistance Grant Program

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

WHEREAS, The Cleveland Public Library is applying to the Federal Emergency Management Agency for a grant under FEMA's Public Assistance Program in accordance with the President's COVID-19 Emergency Declaration; and

WHEREAS, In accordance with section 502 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act, 42 U.S.C. 5121-5207 (the "Stafford Act"), eligible emergency protective measures taken to respond to the COVID-19 emergency may be reimbursed under Category B of FEMA's Public Assistance program at a 75 percent federal cost share; and

WHEREAS, In order for a local government entity such as the Library to apply for the grant funds, it must appoint an Authorized Agent to execute an application and agreement containing representations and certifications of the local government, and to act as the main contact for Ohio EMA, being responsible for all grant administration, ensuring work completion, maintaining documentation and ensuring all reporting requirements are met; now therefore be it.

RESOLVED, That the Board of Trustees of the Cleveland Public Library hereby appoints Laura Armstrong, Financial Services Manager and Deputy Fiscal Officer, to sign all documents, applications and agreements, and in all ways act as the Authorized Agent relative to the Public Assistance Grant Program for FEMA-DR-4507-OH.

Carrie Krenicky, Chief Financial Officer, stated that we have submitted our request for public assistance and we are expecting to get some Federal assistance with some of the expenditures that we are making for the COVID-19. Laura Armstrong, Financial Services Manager and Deputy Fiscal Officer, has been in charge of the project and with our Finance team and has been doing a good job. Therefore, Ms. Armstrong is highly recommended for this appointment.

RESOLUTION  
APPOINTING  
AUTHORIZED  
AGENT FOR FEMA  
PUBLIC  
ASSISTANCE  
GRANT PROGRAM  
Approved

**FISCAL OFFICER'S  
REPORT**

Submitted

Fiscal Officer's Report

(See pages 712-723)

**REPORT ON  
INVESTMENTS**

Submitted

Report on Investments

(See pages 724-725)

**REPORT ON  
CONFER. & TRAVEL  
EXPENDITURES**

Submitted

Report on Conference and Travel Expenditures

(See page 726)

**REPORT ON  
EXPENDITURES  
MADE FROM THE  
OWNER'S  
CONTINGENCY FUND  
FOR SOUTH BRANCH  
RENOVATION  
PROJECT**

Submitted

Report on Expenditures Made from the Owner's Contingency  
Fund for South Branch Renovation Project

(See page 727)

Report on Expenditures Made from the Owner's Contingency  
Fund for Safe, Warm and Dry Construction Project

(See pages 728-734)

**REPORT ON  
EXPENDITURES  
MADE FROM THE  
OWNER'S  
CONTINGENCY FUND  
FOR SAFE, WARM  
AND DRY  
CONSTRUCTION  
PROJECT**

Submitted

Report on Expenditures Made from the Owner's Contingency  
Fund for Eastman Reading Garden

(See page 735)

Report on Expenditures Made to Business Smarts Over the  
Last Five Years

(See page 736)

**REPORT ON  
EXPENDITURES  
MADE FROM THE  
OWNER'S  
CONTINGENCY FUND  
FOR EASTMAN  
READING GARDEN**

Submitted

**HUMAN RESOURCES COMMITTEE REPORT**

Mr. Hairston presented the following report.

**AMENDED REGULAR  
EMPLOYMENT  
REPORTS,  
FEBRUARY AND  
MARCH**

Approved

Amended Regular Employment Reports, February and March

(See pages 737-779)

Mr. Hairston moved approval of the Amended Regular Employment Reports, February and March. Mr. Corrigan seconded the motion, which passed unanimously by roll call vote.

In response to Trustee Hairston's inquiry, Lynn Sargi, Chief Talent Officer, explained that because of some



omissions and errors, these amended Regular Employment Reports for February and March are being submitted with corrections for personnel actions taken in those respective months so that they are accurately reflected in the record.

Mr. Hairston thanked Ms. Sargi for her explanation.

Regular Employment Report for April

(See page 780)

Mr. Hairston moved approval of the Regular Employment Reports. Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

Retirement Resolution: Ronald Antonucci

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

WHEREAS, throughout his career Ronald Antonucci has worked tirelessly to promote the value of libraries;

WHEREAS, Ronald Antonucci has served with distinction for 14 years and plans to retire on March 31, 2020;

RESOLVED, that the Cleveland Public Library on behalf of its Board of Trustees, patrons, and staff recognize Mr. Antonucci for his achievements and contributions to the world of libraries;

RESOLVED, that the Cleveland Public Library express its appreciation and gratitude for those achievements and contributions and wishes Mr. Antonucci well in all the years to come and looks forward to his continued interest in and support of libraries.

Retirement Resolution: Rodney Lewallen

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

WHEREAS, throughout his career Rodney Lewallen has worked tirelessly to promote the value of libraries;

REGULAR  
EMPLOYMENT  
REPORT FOR  
APRIL  
Approved

RETIREMENT  
RESOLUTION:  
RONALD  
ANTONUCCI  
Approved

RETIREMENT  
RESOLUTION:  
RODNEY  
LEWALLEN  
Approved

WHEREAS, Rodney Lewallen has served with distinction for 31 years and plans to retire on March 31, 2020;

RESOLVED, that the Cleveland Public Library on behalf of its Board of Trustees, patrons, and staff recognize Mr. Lewallen for his achievements and contributions to the world of libraries;

RESOLVED, that the Cleveland Public Library express its appreciation and gratitude for those achievements and contributions and wishes Mr. Lewallen well in all the years to come and looks forward to his continued interest in and support of libraries.

In response to Trustee Hairston, Director Thomas stated that when staff return, we will find a way to express our gratitude for their dedicated service to the Library.

Mr. Corrigan requested that in the future, retirement resolutions should reflect the employee's last position held at the Library.

Director Thomas stated that Ron Antonucci was the Social Sciences Supervisor in The Sports Research Center and Rodney Lewallen was Library Assistant Adult Emphasis at Fulton Branch.

Resolution to Approve Application for SharedWork Ohio and to Authorize Salary Reductions

Before considering the Resolution to Approve Application for SharedWork Ohio and to Authorize Salary Reductions, Director Thomas, gave a PowerPoint presentation on why we considered SharedWork Ohio and noted the following:

**CPL Budget planning for possible reductions up to \$9m**

- Individuals, businesses, governments, and organizations across the country are feeling the effects of COVID-19.
- Governor DeWine has been very transparent about the effects on the state budget.
- We anticipate a reduction in the state's Public Library Fund (PLF) by ~20-25%.
- We have identified ways to reduce our costs by \$6 million by instituting a hiring freeze for non-critical positions, reducing our collections spending

RESOLUTION  
TO APPROVE  
APPLICATION  
FOR  
SHAREDWORK  
OHIO AND TO  
AUTHORIZE  
SALARY  
REDUCTIONS  
Approved

and operating expenditures, and utilizing our unencumbered balance.

- We continue to look for ways to reduce costs as we look towards the summer months and we continue to plan for a possible 30-35% PLF reduction along with a 10% reduction in property taxes (an estimated additional \$2.7 million).

Director Thomas stated that after discussions with the Union, it was decided that SharedWork Ohio was the best solution. The Library could find significant reductions in costs and staff could avoid layoffs and furloughs.

Director Thomas stated that the Library has submitted an application to participate in SharedWork Ohio and we are hoping to receive confirmation very soon. Our hope is to move out of Administrative Close and move forward with SharedWork Ohio at the beginning of the next pay period.

Lynn Sargi, Chief Talent Officer, gave an overview of SharedWork Ohio and noted the following points:

- Layoff aversion program administered by the Ohio Department of Job and Family Services (ODJFS).
- Several Ohio libraries are also taking this approach.
- Application pending - effective 5/24/2020.
- CPL pays employees for 50% of their hours; ODJFS pays unemployment for the remaining 50% of hours.
- Most employees will financially benefit - because CARES Act provides an additional \$600 per week unemployment benefit through 7/25/2020.
- CPL maintains health and other insurance benefits as if employees were working.

Ms. Sargi explained in detail, examples of two employee scenarios and the benefit of their participation on SharedWork Ohio:

	<b>Employee A</b>	<b>Employee B</b>
	\$40,000 Annual Salary No dependents	\$75,000 Annual Salary 1-2 dependents
Weekly earnings (annual salary divided by 52 weeks)	\$769	\$1,442
50% of weekly	\$385	\$721

earnings -Library pays		
Unemployment benefit	\$385*	\$582*
50% of unemployment benefits)	\$193	\$291
CARES Act (\$600 per week)	\$600	\$600
Total weekly earnings	\$1,178	\$1,612
Estimated amount greater than normal weekly earnings	\$409	\$170

Ms. Sargi stated that if an employee makes less than \$87,700 per year, the employee ultimately benefits from participating in SharedWork Ohio with the benefits of the CARES Act.

Ms. Sargi stated that although there may be lag time in receiving benefits, they will be received retroactively and the employees will have no loss of income.

Ms. Sargi continued her presentation and noted the following:

**Participation**

- 650 total CPL employees
- Majority of bargaining and non-bargaining employees are participating in SWO at 50%
- 10 employees are participating in SWO at 20%
- 50 employees - both non-bargaining and some SEIU - are not participating because they must work full time to ensure key Library operations continue Such as administering the SWO program, re-opening planning and preparation, and CLEVNET services.
- All non-bargaining employees who are not participating in SWO who earn over \$87,700 will take a 5% pay cut (including all ELT); the Director will take a 10%pay cut.

Mr. Corrigan noted that until now, not everyone has been required to work full hours and there has been no impact on pay through May 24, 2020.

Ms. Sargi agreed and stated that for the first month or so, we operated under the Special Close Policy and since then, we have operated under our Administrative Close

Policy that the Board approved at their Regular Board Meeting in April 2020.

Mr. Hairston stated that it has been reported around the nation, that is very difficult for some people to return to work because they are making more money being unemployed than while working. In addition, some employees may be concerned about their safety returning to work.

Mr. Hairston asked Ms. Sargi to share information on the types of training Library employees will receive upon returning to work.

Ms. Sargi stated that with the help and partnership of Metro Health, managers will begin training tomorrow. Information will be shared on safe work procedures such as how to appropriately put on and take off gloves and face masks; how to use thermometers; and other safety related items previously referenced by the Director. When employees return to work, they will receive the same training.

In addition, Ms. Sargi stated that when approval is received by ODJFS, very comprehensive materials have been prepared and distributed to employees that will walk them through an overview of SWO, the application process, and explain ongoing reporting responsibilities. On Tuesday, a presentation will be available for employees that contains similar information. On Wednesday and Thursday, four live remote Q&A sessions will be held providing employees the opportunity to log in and participate and ask questions regarding SWO.

Ms. Butts asked for information on the response time for anyone applying for SWO.

In response, Ms. Sargi stated although she has not heard of an estimate of response time, ODJ has already waived the one week waiting period.

Director Thomas stated that CCPL started their SWO program and employees began to receive money right away.

Ms. Sargi stated that as a part of the SWO application process, ODJFS already has employees' names, Social Security numbers, etc. When employees go to set up

their accounts and apply, they will already be recognized as an SWO participant as a part of CPL.

Ms. Rodriguez thanked Ms. Sargi for her thorough presentation and hard work.

Mr. Hairston stated that it has been very important that our employees are taken care of and hopes that employees understand the time and dedication required to reach this solution for the sustainability of our Library.

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

WHEREAS, Due to the economic effects of the COVID-19 pandemic, the Library anticipates a reduction in the State's Public Library Fund by approximately twenty to twenty-five percent and have identified ways to reduce costs by \$6 million by instituting a hiring freeze for all non-critical positions, reducing our collections spending, and utilizing our unencumbered fund. Library Administration continues to look for ways to reduce costs as we look towards the summer months and continue to plan for a possible 30-35% PLF reduction along with a 10% reduction in property taxes; and

WHEREAS, The Library's salaries and benefits amount to approximately 65% of the Library's annual budget, and the Library Administration have carefully examined the various options of reducing staff costs, including furloughs, layoffs, and participation in the Ohio Department of Jobs and Family Services' (ODJFS) SharedWork Ohio (SWO) layoff aversion program; and

WHEREAS, Under the SWO program, a participating employer reduces affected employees' hours by ten to fifty percent of their normal weekly hours for up to 52 weeks and ODJFS provides eligible employees with unemployment insurance benefits proportionate to their reduction in hours. Additionally, employees receiving unemployment benefits from ODJFS are eligible to receive the \$600 per week federal unemployment benefit authorized by the CARES Act; and

WHEREAS, The Library Administration recognize that all of the options under consideration involve sacrifice on the part of Library staff and have determined that

participation in the SharedWork Ohio program would be least detrimental to Library staff while also addressing the Library's current economic needs; and

WHEREAS, On May 1, 2020, the Library submitted applications to ODJFS to participate in the SWO program. If approved, the Library's participation in the program would begin on May 24, 2020, and most Library staff would have their hours reduced by 20 to 50%. The Library would maintain full benefits for all affected staff until at least July 31, 2020; and

WHEREAS, The Library Administration have determined that approximately 52 of the Library's 648 employees cannot feasibly participate in the SWO program because they must continue to work full-time hours in order to ensure that key Library operations continue. The Library Administration recommends that such non-bargaining unit staff whose salaries are greater than \$87,700 receive a temporary, off-step salary reduction of 5% commencing on May 24, 2020 and continuing until at least July 31, 2020; and

WHEREAS, The Executive Director, CEO recognizes the sacrifices being made by Library staff and has agreed to a temporary salary reduction of 10% commencing on May 24, 2020 and continuing until at least July 31, 2020; and

WHEREAS, The Library Administration recommend that the Executive Director, CEO be given authority to terminate and/or extend both the Library's participation in the SWO program and the salary reductions set forth in this Resolution when he determines that doing so is in the best interests of the Library; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library hereby approves the Library's applications for participation in the SharedWork Ohio program submitted by the Library to the Ohio Department of Jobs and Family Services on May 1, 2020 and which are on file with the Chief Talent Officer; be it further

RESOLVED, That the Board of Trustees of the Cleveland Public Library approves a temporary, off-step salary reduction in the amount of 5% for those non-bargaining unit staff not participating in the SharedWork Ohio program and whose salaries are greater than \$87,700 and

directs the Payroll Department to reduce the Executive Director, CEO's salary by 10% commencing on May 24, 2020 and continuing until at least July 31, 2020; be it further

RESOLVED, That the Board of Trustees of the Cleveland Public Library authorizes the Executive Director, CEO to terminate and/or extend both the Library's participation in the SharedWork Ohio program and the salary reductions as approved in this Resolution upon determination by the Executive Director that doing so is in the best interests of the Library.

Resolution Ratifying Agreement with Laborers  
International Union of North America Local 860 for  
January 1, 2020 through December 31, 2022

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

WHEREAS, The Cleveland Public Library and Laborers International Union of North America, Local 860 ("Local 860") have arrived at a tentative Collective Bargaining Agreement for the period commencing on January 1, 2020 and terminating on December 31, 2022; and

WHEREAS, The Cleveland Public Library and Local 860 negotiated the agreement using traditional bargaining, and the membership of Local 860 ratified the agreement on May 5, 2020; and

WHEREAS, The agreement provides for annual pay increases of two and one half percent during each year of the agreement as well as ratification bonuses in the amount of \$1,000 for full-time staff and \$500 for part-time staff; and

WHEREAS, The agreement also provides for lower starting pay for new hires and eliminates the five percent premium pay under the previous agreement. The premium pay will instead be replaced with annual supplemental pay for the ten officers who had received the most premium pay, and this amount will be reduced annually for the duration of the contract; and

WHEREAS, Other salient changes under the agreement include an option for employees to convert unused sick

RESOLUTION  
RATIFYING  
AGREEMENT  
WITH LABORERS  
INTERNATIONAL  
UNION OF  
NORTH AMERICA  
LOCAL 860 FOR  
JANUARY 1, 2020  
THROUGH  
DECEMBER 31,  
2022

Approved



time to cash, the designation of the day after Thanksgiving as a special closing in lieu of Columbus Day, and payment by the Library of fifty percent of the premium cost for single coverage under the Library's healthcare plans for part-time regular employees; and

WHEREAS, The Board of Trustees of the Cleveland Public Library expresses its gratitude for the hard work performed by parties on both sides of the table to reach this agreement; therefore be it

RESOLVED, That the Cleveland Public Library Board of Trustees approves and accepts the Collective Bargaining Agreement in the form ratified by Local 860; and be it further

RESOLVED, That such Collective Bargaining Agreement shall be in effect upon the adoption of this Resolution and shall cover the time period commencing January 1, 2020 and ending December 31, 2022; and be it further

RESOLVED, The Executive Director, CEO or his designee(s) are authorized to execute the three year agreement with Laborers International Union of North America, Local 860.

Lynn Sargi, Chief Talent Officer, stated that this resolution addresses the adoption of a collective bargaining agreement for the period January 1, 2020 through December 31, 2022, between the Library and Local 860.

Ms. Sargi stated that both sides are very pleased with the results of the negotiation which were challenging. Unfortunately, Local 860 lost their lead counsel suddenly and tragically in February. By the time we were able to resume negotiations in March, all of our sessions were held remotely.

Ms. Sargi stated that Local 860 voted to ratify their contract on May 5, 2020. The highlights of the contract are listed in the resolution which include the following:

- 2.5% increase for each of the three years of the contract
- the elimination of premium pay over the term of the contract

- a sick leave conversion program
- an increase of 50% for the employer contribution for single health insurance
- ratification bonuses identical to what was negotiated with SEIU

Ms. Sargi stated that Local 860 also agreed to the Friday after Thanksgiving in lieu of Columbus Day. A revised holiday calendar will come before the Board in June.

REPORT ON PAID  
SICK TIME  
Submitted

Report on Paid Sick Time

(See page 781)

EMPLOYEE  
DEMOGRAPHICS  
(EEO-4) REPORT  
Submitted

Employee Demographics (EEO4) Report

(See page 7782)

INSURANCE  
SUMMARY  
REPORT  
Submitted

Insurance Summary Report

(See page 783)

**COMMUNITY SERVICES**

Mr. Corrigan submitted the following report.

MONTHLY  
ACTIVITY  
REPORT  
Submitted

Monthly Activity Report

(See page 784)

Mr. Corrigan stated that the monthly activity report usually includes circulation information on physical materials; this was unnecessary for this reporting period. This report includes information on the following virtual activity: Electronic Media Circulation, Streaming Services, Virtual Reference, Virtual Programming and New Registrations of eCards.

Mr. Corrigan stated that although the Library was not technically open and our doors were closed, our services have continued. Mr. Corrigan referenced the new Ask CPL Live Chat and advised that service to be more publicized.

Finally, Mr. Corrigan commended Library staff for making our virtual existence in the community steady.

Building Status Update

**BUILDING STATUS  
UPDATE**  
Presented

Mr. Corrigan thanked staff for all of their hard work to prepare the Library for reopening during COVID-19.

Jean McFarren, Collection Services Director, stated that staff have been working diligently to advance the Phase 1A building projects. Ms. McFarren acknowledged and thanked the following for moving the projects forward and helping to meet spend down requirements:

- Eric Herman, Capital Projects Manager
- Kathleen Sonnhalter, Capital Projects Manager
- Jasmine Sims, Operations Project Coordinator

Ms. McFarren gave an update on the following Phase 1A projects:

**Hough Branch** - This is a \$4.9 project and the Library is working with Moody Nolan. We have moved from the conceptual design phase to the schematic design. We have been working with the East 66<sup>th</sup> Street TLCI group to make sure that the goals for the branch are in alignment with the goals for the community.

**Jefferson Branch** - This is a \$2 million project and we are working with Williams and Wanix Architects. We are in the conceptual design phase and working through some details.

**Martin Luther King, Jr. Branch** - As Joyce Dodrill, Chief Legal Officer, previously reported, we are in a holding pattern until we receive confirmation from the Developer whether or not apartments will be built above the branch. After receiving notification, we will reassess as necessary.

**Walz Branch** - As previously reported by Ms. Dodrill, Detroit Shoreway did not receive their funding. We will look to see how will proceed. Although we are currently in schematic design phase for the branch, we will need to assess depending on what happens with our partner.

**Woodland Branch including Central Distribution Facility & Book Storage** - We are working with Bostwick and Ubiquitous Design on this \$14.8 million project. We are still in a site plan phase. This project is being designed to work even if we do not acquire the privately

owned parcels that we are hoping to get. If we do acquire those parcels it will enhance the campus feel of the project. Therefore, we are preparing a Plan A and Plan B, in case we are unable to get the privately owned parcels and how we can incorporate them into the campus if we should get them. Ms. McFarren stated that there is a task force working on the Central Distribution Facility portion of this project which is moving forward.

Ms. McFarren was available to answer any questions the Board may have had.

Mr. Corrigan thanked Ms. McFarren for her update.

**ADVOCACY  
TASKFORCE  
UPDATE**

Presented

Advocacy Taskforce Update

Shenise Johnson Thomas, Chief of External Relations and Development, stated that she is in constant communication with Timothy Cosgrove and Bricker & Eckler regarding our efforts as we continue to engage people in our work such as virtual story times and other programmatic efforts.

**FOUNDATION  
UPDATE**

Presented

Foundation Update

Mr. Corrigan stated that we are in the process of studying questions about a long term capital campaign and future updates will be provided when they come available.

**DIVERSITY,  
EQUITY &  
INCLUSION  
UPDATE**

Presented

Diversity, Equity & Inclusion Update

Mr. Corrigan stated that this phase of the roll out of our Capital Plan reflects that Library commitment to diversity, equity and inclusion and thanks Ms. Winlock and staff for their hard work in this area.

Sadie Winlock, Chief Equity, Education & Engagement Officer, stated that she met with the Supplier Diversity Council on May 14, 2020. The discussion included but was not limited to the following topics:

- The Library's current processes that is to increase minority business engagement
- Finance team is building a purchasing guidelines manual
- New vendor packet

- How we have been utilizing the City's Minority Small Business data base as a resource
- Ways to engage minority small businesses for procurement opportunities under \$50,000
- Consolidating the approximately 4-5 lists
- Utilizing or adopting the certifications established by the City, County and other organizations and not creating another certifications process
- Developing a registration process to enroll and grow our own data base of minority business and utilizing other organizations to help us build our data base
- Developing a "How To Do Business With CPL" brochure that includes registration process information; including "How To Do Business With CPL" on the Library's website
- Developing through a partnership training and education to support small businesses back offices or other areas of needs to increase capacity of doing business with the Library and other organizations; identify other organizations already in this space so that we are not recreating the wheel but partnering with them to offer these opportunities through CPL
- Developing our own infrastructure to be able to engage and increase small business relationships; determine what we need to collect and track and measure inputs, outputs and outcomes

Ms. Winlock stated that she will continue to update the Board as we move forward.

Mr. Hairston stated that Greater Cleveland Partnership annually sends out the D&I Assessment as an evaluation tool so that businesses and organizations can examine their own diversity and inclusion efforts.

Ms. Winlock stated that the Library continues to participate in that assessment and has submitted our responses approximately 30 days ago. Ms. Winlock stated that last year, we used that assessment tool to build our strategic plan around diversity, equity and inclusion. We continue to partner with Greater Cleveland Partnership in this effort and use the assessment tool to measure ourselves as we move forward in this work.

In response to Mr. Hairston's inquiry, Ms. Winlock stated that it is important to consider that the Library is very diverse as we have diverse representation at every level of the organization. We are now looking at how we can be inclusive in the way we do business. We are, however, demonstrating that in our Master Plan engagement and we are now looking at procurement.

In conclusion, Ms. Winlock stated she is very pleased with our progress.

Director Thomas stated that at the last Board Meeting, Mr. Hairston asked for a report on Business Smarts which Ms. Krenicky, Chief Financial Officer, has made available. Director Thomas explained that it is not just about one business. We plan to examine the process on how businesses are selected.

Mr. Hairston stated that the good word is out in the community about how the Library is moving forward on the policies we have adopted.

#### **OLD BUSINEES**

Ms. Rodriguez stated that there were no items of Old Business to discuss.

#### **NEW BUSINESS**

Mr. Corrigan presented the following item of New Business.

#### **Resolution Commemorating the Life of Frances E. Hunter**

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

WHEREAS, Frances E. Hunter distinguished herself as an educator, administrator, mentor, and community leader, whose passion for the arts made a lasting impact on Cleveland Public Library and her beloved Collinwood neighborhood; and

WHEREAS, During her service on the Board of Trustees of the Cleveland Public Library from 1990 to 2003, Frances

RESOLUTION  
COMMEMORATING  
THE LIFE OF  
FRANCES E.  
HUNTER  
Approved

Hunter played a pivotal role in this important chapter in the Library's history with the passage of the \$90 million bond issue, the construction of the Louis Stokes Wing and Lake Shore Facility, the renovation of the Main Library Building and Eastman Reading Garden, the commissioning of public art for these spaces, minority participation in these projects, and the appointment of Andrew A. Venable, Jr., the Library's first African American director; and

WHEREAS, Her fellow trustees elected Mrs. Hunter as President of the Board for three consecutive years (1993-1995) during which time she led the Library with a gracious manner and a warm smile, but also with a clarity of vision and a firmness of purpose that would surprise those who mistook her kindness for weakness or her gentleness for a lack of resolve; and

WHEREAS, Those who had the honor and pleasure of knowing Frances Hunter will remember her as a woman of exceptional intelligence, empathy, and generosity of spirit—a true leader whose humility inspired the best in others; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library expresses its gratitude at the memory of this remarkable woman, and that a copy of this resolution be sent to the family of Frances E. Hunter, as an expression of sympathy from this Board.

Various Trustees shared memories about Ms. Hunter including her many contributions to the Library Board of Trustees.

### **DIRECTOR'S REPORT**

Director Thomas presented the following report.

#### **Strategic Plan**

##### **Our Mission:**

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

**DIRECTOR'S  
REPORT**  
Presented

**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

**PUBLIC SERVICES**

Out an abundance of care for its staff and patrons and to prevent the spread of COVID-19, the Cleveland Public Library closed to the public at the end of the day, Friday, March 13, 2020. As of the end of May 2020, the Library remained closed to the public.

**Programs and Events****Census Day - April 1<sup>st</sup>**

To celebrate National Census Day on April 1<sup>st</sup>, Interim General Research Collections Manager Sarah Dobransky recorded a video of the United States Census Bureau's activity book for children, *Everyone Counts*. Ms. Dobransky completed the activities as part of an online story time series available on the Library's YouTube page.

**On-Line Book Discussions**

From March 26th through April 30th, Literature/Ohio Center for the Book Manager Don Boozer and OCFTB Scholar-in-Residence Valentino Zullo moderated six (6) online book discussions via Zoom. Various comics - print, downloadable, and online - were discussed, and, on several occasions, the creators themselves responded to social media posts.

**Virtual Story Time**

Youth Services Manager Annisha Jeffries prepared book recommendations for the Marketing Department for upcoming Virtual Storytime's featuring Cleveland Public Library staff, local government officials, and local celebrities.

**Facebook Live Program**

Assistant Director of Public Services Robin Wood and Interim General Research Collections Manager Sarah Dobransky hosted a Facebook Live Event on May 1<sup>st</sup> to



promote the 2020 Census. The program featured a census trivia game designed by Ms. Dobransky.

### **Reference Services**

Managers across Main Library have been responding to e-mail reference questions sent to department and manager e-mail addresses. As an example, CLGH Manager Olivia Hoge has answered over 243 History email reference questions from March 31st to April 28<sup>th</sup>. In addition, she has sent over 360 documents (scanned/digital items) to patrons. Popular Manager Sarah Flinn helped Ms. Hoge with the backlog of obituary requests on microfilm.

### **LibAnswers/LibChat**

Assistant Director of Public Services Robin Wood and Main Library Subject Department Managers joined forces on the implementation of CPL's new online reference service, LibAnswers/LibChat. A lot of work was done behind the scenes by the Knowledge Department as well as the Public Services team to get the LibAnswers/LibChat up and running. Subject Department Managers prepared lists of frequently asked questions for each department which were then embedded into the software platform. Subject Department Managers began accepting patron chats on April 20<sup>th</sup>. Between April 20<sup>th</sup> and April 30<sup>th</sup>, 504 chats were answered. In addition to their four-hour online shifts each day, Subject Department Managers field questions that came in as tickets. Many of these questions required in-depth research.

Assistant Director of Public Services Robin Wood conducted a training session on LibAnswers/LibChat to 4 Branch Managers. Additional Branch Managers are scheduled to be trained in May.

### **Outreach**

#### **FDLP Webinar**

Interim General Research Collections Manager Sarah Dobransky presented an online webinar for the Federal Depository Library Program (FDLP). *No Budget? No Problem! How to Stock your Library with Free Government Publications to an audience of 88 attendees.* The recording is available on the FDLP Academy Training Repository website.

**WKYC Podcast Interview**

Popular Library Manager Sarah Flynn was interviewed by Megan Gallagher of WKYC about the popularity of podcasts and her top picks.

**WCPN Interview**

Assistant Director of Public Services Robin Wood was interviewed by WCPN on how CPL was continuing to serve patrons during the library closure.

**Ohio Center for the Book Social Media**

During the month of April, Literature/OCFTB Manager Don Boozer managed the online presence of the Ohio Center for the Book. The OCFTB social media accounts were used to promote the weekly book discussions and other events/resources of statewide significance.

**Collection Management**

Managers across main library continued researching and preparing book orders during the month of April. General Research Collections Manager Sarah Dobransky processed discards according to the FDLP guidelines and has maintained the discards listed on the Federal Exchange (the eXchange) website. In addition, Ms. Dobransky secured expanded access to the ProQuest Congressional database. The temporary trial expansion will last until June 30 to better facilitate remote research and reference services.

Fine Arts and Special Collections Manager Pam Eyerdam researched titles listed from the Thomas Jefferson Library bibliography and compared titles owned by CPL, she created book orders for the rare book dealers, worked with the Kent Practicum student Peter Elwell on a project he could do from home to complete his practicum hours. In addition, Ms. Eyerdam researched information about W.W. (William Wallace) Denslow who illustrated the first edition of The Wonderful World of Oz (1900) written by Frank Baum. An 11 volume set of drawings by Denslow was found in Special Collections dating from the 1880s and she verified the budget status of the Schweinfurth, Lockwood Thompson and John G. White endowments for the rest of 2020 with Chief Financial Officer Carrie Krenicky and Interim Director of Technical Services Sandy Jelar Elwell.

### **Staff Development**

Main Library Managers have been participating on teams, attending meetings and developing their skills through continuing education throughout the month of April. Examples include: Weekly Main Manager Meetings, Board of Trustees Meetings, Wellness Meetings and LibChat Training Meetings.

### **Census Activities**

Assistant Director of Public Services Robin Wood and Interim General Research Collections Manager Sarah Dobransky continued to work on promoting the Census. Ms. Dobransky provided online resources to be made available to patrons on Facebook and Ms. Wood attended a Census Townhall meeting with the Cleveland Foundation during the month of April.

### **Other**

During the closure essential Lending staff continue to remotely review new CPL eCard applications, correspond with patrons via email and supporting the CPL LibChat team as they field questions from patrons via live chat on [www.cpl.org](http://www.cpl.org).

During the month of April, the Lending team remotely corresponded with over 500-patrons; resulting in 377-new eCards being issued, 68-existing library accounts being renewed, 32-LibChat support tickets closed and 50+ general patron questions responded to via department email.

### **Ohio Library for the Blind and Physically Disabled**

While OLBDP is closed, no library materials are being mailed to patrons. BARD applications to download library materials continue to be approved; new reader applications are processed to facilitate access to BARD; BARD technical support is available; department email and voicemail is being monitored. The State Library of Ohio also closed on March 17th. No library equipment is being received or sent to patrons. A majority of other network libraries have also closed and suspended mail circulation of materials to prevent the spread of COVID-19. The National Library Service (NLS) is also closed,

and has suspended many activities as well, including shipment of new materials; magazine circulation; audio production studios; and postponed the national biennial conference scheduled in May.

For April 2020, there are no circulation statistics to report as a result of the COVID-19 closing. BARD circulation statistics were not ready at the time this report was submitted.

OLBPD submitted the SFY2020 Third Quarter Budget Report to the State Library of Ohio.

### **TechCentral**

**Special Projects:** In collaboration with the City of Cleveland, Cleveland Public Library is 3D printing 2000 face shield visors for First Responders. TechCentral Manager, Suzi Perez, TechCentral Asst. Manager, Melissa Canan, and Library Assistant-Computer Emphasis, Alison Guerin have 3D printed 1970 face shield visors to date (4/30) for the city. We have also set aside 75 visors for CPL Custodial staff. The city is providing CPL with plastic face shields for our own supply. After completion of this order, an additional request from CMHA was received and 50 shields will be provided. All fifteen 3D printers across the system were relocated to TechCentral for this project.

We have also printed floor stickers for all CPL locations (~500 - 6"x6" and ~150 - 18"x5" social distance stickers) as well as begun 225 labels for hand sanitizer bottles.

### **LibAnswers**

A new service allows us to answer patron questions. Fourteen (11 with no duplicates) questions have been directed towards TechCentral. Questions involved eBooks, mobile devices, 3D printing and Hotspots. Mrs. Perez and Ms. Canan have been responding on behalf of TechCentral.

### **Hotspots**

Hotspots are currently active with no deactivations since the library closure and the state Stay at Home

order went into effect. Some patrons have experienced issues with connectivity and have reached out to us via LibAnswers chat.

### **Cleveland Digital Public Library**

The major item for our monthly report is that due to the Covid-19 outbreak, the library has been closed indefinitely for the entirety of April. Staff are at home awaiting direction from the library, the State of Ohio, and the nation regarding next steps during the Covid-19 epidemic. Currently all library services having to do with digitization, preservation, and interlibrary loan are shut down. The digital gallery, as our statistics below show, remains very actively in use. Our Web Archiving Program is getting significant use. We might be able to offer additional media services over the Internet during the shutdown.

*Digital Gallery:* From April 1<sup>st</sup>, 2020 to April 28<sup>h</sup>, 2020, Google Analytics (GA) reports 6882 sessions for 4514 users and 129.747 page-views. These stats are almost double our average for this time of year. An interesting feature of use during April is that the number of pages viewed per session has increased 731% and the average session duration has increased 338%. Our users have time on their hands and have spent it browsing the digital gallery.

Organic Search channeled 42% of our accesses (Google search is the most common channel to our Digital Gallery). Direct access through CDM search accounts for 30% of our access. Referrals through other websites were about 20% of our access volume. Finally, Social media accounted for 8% of our sessions.

### **BRANCHES**

During the month of **April**, the Public Services branches continues to maintain its commitment to our organization during the COVID-19 pandemic. Our managers participated in professional development webinars, virtual community and committee meetings, board meetings, and team meetings. Additionally, managers conducted wellness checks of their respective locations, completed schedules, material orders, and timecards.

Additional branch highlights are as follows:

### **District One**

**Eastman** - Branch Manager Ken Knape has maintained contact with staff ensuring everyone is in good health due to the sudden closure of the Library last month because of COVID-19. Mr. Knape has approved time cards and has been working with the Westown Community Development Corporation. Westown is working on obtaining money to clean up illegal dumping sites and graffiti removal in the Westown service area of Cleveland's Ward 11. It is an exciting time for the Westown area with revitalization continuing to spread west from the Detroit-Shoreway.

**Lorain** - During the month of April, the Lorain Branch was closed due to the COVID-19 pandemic. Throughout the month of April Branch Manager Crystal Tancak kept busy with various professional development and community outreach opportunities, virtual district meetings, as well as special projects and routine work. Tancak attended the following webinars: Homeless Q&A, Spanish in a Bring Positivity to the Workplace, How We Talk, How We Work, Balancing Roles as a Leader, Self-Advocacy: Using Your Presence to Better Your Environment, Hook Line and Sinker: Reeling in Your Patrons, Employee Onboarding, 20 Adult Pinch, Copyright Basics, Maintaining a Peaceful Attitude: How to Programming Ideas in One Hour, and Best Practices in Performance Documentation. Tancak has been in communication with Detroit Shoreway Community Development Organization and attended the MyCom Steering Committee meeting via Zoom to share CPL's resources with other community partners and learned about services they are providing during this crisis. Tancak was also updated by MyCom on the status of grants that she submitted for the branch. Tancak attended the District One Managers Meeting, Managers Meetings, and monthly Board Meeting and continues to view updates from Director Thomas. Tancak created a virtual story time to be used on CPL's website and social media platforms. Tancak has also been responding to emails, editing branch schedules and sub requests in preparation for the reopening, creating and submitting discretionary orders, planning for Lorain's 2020 community garden, checking on the branch, and working on the Book Ends Tech@Work curriculum.

**Rockport** - During the library closure in April, Rockport Manager Forrest Lykins participated on the Library's Reopening Task Force. Mr. Lykins also visited the branch on a few occasions to help prepare 3D Printing equipment for the Library's face shield project and to explore new workflow and service model possibilities for reopening. Mr. Lykins also participated on a variety of online meetings and professional development opportunities, including virtually attending the board meeting and manager meetings; LinkedIn Trainings: Balancing Multiple Roles as a Leader and Coaching Skills for Leaders and Managers; NEO-RSL Training: Managing Change and Worry in a Time of Uncertainty; PLA Public Libraries Respond to COVID-19 webinar; and a couple of Clubhouse Network meetings regarding the BBTTC. Mr. Lykins also had a phone meeting to review the performance of our St. Martin de Porres intern this school year. For the BBTTC, Jill Pappenhagen held a couple of online Zoom get-togethers for members and attended the State of the Clubhouse online event as well as several Clubhouse Network training webinars. Ms. Pappenhagen also developed some new skills, including sewing face masks, drone-flying, photography tips, and Raspberry Pi projects. Ms. Pappenhagen and Mr. Lykins have been working with Tracy Martin and have reached out to Best Buy and Clubhouse Network regarding several grant and gift opportunities for the BBTTC.

**Walz** - During this time the library is closed, Manager, Kathleen Lefkowitz has attended various virtual meetings: All managers meeting, D1 meeting, and Board of Trustees meeting. Additionally Mrs. Lefkowitz has completed two DVD orders, two months of book orders, timecards, schedules, and emails to various community partners. Also, Mrs. Lefkowitz was honored to participate in an online story time virtually for youth in our community.

**West Park** - Manager Michael Dalby organized a staff virtual social to touch base and reconnect. The event was successful with most of the staff being able to participate. Mr. Dalby was selected to be part of the Reopening Task force. All discretionary fund CD, DVD and book orders were submitted for the month. Mr. Dalby and Assistant Branch Manager Jamie Lauver completed Ryan Dowd's Librarian's Guide to Homelessness Core Training and associated supplemental training including: October 2019 - Tips for Managers; November 2019 - Burnout,

Vicarious Trauma, and Compassion Fatigue; December 2019 - Advanced Body Language; January 2020 - Domestic Violence/Sexual Assault; February 2020 - Homelessness 201; March 2020 - Body Odor; April 2020 - Q&A with Ryan. West Park Management have been in contact with West Park Kamm's Neighborhood Development providing updates to new and changed services being offered by Cleveland Public Library during this crisis. Additionally, Mr. Dalby held a virtual meeting for D1 managers and essential staff. Also, West Park management attended the virtual manager's meeting.

### **District Two**

**Brooklyn** - Branch Manager Ron Roberts participated in live and archived online webinars and training: seven with WebJunction, two with the Association of Southeastern Research Libraries (ASERL), four through Lynda.com, and one with a Gale course. The virtual learning on Library Evolution: Libraries Thrive When We Change, Balancing Multiple Roles as Leader, and Are Leaders/Managers Born or Made were very insightful. In addition, Mr. Roberts also continued a dialogue about a prospective collaborative fall partnership for branches with the Cleveland Community Police Commission and Ohio City Theatre Project.

**Carnegie West** - Patron Steve Roberts contacted Branch Manager Angela Guinther to donate a portion of his and his wife Patricia's Covid-19 pandemic stimulus check to the Branch. Ms. Guinther was appointed to the Library's re-opening task force committee.

**Fulton Branch** - Fulton Branch bided farewell to LAYE Rodney Lewallen who retired after over 31 years of service at the Cleveland Public Library; 8 years of service being at the Fulton Branch. All branch discretionary orders were submitted. Branch Manager Leslie Barrett attended two ASERL webinars: How We Talk, How We Work, and Hook Line and Sinker: Reeling in Your Patrons. She also attended a tutorial entitled Caching Skills for Leaders and Managers with Sarah Canady (Lynda.com). The branch was selected by Jumpstart for an Innovation Learning Lab for Community Engagement. Mrs. Barrett has been in discussions with community partners: Adam Gifford, Kristopher Harsh and Elana Zollars (Metro West Community Development Office), and Ward 14



Councilwoman Jasmin Santana in regards to the mini Reading Garden behind Fulton Branch Library about its upkeep, repair and cleaning. Mrs. Barrett attended the Branch managers meeting and the Board meeting.

**Jefferson** - While the Library was closed due to the COVID-19 pandemic, Jefferson Branch Manager Steve Capuozzo spent much time participating in continuing education activities. Mr. Capuozzo took numerous webinars provided by professional organizations such as the Northeast Ohio Regional Library System, the Ohio Library Council, and the Public Library Association. Additionally, to sharpen his management skills he took a number of online classes via the Lynda.com and edX platforms. Most interestingly, he took the Librarian's Guide to Homelessness online course, provided by the State Library of Ohio. Mr. Capuozzo continued to order materials for the collection, and kept in touch with community partners such as Tremont West Development Corp., Tremont MyCom Partners, and Merrick House.

**South** - With the Library's closure, this month was about learning a lot of new software, such as Zoom and Microsoft Teams. On the programming side, the Tri-C Vocal Arts Mastery Program and the Classical Guitar Society have created an online learning program to keep the children occupied and close the learning gap. Branch Manager Jaime Declet attended the AV/Tech & Facility Master Plan; this group is looking at the Technology that will be used system wide. Mr. Declet also attended the Manager's Meeting, and Reopening Task Force meetings. Mr. Declet attended the Virginia Hamilton Advisory Board meeting, and the board cancelled the conference for this year. Although the Block Club meetings have been cancelled, the Tremont Economic development and the Tremont West Board of Directors met via Zoom. Mr. Declet has been learning the ins and outs of 3D printing, and laser engraving, submitted all discretionary orders, and continued to visit the branch making sure that everything is in order. The new door between the old building and the addition has been installed; this will allow meetings to continue after hours by locking off the rest of the Branch.

**South Brooklyn** - Assistant Manager Tammy Houghton worked on discretionary book orders and attended ten webinars, such as 20 Adult Programming ideas in 1 Hour, Best Practices in Performance Documentation, A Firm Grasp, The Accidental Trainer, Highly Effective Meetings and HR Stuff that Every Supervisor Should Know. District Manager Luigi Russo participated in the following meetings: Branch Managers, Board of Directors, Public Services Team, Reopening Task Force, and Cashless ideas for the library. Mr. Russo also visited the branch weekly, reached out to Old Brooklyn CDC, worked on CD/DVD discretionary orders, reviewed May schedules, texted/emailed branch, and D2/D3 management weekly, and viewed/attended the following webinars: A Firm Grasp: The Nonverbals of Influential Leaders, Creating a Diverse Archive: Lessons in Community Engagement from StoryCorps, Facilities and Admin Virtual Networking Meeting: How to Plan to Return to the Library, and Public Libraries Respond to COVID-19: National Survey Results.

### **District Three**

**Garden Valley** - The Garden Valley Branch has paused all services to the Central-Kinsman Neighborhood patrons. Assistant Branch Manager Donald Smith took the initiative to check on the branch, and complete book, CD, and DVD orders while working from home. Dyad Branch Manager Maria Estrella compiled and submitted the Juvenile and young adult book orders. Mr. Smith and Mrs. Estrella also collaborated to create and submit the May and June 2020 schedules.

**Hough** - Branch manager Lexy Kmiecik has been working behind the scenes on schedules, reports and other various items. Mrs. Kmiecik has been editing and making adjustments to the upcoming Bookends class: Tech@Work. She also digitally attended the managers meeting, and is a member and chairperson of the Re-opening task force. Mrs. Kmiecik has also re-scheduled and been working on the upcoming NEO-RLS workshop: Relationship Management: How to foster staff relations without electronics or email.

**Martin Luther King** - Branch Manager Tonya Briggs visited the branch on April 7 and April 14, 2020 and reported the need for trash cans to be emptied. She emailed MLK staff

on March 24, April 7 and 9 to update them about Plexiglas installed at two circulation stations, and the Clevnet/Papercut login updates, and informed staff of her availability to answer questions/concerns. Ms. Briggs has also responded to staff emails. For professional development, Ms. Briggs has completed 7 online modules, three chapters, and received permission from Chief of Knowledge Office Tim Diamond to give CPL branch managers a survey about data dashboard for decision making information needs to fulfill her dissertation requirements.

**Sterling** - During this critical time of uncertainty, Sterling continues to support the families of Central Branch Manager Monica Rudzinski, organized the donation and delivery of 300 family care products including diapers, wipes and cream, children's underwear and socks, crayons and activity books, and personal care products to Friendly Inn. Product distribution will coincide with GCFB food distribution through home visits. Sterling will continue to support this initiative during the pandemic. Ms. Rudzinski served as a judge for the City Club of Cleveland's 2020 Hope and Stanley Adelstein Free Speech Essay Contest, and attended two virtual City Club forums featuring Mayor Jackson and Lisa Damour, Ph.D. Ms. Rudzinski filmed a virtual story time segment at North Chagrin Reservation for CPL.

**Woodland** - Dyad Branch Manager Maria Estrella has submitted all discretionary orders through May 2020 for the Woodland Branch, as well as completed the May and June 2020 schedules. Mrs. Estrella also completed the request by the CPL Storytime Committee to record a Spanish virtual story time Si le Das Una Galletita a Un Ratón by Laura Numeroff and was recently asked to record another story time. She has viewed the following NEO-RLS webinars: A Firm Grasp: The Nonverbals of Influential Leaders, Best Practices in Performance Documentation, and Managing Change and Worry in a Time of Uncertainty. Mrs. Estrella has also visited the Woodland Branch twice to check the building. As a former Northeast Ohio Media Mentor and Chair of REFORMA's Children and Young Adults Services Committee, Mrs. Estrella was asked to collaborate in the Colorado Libraries for Early Literacy

(CLEL) and the Association for Library Service to Children (ALSC) "Getting Started with Virtual Storytime Services" guide. The two organizations are quickly developing a resource for library leadership and staff to utilize for hosting virtual story times.

#### **District Four**

**East 131<sup>st</sup>** - Although the East 131 Branch was closed during the month of April 2020 in response to the COVID-19 closure, East 131 continued to provide virtual programming. In partnership with MyCom and Making a Difference Consulting, Branch Manager Marina Marquez organized the East 131 Corlett Volunteens to host one of a series of online "State of the Teens" Summits while they were home-bound. On Tuesday, April 7, 2020 the Volunteens hosted two live sessions on Instagram with 101 attendees. TeenTalkGuru moderated the session and the Volunteens fielding questions and concerns from other area teens during the conversation. This summit focused on the emerging issues that are now impacting our youth.

Ms. Marquez coordinated the Corlett Volunteens to participate in *Global Youth Service Day* on Saturday, April 18, 2020. The Volunteens reached out via phone calls to senior citizens to have conversations, let them know that they are not forgotten and gathered history that will be compiled into a book. Ms. Marquez virtually met with the First Street Coalition to continue planning for the Street Beautification Day event, the CLE Rising Co-Leader meeting to share updates regarding the Free Public Transit initiative, Pandora Robertson, Executive Artistic Director of the Near West Theater Project, to discuss a new program *Talking a Stance*. As part of Cleveland Public Library's Virtual Storytime program and in celebration of National Arbor Day Ms. Marquez read *The Tree Lady* by H. Joseph Hopkins. In addition Ms. Marquez along with her daughter Luna read *Home* by Carson Ellis that was part of the Virtual Storytime. Both story times were aired the week of April 20<sup>th</sup>. She also completed twenty-two classes, courses and webinars.

**Inside Programs**

Name of Program	Date of Program	Total # of Attendees	# of Adults	# of YA	# of Juveniles
CPL Virtual Storytime: Home by Carson Ellis	4/22/2020				
<i>CPL Virtual Storytime: The Tree Lady by H. Joseph Hopkins</i>	4/24/2020				
Corlett Volunteers "State of the Teens" Instagram Session	4/7/2020	<b>101</b> (live sessions) <b>102</b> (views & playbacks)			
Corlett Volunteers <i>Global Youth Service Day</i>	4/18/2020	<b>XX</b>	XX	5	

**Fleet** - During COVID- 19 emergency closing, Manager, Magnolia Peters keeps in contact with branch staff via email with updates every two days. Magnolia Peters attended LIVE LJ Webinar *Sisters in Crime with Harlem Book Fair and QBR: Max Rodriguez*. In addition; *Libraries and COVID-19: Using 3D Printing to Make Personal Protective Equipment* and *The Impact of Distance Learning on the Library*. Discretionary orders were submitted in accordance with established deadlines. Plexiglass barriers were installed in front of each workstation at the circulation desk. Branch Manager, Magnolia Peters continues to reach out to community stakeholders during this closing.

**Harvard-Lee** - While the Library was closed to the public in April 2020, due to COVID-19, Branch Manager Kristen Schmidt stayed engaged with staff, shared resources with colleagues, performed weekly branch checks, and attended many professional development opportunities via NEO-RLS, Lynda.com, and Library Journal. Completed webinars include: "Difficult Situations: Solutions for Managers," "Teaching Better Behavior: SEL in Library Programming," "Preparing Community College Students with Research Skills for a Lifetime," "Team + Work = Teamwork," "Onboarding: From Interview to Integration," "How We Talk, How We Work," and "Self-Advocacy: Using Your Voice." In addition, Ms. Schmidt attended the Instagram Live Teen Talk by Corlett Volunteers and passed along the updated CMSD meal-site document to facilitator Angela Flowers. Ms. Schmidt completed the MidwestTape and Ingram selections for April. In

addition, she volunteered to contribute a virtual story time, reading "Llama Llama Red Pajama" by Anna Dewdney. Finally, Property Management installed two plexiglass barriers for protection at the Service Desk.

**Mount Pleasant** - The last month has been a month of learning for the Mt. Pleasant Branch staff as everyone slowly adjusted to the impacts of COVID-19. The new Branch Manager Shayla Boyce joined the Mt. Pleasant team in early March, and her biggest priority during this time was attending webinars focused on preparing staff for the upcoming changes. From ADKAR Model Trainings to Library Safety and Hazard training, Ms. Boyce has attended twenty trainings so far. At the end of April, she is eagerly looking forward to attending the Public Library Association- Public Libraries Respond to COVID-19: National Survey Result session, and the Northeast Ohio Regional Library System- Managing Change & Worry, Returning to the Library webinar. Ms. Boyce is a member of the Library's Reopening Task Force.

**Rice** - Rice has been closed to the public and non-essential staff since March 16, 2020 but Ms. Hutson has been keeping her staff informed and her managers engaged. A virtual meeting was held for D4/D5 Managers to check on progress and inform. Managers are completing weekly checks of their locations and keeping in contact with their staff via email. May schedules were submitted. April material orders were completed and await submission. Ms. Hutson participates in weekly virtual core, public service leadership and reopening meetings. She has taken on the responsibility of emailing professional development and other pertinent information to all CPL Managers and supervisors. Completed professional development include: Difficult Situations: Solutions for Managers, Balancing Multiple Roles as a Leader, Coaching Skills for Leaders and Managers, and Self-Advocacy: Using your Voice and Presence to Better Your Environment.

**Union** - The Union Branch remains closed until further notice due to the Coronavirus Pandemic. Ms. Williams has conducted weekly building checks and reported findings to District Manager. Ms. Williams has participated in three personal development trainings so far this month. They are as follows: Difficult Situations: Solutions for Managers on Lynda.com, BIPOC in LIS Mental Health Summit a panel discussion hosted by members of BCALA.

Discussion topics included Morale, EDI, Mindfulness and Resources, Creating Pathways to Civil Legal Justice a WebJunction Course. This course runs from April 6-May 8 with a weekly live webinar where we will discuss how barriers to civil legal justice affect low income people and how libraries can help to bridge the gap. Collection management is ongoing. April Midwest tape CD and DVD lists are complete, and the Ingram Booklist is in progress.

### **District Five**

**Addison** - Branch Manager Tamara Means completed a professional development course on Lynda.com titled, "Balancing Multiple Roles as a Leader" on April 14, 2020 as well as, suggested reading of SEIU 1199 Contract, Human Resources Manual, and Procedures Manual as advised by supervisor. Mrs. Means also completed wellness checks of the branch. Due branch closure no programs or outreach services were conducted at this time.

**Collinwood** - During the month of April while sheltering in place and working from home as an essential employee, Carolyn Peak, manager has been in contact with the Collinwood Branch team to ensure time has been entered correctly in ESS and to keep them informed. They have been directed to check CPL's website for updates. Paperwork to stop branch mails was completed and re-established to cover stoppage until May 4<sup>th</sup>. Two branch visits have been conducted and reports submitted. Virtual meetings with District 5 Team and manager's proved to be very helpful and informative. Ms. Peak has engaged in several town hall meetings with Congresswoman Marcia Fudge, State Senator, Sandra Williams, NAACP, Community Solutions, City Club and Zero to Three along with daily updates from Governor DeWine and Amy Acton to keep abreast of the many different bills, laws, stimulus packages, and relief programs available for citizens and families. Ms. Peak has taken advantage of NEORLS Leadership webinars. Additionally, she has engaged in several Zoom Community meetings with the Bond Accountability Commission, Cleveland Housing Partners for the monthly meetings that are now virtual along with conference call "check-ins" with other community groups. Due to the closing of the branch and

cancellation of programming until further notice, the branch has not had any programs or activities this month.

**Glenville** - Branch Manager, Sharon Jefferson completed weekly Branch checks during this period of closure due to the COVID-19 pandemic. Ms. Jefferson contacted all staff concurrently. Additionally, she has completed ordering of CD's, DVD's, booklist for the branch and completion of the June schedule and sub request. Ms. Jefferson attended the following webinars and meetings: Manager's Meeting, D4/D5 Meeting, Moving Beyond the Packet, Public Libraries Respond to COVID-19, CLE Rising during COVID-19, Reopening Task Force, Resilience and Self Care, and Wellness Coaching session.

**Langston Hughes** - The Langston Hughes branch was closed due to Covid -19. The webinars taken by manager Bill Bradford were as follows: Public Libraries Respond to COVID-19; Managing Strategies and Stress; COVID-19, Communication & Behavior Change; Sisters in Crime, The Black Book Review; Libraries & COVID-19, Using 3D Printing to make Personal Protective Equipment. Additionally, Mr. Bradford conducted branch visits to Langston Hughes on: April 4th, April 11th, April 18th and April 25<sup>th</sup>.

**Memorial Nottingham** - Manager, Pasha Moncrief Robinson, conducted weekly visits to Memorial-Nottingham to ensure the branch was being properly maintained during closing due to the coronavirus pandemic. Mrs. Moncrief Robinson attended eight virtually professional development workshops, shared useful resources with colleagues and community partners, and submitted adult and youth collection orders. Zero Programs for the Month of April 2020.

## **OUTREACH & PROGRAMMING SERVICES**

### **SUMMARY**

With the Cleveland Public Library (CPL) closed during April, the Outreach & Programming Services Department (OPS/3E) devoted its time to developing and expanding programs to families and children. OPS/3E collaborated with key partners and vendors to create new methods of online service delivery. OPS/3E education staff



established communication channels with the Cleveland Metropolitan School District in hopes of boosting online participation. Additional time was devoted to the development of staff work plans and the acquisition of Zoom Education, an online communication platform.

#### **PARTNERS AND PROGRAMS**

The OPS/3E department will take a phased approach to resume programming online with the first phase beginning on June 1, 2020. The below-listed programs and services were selected based on their unique ability to deliver educational, economic, social, and emotional wellness support to a community unable to access resources due to the Ohio Governor's stay-at-home order. The programs and corresponding partners/vendors beginning on June 1, 2020, are as follow:

- Art Therapy (Art Therapy Studio)
- Creative Arts Programming (Center for Arts Inspired Learning)
- College Preparedness (College Now)
- Virtual Legal Advice Clinics (Legal Aid)
- Creative Writing (Literary Cleveland)
- Job Readiness and Placement (Reach Success)
- Vocal Arts Mastery (Cuyahoga Community College)
- Health and Wellness (Metro Health and NEOMED)
- Online Academic Support (Cleveland State and Case Western Reserve University)

While delivering programs exclusively in an online environment is new to the OPS/3E, this change in service model has the potential to reach a broader audience at a significantly lower cost. The Library's after-school tutoring program, once offered at 13 locations through the system will now be available city-wide, by employing students from area universities.

In 2019 the Library's Kindergarten Clubs, a 10-week kindergarten preparedness program for families and children, served an average of 10 families at five branch locations. The 2020 Kindergarten Clubs resuming in June, are limited by location, capable of

accommodating a more significant number of participants, and will transition into a 2-year program that conforms to Ohio Learning Standards for the target age groups.

Summer Lit League, the Library's summer reading and engagement program, has transitioned to an all-online experience. The program will provide programming and incentivized reading challenges using Beanstack and Zoom Education to engage families and children in an easily accessible, and secure online environment.

While the majority of OPS/3E core programs will be transition online, the Library's annual public art installation See Also will continue as in years past. Brooklyn-born artist and educator, Rose Desiano submitted conceptual sketches of a modular photographic lenticular sculpture to be placed in the Eastman Reading Garden. The project team from LAND studio has sourced local fabricators for the project. LAND expects a delayed installation of late June or early July due to material shortages caused by the COVID-19 global pandemic. Despite the slightly delayed opening, the project team is optimistic that the installation will occur as planned and include an online component that will enhance viewers' understanding of Desiano's work.

#### **TECHNOLOGY**

After vetting several online platforms for videoconferencing and webinars, OPS/3E acquired Zoom Education licensing because of its affordability, ease-of-use, and ability to track outcomes and user demographics. The organizational account established in April enables the Library to host online conferences and webinars as well as interactive programming to individuals and groups alike. By creating individual accounts for each of the Library's 27 branches, Zoom Education will give Library staff a higher degree of autonomy and flexibility to deliver locally produced content.

#### **STAFF**

With the expectation that a distributed work model will be in place for the coming months, OPS/3E management

designed a staff work plan that both supports both its immediate and long-term needs. Staff will support the launch of the above-listed programs, provide online support to both patrons and staff, and develop new programming for the fall of 2020.

## EXTERNAL RELATIONS & DEVELOPMENT AND FOUNDATION

### EXTERNAL RELATIONS & ADVOCACY UPDATES:

- **Goal:** *Increase Elected Officials and Key Stakeholders' Awareness and Understanding of CPL's Community Impact:*
  - Engaged legislators in CPL's virtual storytime (VST) program including:
    - U.S. Senator Rob Portman
    - Ohio House Representative Stephanie Howse
    - Ohio Senator Senator Matt Dolan
    - Cleveland City Council President Kevin Kelley
- **Additional External Relations & Advocacy Efforts:**
  - Participated in Congresswoman Marcia Fudge's 2<sup>nd</sup> Coronavirus Telephone Town Hall
  - Participated in Senator Sandra William's virtual office calls
  - Participated in the Ohio Governor's local Imagination Library meeting/2 Gen Virtual Summit

### CPL DEVELOPMENT UPDATES:

- **Goal:** *Secure Funding to Buttress CPL Organizational Goals (i.e. strategic plan)*
  - Submitted funding requests to the following entities for programmatic support:
    - Dominion
    - Ezra Jack Keats Foundation
    - Best Buy--- general operating support
    - Best Buy ---device donation program

- Library Giving Day - April 23<sup>rd</sup>
  - Raised more than \$13,000 inclusive of a \$5,000 matching gift from Medical Mutual
  - Experienced significant increase over 2019 results
  - 67 newly acquired donors

**CPL FOUNDATION UPDATES:**

- *Cultivation & Stewardship*
  - Stewardship/engagement communications have been going out weekly to donors keeping them informed and highlighting available resources and services during library closure.
  - Held new board orientation virtually for newest members

**COLLECTION & TECHNICAL SERVICES**

Interim Director of Collection and Technical Services Sandy Jelar Elwell, Catalog Manager Andrea Johnson, Collection Manager Pam Matthews, and Materials Handling Supervisor James Clardy spent several days at the Lake Shore facility unpacking and receiving library materials that had not been handled before the Library closed so that the invoices for these materials could be processed and approved for payment. A total of 4,129 items were received and 934 invoices were processed and approved. Ms. Jelar Elwell also processed and approved 134 OverDrive invoices for 11,663 eMedia items.

Ms. Jelar Elwell, Ms. Johnson, Ms. Matthews, and Mr. Clardy participated in a discussion with Director of Collection Services Jean Duncan McFarren and Capital Projects Manager Kathleen Sonnhalter to review the workflow in Collection and Technical Services in preparation for a forthcoming meeting to analyze the workflow for the Central Distribution Facility (CDF). Ms. Jelar Elwell provided Ms. Sonnhalter with the process maps that were created by the Improve Consulting and Training Group, LLC in 2015 to document the workflow processes in Collection and Technical Services. The same participants from the preparation discussion participated in the CDF workflow analysis discussion lead by Consultant June Garcia along with other

Cleveland Public Library staff and representatives from Bostwick Design Partnership and Ubiquitous Design.

Ms. Jelar Elwell, Ms. Johnson, Ms. Matthews, and Mr. Clardy also participated in the system-wide Manager's Meeting. Ms. Jelar Elwell and Mr. Clardy participated in several meetings of the Automated Material Handling (AMH) Task Force. Ms. Jelar Elwell participated in several meetings of the Capital Improvement Plan Core Team and a phone conference with Midwest Tape Senior Account Executive Ed Altwies to discuss the current needs of the Library during its closure.

**Catalog**: Catalog Manager Andrea Johnson revised the format of the CLEVNET web form request spreadsheet. Ms. Johnson was invited to participate on the Reopening Task Force and is serving on the Task Force's Patron Focused Services Subgroup. Ms. Johnson also participated in a PLA webinar entitled "Public Libraries Respond to COVID-19: National Survey Results" and a Backstage Library Works webinar entitled "Implementing RFID Without Turning Your Library Upside Down."

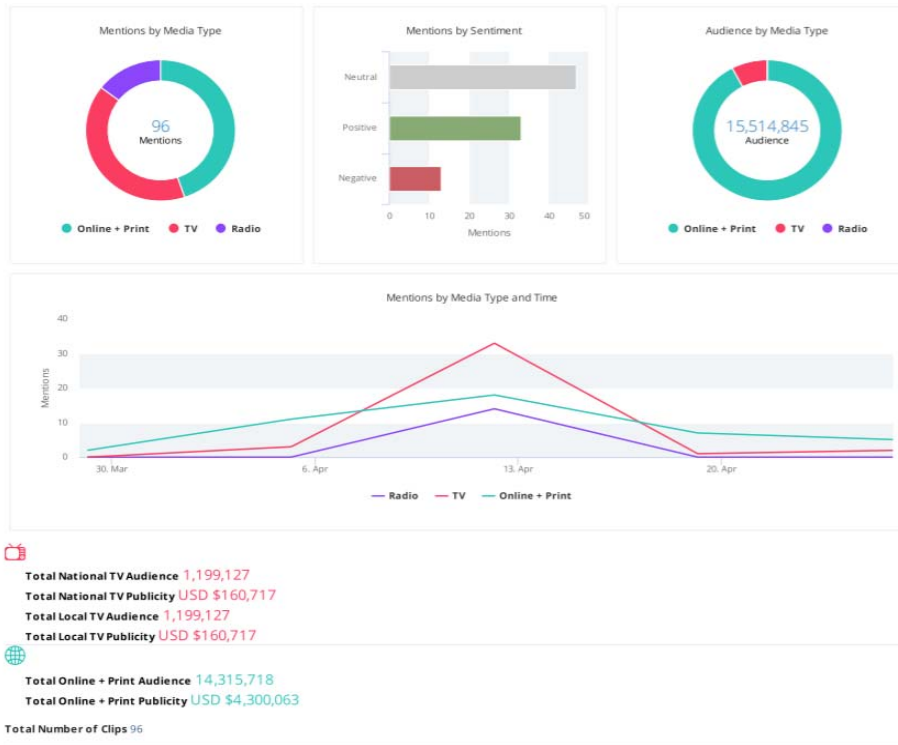
**Collection Management**: Collection Manager Pam Matthews continued to select and purchase eMedia materials from OverDrive during the Library's closure. Ms. Matthews worked with OverDrive to make sure patrons' holds and requests were being filled as quickly and inexpensively as possible.

## **MARKETING & COMMUNICATIONS**

Marketing efforts for the month of April focused on Summer Lit League, Virtual Storytime and response to the coronavirus - COVID-19.

Started in late March, the marketing department continues to provide [Virtual Storytime](#) on its digital platforms - cpl.org, Facebook and YouTube - as an outlet for children to learn and enhance their literacy skills. It's also been a great opportunity to build partnerships, attracting guest readers from the Cavs, elected officials, and heads of local businesses and organizations.

**PUBLIC RELATIONS OVERVIEW:** In partnership with the City of Cleveland, [Tech Central created 2,000 face shields](#) for first responders. The story was broadcast and/or published on all major print and digital media, as well as television and radio stations including the [Geraldo Rivera Show](#). From [food and drink](#) to [health and wellness](#), we promoted our digital offerings through weekly articles on Cool Cleveland.



**GRAPHICS:** In preparation for Summer Lit League’s first day of registration on May 1<sup>st</sup>, the graphics team designed digital content for [cpl.beanstack.org](http://cpl.beanstack.org) – the online platform where readers will engage in the reading program. The two designs reflect two different audiences: younger kids v. youth/teens.



**SOCIAL MEDIA: IMPRESSIONS:** Visitors to social media properties. **ENGAGEMENTS:** Reaction to CPL content - retweets, shares, and likes. **LINK CLICKS:** clicks on links to select destinations.

There was an increase in online social impressions and engagement among families who sought out library resources for at-home activities. Our most popular Virtual Storytime post on Facebook and Twitter, to-date, featured Cleveland Cavaliers legend, Austin Carr. Support for Library Giving Day also received strong engagement on our social media platforms and were our most popular Instagram posts in April.

Impressions

 466,416

Engagements

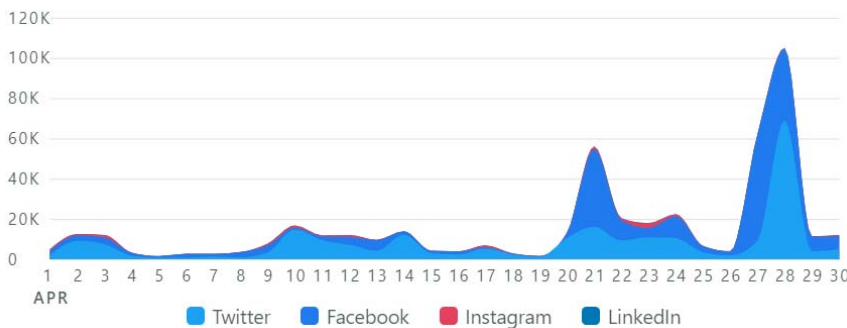
 12,421

Link Clicks

 1,160

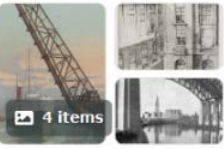


Profile/Page	Total Fans / Followers	Fan / Follower Increase	Messages Sent	Impressions	Impressions per Message Sent	Engagements	Engagements per Message Sent	Link Clicks
 Cleveland... @Cleveland_PL	17.9k	0.8%	53	239.6k	4,520.7	4,874	92.0	636
 Cle... library Business Page	13.9k	0.5%	45	210.9k	4,686.7	6,600	146.7	497
 Cleveland... clevelandpubli...	3,750	3.2%	18	14.2k	789.1	863	47.9	-
 Cleveland... Company Page	2,489	1.1%	4	1,710	427.5	84	21.0	27

Impressions Per Day



Impression Metrics	Totals	% Change
<b>Total Impressions</b>	<b>466.4k</b>	<b>↗ 120%</b>
Twitter Impressions	239.6k	↗ 73%
Facebook Impressions	210.9k	↗ 266%
Instagram Impressions	14.2k	↗ 27%
LinkedIn Impressions	1,710	↘ 62%

By Lifetime Engagements

Post Content	Total Engagements	Likes	@Replies	Retweets	Post Link Clicks	Other Post Clicks	Other Engagements
<p><b>Cleveland_PL</b> Fri 4/10/2020 3:18 pm UTC</p> <p>Do you love #Cleveland? Do you need new wallpaper for your phone? Have you tried</p> 	1,222	76	1	17	89	1,039	0
<p><b>Cleveland_PL</b> Tue 4/14/2020 12:26 am...</p> <p>Today we started production of PPE for @CityofCleveland! This partnership will help</p> 	688	95	1	26	13	553	0
<p><b>Cleveland_PL</b> Mon 4/27/2020 12:35 p...</p> <p>Storytime with @MrCavalier34 Austin Carr. Join the Cavs analyst and former Cavalier as he reads "The Giving Tree" by Shel Silverstein." A special</p> 	642	111	9	26	260	236	0



By Lifetime Engagements

<p>Beginning now, the next 50 people who make a gift in recognition of</p> <table border="1"> <tr><td><b>Total Engagements</b></td><td><b>164</b></td></tr> <tr><td>Likes</td><td>157</td></tr> <tr><td>Comments</td><td>5</td></tr> <tr><td>Saves</td><td>2</td></tr> </table>	<b>Total Engagements</b>	<b>164</b>	Likes	157	Comments	5	Saves	2	<p>We are celebrating National Library Worker's Day today! It's been an honor to serve</p> <table border="1"> <tr><td><b>Total Engagements</b></td><td><b>113</b></td></tr> <tr><td>Likes</td><td>111</td></tr> <tr><td>Comments</td><td>2</td></tr> <tr><td>Saves</td><td>0</td></tr> </table>	<b>Total Engagements</b>	<b>113</b>	Likes	111	Comments	2	Saves	0	<p>Blue Jay: Corvus Cristatus Separated plate from volume 2 of: The birds of America:</p> <table border="1"> <tr><td><b>Total Engagements</b></td><td><b>106</b></td></tr> <tr><td>Likes</td><td>98</td></tr> <tr><td>Comments</td><td>2</td></tr> <tr><td>Saves</td><td>6</td></tr> </table>	<b>Total Engagements</b>	<b>106</b>	Likes	98	Comments	2	Saves	6
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By Lifetime Engagements

<p>Storytime with "Mr. Cavalier" Austin Carr. Join the Cavs analyst and former player as</p> <table border="1"> <tr><td><b>Total Engagements</b></td><td><b>1,435</b></td></tr> <tr><td>Reactions</td><td>323</td></tr> <tr><td>Comments</td><td>29</td></tr> <tr><td>Shares</td><td>47</td></tr> <tr><td>Post Link Clicks</td><td>4</td></tr> <tr><td>Other Post Clicks</td><td>1,032</td></tr> </table>	<b>Total Engagements</b>	<b>1,435</b>	Reactions	323	Comments	29	Shares	47	Post Link Clicks	4	Other Post Clicks	1,032	<p>If you want to hear a story, clap your hands! Move and sing along with Ms. Crystal</p> <table border="1"> <tr><td><b>Total Engagements</b></td><td><b>649</b></td></tr> <tr><td>Reactions</td><td>168</td></tr> <tr><td>Comments</td><td>53</td></tr> <tr><td>Shares</td><td>17</td></tr> <tr><td>Post Link Clicks</td><td>-</td></tr> <tr><td>Other Post Clicks</td><td>411</td></tr> </table>	<b>Total Engagements</b>	<b>649</b>	Reactions	168	Comments	53	Shares	17	Post Link Clicks	-	Other Post Clicks	411	<p>We're proud to announce that we're partnering with the City of Cleveland - City Hall to</p> <table border="1"> <tr><td><b>Total Engagements</b></td><td><b>637</b></td></tr> <tr><td>Reactions</td><td>401</td></tr> <tr><td>Comments</td><td>6</td></tr> <tr><td>Shares</td><td>53</td></tr> <tr><td>Post Link Clicks</td><td>88</td></tr> <tr><td>Other Post Clicks</td><td>127</td></tr> </table>	<b>Total Engagements</b>	<b>637</b>	Reactions	401	Comments	6	Shares	53	Post Link Clicks	88	Other Post Clicks	127
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**PROPERTY MANAGEMENT**

- Working with Reopening committee and Covid 19 Task force on a safe and comprehensive phased reopening strategy.

- Continuing work/meetings with FMP Core Group, CMR, project engineers and architects and the Capital projects team on FMP design and building standards.
- Scheduled quarterly sprinkler inspections for LSW/Main, Lakeshore and branches.
- Removed damaged fence/gate at Addison.
- Worked with DiFranco plumbing on Harvard Lee's sewer pump system (emergency basement leak).
- Worked with Warren roofing on roof leak repairs at Main building, Rice branch and Westpark.
- Scheduled General Pest at Sterling, Rice and LSW.
- Continually sourcing PPE, cleaning materials and supplies, facilitating assembly of care kits to Main campus departments and individual branches. Working with vendors on testing and acquiring new sanitizing equipment.
- Continued remote monitoring of facilities and systems via Siemens building automation and security cameras.
- Actively sending out staff for emergencies reported by SPS, weekly fire pump testing and rounds for LSW/Main and Lakeshore.

### **SAFETY & PROTECTIVE SERVICES**

#### Safety Services

- Safety & Protective Services has extended CPL branches and facilities lockdown using Access Control.
- Safety & Protective Services management are performed weekly checks of all CPL buildings.
- Safety & Protective Services Officers are posted daily in the Dispatch Center 24/7. SPS has an officer at Lake Shore Monday through Friday.
- Safety & Protective Services management has requested copies of Occupancy Permits from the City of Cleveland for all CPL properties.

**PROTECTIVE SERVICES**

## Activity

Month	Total Dispatch Activity	Total Alarms	Branch Incidents	Downtown Campus Incidents	Incident Reports Gen.	CPL access activities
<b>April 2020</b>	909	29	0	0	0	4
<b>March 2020</b>	896	13	18	15	90	103
<b>Feb 2020</b>	1446	12	77	44	255	46
<b>Jan 2020</b>	1934	19	53	57	161	63
<b>Dec 2019</b>	2180	14	54	48	227	31
<b>Nov 2019</b>	1842	25	54	52	295	59
<b>Oct 2019</b>	2039	20	64	53	345	42
<b>Sept 2019</b>	1792	19	62	24	243	52
<b>Aug 2019</b>	1854	13	46	26	147	272
<b>July 2019</b>	1916	25	64	20	186	96
<b>June 2019</b>	1939	23	53	24	147	35
<b>May 2019</b>	1958	24	58	38	116	65
<b>April 2019</b>	1970	22	48	46	90	47

## Special Attention, Special Events, and Significant Incidents

- SPS filled the following overtime requests: CPL/860 negotiations coverage.
- Video requests fulfilled for Cleveland Police Department.

## Protective and Fire Systems

- SPS management is passing water leak information, maintenance issues, and other irregularities on to Property Management.
- SPS escorted AT&T inside of Fulton, Mount Pleasant, and Woodland branches. Alarm system issues were corrected at Fulton and Mount Pleasant branches.
- Two technicians from Johnson Controls were escorted inside of Woodland Garage and branch to troubleshoot alarm issues.

## Contract Security

- SPS is using Royce Security after hour's armed response to address any alarm issues after normal business hours.
- SPS has initiated training for Royce guards posted at the Lake Shore facility.

#### Administration

- SPS Supervisors and manager are receiving regular updates from Homeland Security regarding issues which may affect CPL.
- A representative from Digital Learning Centers was escorted into Fulton branch to take measurements.

#### INFORMATION TECHNOLOGY & CLEVNET

With the libraries they serve spread over 12 counties in northeast Ohio, CLEVNET staff are accustomed to working remotely. Prior to the COVID-19 crisis, they had been using a sophisticated ticketing system to track their time, assignments, special projects, and normal work outputs. Supervisors were able to monitor the quantity and quality of work and give immediate feedback to staff on their performance. Oddly enough, having everyone working from home has made the entire enterprise even more efficient and fluid. Knowing that one can no longer count on running into someone and having an impromptu conversation has forced everyone to schedule regular check-in times and work group meetings. One staff member remarked that he has had more quality conversations with his supervisor in the time he has been working from home than in all the years he sat ten feet away from him at the office.

Without the usual day-to-day operational incidents and interruptions, CLEVNET staff have been burning through their 2020 project list. The Library Systems + Applications Team headed by Hilary Prisbylla, Director of CLEVNET, have focused on:

- Phase 1 of OverDrive's Instant Digital Card registration using mobile phone numbers;
- Training CLEVNET staff on PatronPoint, the new email marketing platform;
- Testing a new mobile version of the catalog;
- Moving CLEVNET's public website to a new content management system; and
- Incorporating Lexile measures and Accelerated Reader levels into the catalog for students and their families.

The team has also been carefully studying, preparing, and testing for the eventual reopening of the 46 member

library systems. The goal is to re-enable resource sharing without overwhelming the system.

Meanwhile, the Network + Telecommunications Team under the leadership of Larry Finnegan, Director of IT, continued to:

- Assist member libraries with the change to remote work, including the provision of reference service via Jabber;
- Decommission shared drives and migrate legacy documents to SharePoint/Office 365;
- Standardize all workstation names throughout CLEVNET; and
- Migrate to a new service provider for VoIP.

The CLEVNET Executive Panel held their first virtual meeting on April 7, 2020, to discuss strategies for reopening and the ongoing VoIP migration. They decided to schedule a virtual meeting for all the CLEVNET directors on May 13, 2020, to make up for the regular quarterly meeting normally held on the last Friday in April. The Panel also decided that CLEVNET staff should continue to work remotely—beyond whatever date CPL staff come back to the workplace—and not return to their crowded office space in the basement of the Louis Stokes Wing where staff could not possibly practice safe social distancing. The Panel will evaluate the remote work situation in the fall when they work on the budget and determine if it should continue into 2021.

The CLEVNET PC Tech Special Interest Group (SIG) held its first virtual meeting on April 20, 2020, using CLEVNET's new license for Microsoft Teams Live Event. Over 60 IT staff and library directors participated in the meeting. Based on the success of this information sharing event, more virtual meetings will be scheduled. In fact, the SIG plans to come together more often using this town hall-style format than they could in pre-pandemic times when they had to travel to meet in person.

Ms. Rodriguez moved to adjourn into Executive Session to consider the appointment of a public official and consider the compensation of public employees. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

The Board adjourned into Executive Session at 2:01 p.m.

Ms. Rodriguez moved to return to the Regular Board Meeting. Mr. Parker seconded the motion which passed unanimously by roll call vote.

The Regular Board Meeting resumed at 2:31 p.m.

Ms. Rodriguez adjourned the Regular Board Meeting at 2:27 p.m.

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Maritza Rodriguez  
President

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Thomas D. Corrigan  
Secretary

## GIFT REPORT FOR APRIL 2020

LIBRARY SERVICE MATERIALS

DESCRIPTION	QUANTITY	
	Month	Year to date
Books	0	1,496
Periodicals	0	9
Publishers Gifts	0	3
Non-Print Materials	0	100
<b>Total Library Service Materials</b>	0	1,608

TECHNOLOGY RESOURCES

Tech Gifts	0	2
<b>Total Technology Resources</b>	0	2

MONEY GIFTS

FUND	PURPOSE	AMOUNT	
		Month	Year to date
General Fund	Unrestricted	\$ 0	\$ 275
Library Fund	Restricted	0	1,016
Young Fund	Restricted	0	12,801
Founders Fund	Restricted	0	37,431
Ohio Center for the Book	Restricted	0	2,225
Judd Fund	Restricted	0	63,809
Paulson Fund	Restricted	0	148,784
Tech Centers	Restricted	40,000	53,000
<b>Total Money Gifts</b>		\$ 40,000	\$ 319,340

SUMMARY

CATEGORY	DONORS		QUANTITY	
	Month	Year to date	Month	Year to date
Library Service Materials	0	30	0	1,608
Technology Resources	0	1	0	2
Money Gifts	1	24	40,000	319,340
<b>TOTAL GIFTS</b>	1	55	40,000	320,950

CLEVELAND PUBLIC LIBRARY • 325 Superior Avenue • Cleveland, OH 44114

Maritza Rodriguez, President • Thomas D. Corrigan, Secretary  
Alice G. Butts • John M. Hairston, Jr. • Anthony Parker • Alan Seifullah

**Felton Thomas, Jr.**  
**Executive Director & CEO**

**TO:** Members of the Board of Library Trustees  
Felton Thomas, Director

**FROM:** Carrie Krenicky, Chief Financial Officer

**RE:** Background and Assumptions for the 2021 Tax Budget

**DATE:** **May 21, 2020 Board Meeting**

Annually, the Cleveland Public Library submits the Alternate Tax Budget Information Forms as requested by the Cuyahoga County Budget Commission. These forms must be approved by the Board of Trustees on or before June 1 each year to allow for sufficient time to have it placed on Cleveland Metropolitan School District's Board agenda prior to the July 20, 2020 deadline for submission to the Cuyahoga County Budget Commission. The Tax Budget (sometimes referred to as the "request" or "needs" budget) documents the Library's need to receive revenue from tax sources, i.e. the Public Library Fund and the Library's general property tax levies, to cover the estimated expenditures for the budget year.

The Library uses a simplified approach for development of its 2021 Tax Budget as reflected in the use of the Alternate Tax Budget Information Forms. In lieu of having administrators develop a "wish list" budget that must be revisited and revised later in the year, we have set the 2021 expenses to \$58,589,701 based on current projections, with minimal program-by-program analysis in order to meet the current estimated revenue along with the planned issuance of debt. In the fall, there will be more information regarding funding and better estimates for CPL's year-end fund balances, and the entire administrative team will participate in the detailed development of the 2021 Appropriation Measure.



CLEVELAND PUBLIC LIBRARY



### Revenue Assumptions (General Fund)

- Amount requested from property tax levies is estimated at \$40,700,000, which exceeds anticipated actual collections. The full collection rate (100%) of the 1 mill, the 2008 5.8 mill and the 2018 2.0 mill continuing levies based on collection year 2021 assessed values is estimated at \$40,777,602 and we are currently certified at 86.27%. Applying this rate brings the estimated amount down to \$35,178,837.
- Amount requested from PLF is \$23,000,000. 2020 PLF is certified for \$23,533,473 as of this date. It is currently unknown how the COVID-19 pandemic will affect the PLF this year and in 2021. 2021 is estimating that the percentage remains at 1.7% of the total General Revenue Fund and assumes no decline or growth.

The total **estimated tax calculations are \$58,178,837.**

(\$35,178,837 + \$23,000,000)

The total **2021 Tax Budget request is \$63,700,000.**

(\$40,700,000 + \$23,000,000)

- Estimated **other revenues for 2021** from earned interest, fines and fees, etc., are estimated to be **\$1,545,830.**
- Estimated **beginning unencumbered balance** from the General fund is **\$24,777,221.**
- The overall **estimated revenue calculations total \$59,724,667** (\$58,178,837 + \$1,545,830).
- The total General Fund **2021 Tax Budget Request is \$65,245,830** (\$63,700,000 + \$1,545,830), plus the estimated beginning unencumbered fund balance of \$24,777,221 totals \$90,023,051 of resources available for expenditures.

Cleveland Public Library's currently projected 2021 program of library service needs could exceed anticipated revenues. It is consistent with past practice and expected to request funds in excess of probable collections.

The Resolution for the Year 2021 Tax Budget Request is being distributed with the packet of materials for the May 21, 2020 Board Meeting.

## ALTERNATIVE TAX BUDGET INFORMATION

Political Subdivision/Taxing Unit: Cleveland Public Library

For the Fiscal Year Commencing: January 1, 2021

Fiscal Officer Signature: Carrie Krenicky Date: May 21, 2020

# COUNTY OF CUYAHOGA

### **Background**

Substitute House Bill No. 129 (HB129) effective June 3, 2002, was enacted by the 124th General Assembly in part to allow a county budget commission to waive the requirement that a taxing authority adopt a tax budget for a political subdivision or other taxing unit, pursuant to Ohio Revised Code (ORC) Section 5705.281.

### **Ohio Revised Code Section 5705.281**

Under the amended version of this section pursuant to HB 129, a county budget commission, by an affirmative vote of a majority of the commission, including an affirmative vote by the county auditor, may waive the tax budget for any subdivision or other taxing unit. However, the commission may require the taxing authority to provide any information needed by the commission to perform its duties, including the division of the tax rates as provided under ORC Section 5705.04.

### **County Budget Commission Duties**

The county budget commission must still certify tax rates to each subdivision or other taxing unit, by March 1 for school districts and by September 1 for all other taxing authorities under ORC Section 5705.35, even when a tax budget is waived. Also, the commission is still required to issue an official certificate of estimated resources under ORC Section 5705.35 and amended official certificates of estimated resources under ORC Section 5705.36.

Therefore, when a budget commission is setting tax rates based on a taxing unit's need, for purposes of ORC Sections 5705.32, 5705.34, and 5705.341, its determination must be based on that other information the commission asked the taxing authority to provide under ORC Section 5705.281, when the tax budget was waived. Also, an official certificate must be based on that other information the commission asked the taxing authority to provide.

### **County Budget Commission Action**

On October 11, 2002, during the Cuyahoga County Budget Commission meeting, the commission with an affirmative vote of all members waived the requirement for taxing authorities of subdivisions or other taxing units (Including Schools) to adopt a tax budget as provided under ORC Section 5705.281, but shall require the filing of this Alternative Tax Budget Information document on an annual basis.

### **Alternative Tax Budget Information Filing Deadline**

For all political subdivisions excluding school districts, the fiscal officer must file one copy of this document with the County Fiscal Officer on or before July 20th. For school districts the fiscal officer must file one copy of this document with the County Fiscal Officer on or before January 20th.

# STATEMENT OF FUND ACTIVITY

(List All Funds Individually)

Cleveland Public Library  
Tax Budget 2021

## SCHEDULE 2

I	II	III	IV	V	VI	VII
Fund	Beginning			Total	Total	Ending
BY Type	Estimated Unencumbered Fund Balance	Property Taxes and Local Government Revenue/(PLF)	Other Sources Receipts	Resources Available for Expenditures	Estimated Expenditures & Encumbrances	Estimated Unencumbered Balance
General Fund	24,777,221.00	63,700,000.00	1,545,830.00	90,023,051.00	58,589,701.00	31,433,350.00
Special Revenue Funds	18,026,922.00	0.00	8,500,000.00	26,526,922.00	8,500,000.00	18,026,922.00
Debt Service Fund	704,003.00		2,589,701.00	3,293,704.00	3,293,704.00	0.00
Capital Projects Fund	37,839,739.00	0.00	500,000.00	38,339,739.00	15,000,000.00	23,339,739.00
Permanent Funds	4,058,077.00	0.00	300,000.00	4,358,077.00	150,000.00	4,208,077.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
				0.00		0.00

Proposed 2021 Tax Budget With Historical Perspective

Prepared By: Carrie Krenicky

	2019			2020		2021 Proposed
	Tax Budget 2019	Final Actual Budget 2019	Actual Rev/Exp 2019	Tax Budget 2020	(1) Actual Budget 2020	Tax Budget 2021
<b>General Fund</b>						
Beginning Unencumbered Balance	\$ 11,042,191	\$ 16,754,162	\$ 16,499,147	\$ 20,428,194	\$ 25,470,007	\$ 24,777,221
Property Taxes (includes Rollbacks)	40,650,000	38,446,791	38,446,791	41,000,000	35,178,839	40,700,000 (2)
Public Library Fund (PLF)	21,500,000	23,303,557	23,303,557	22,400,000	23,533,473	23,000,000 (3)
Other Sources	1,430,610	2,023,905	2,475,983	1,546,511	1,656,620	1,545,830
Total Current Revenue	63,580,610	63,774,252	64,226,330	64,946,511	60,368,931	65,245,830
Ret Adv/Advances Out		(75,000)				
Total Revenue With Beg Balance	74,622,801	80,453,414	80,725,477	85,374,705	85,838,931	90,023,051
Expenses & Encumbrances	(64,000,000)	(56,108,707)	(55,330,470)	(59,300,000)	(61,061,717)	(58,589,701) (4)
<b>Ending Unencumbered Balance</b>	<b>\$ 10,622,801</b>	<b>\$ 24,344,707</b>	<b>\$ 25,395,007</b>	<b>\$ 26,074,705</b>	<b>\$ 24,777,221</b>	<b>\$ 31,433,350</b>
<b>Special Revenue Funds</b>						
Beginning Unencumbered Balance	\$ 15,000,000	\$ 17,560,018	\$ 17,815,033	\$ 16,500,000	\$ 19,417,560	\$ 18,026,922
Other Sources	8,500,000	10,091,899	10,199,432	8,500,000	9,084,893	8,500,000
Total Current Revenue	8,500,000	10,091,899	10,199,432	8,500,000	9,084,893	8,500,000
Total Revenue With Beg Balance	23,500,000	27,651,917	28,014,465	25,000,000	28,502,453	26,526,922
Expenses & Encumbrances	(8,500,000)	(24,230,722)	(8,521,905)	(8,500,000)	(10,475,531)	(8,500,000)
<b>Ending Unencumbered Balance</b>	<b>\$ 15,000,000</b>	<b>\$ 3,421,195</b>	<b>\$ 19,492,560</b>	<b>\$ 16,500,000</b>	<b>\$ 18,026,922</b>	<b>\$ 18,026,922</b>
<b>Debt Service Fund</b>						
Beginning Unencumbered Balance	\$ -	\$ -	\$ -	\$ -	\$ 2,893,176	\$ 704,003
Other Sources	0	8,654,744	8,660,878	0	1,090,385	2,589,701
Total Current Revenue	0	8,654,744	8,660,878	0	1,090,385	2,589,701
Total Revenue With Beg Balance	0	8,654,744	8,660,878	0	3,983,561	3,293,704
Expenses & Encumbrances	0	(5,767,702)	(5,767,702)	0	(3,292,635)	(3,293,704)
<b>Ending Unencumbered Balance</b>	<b>\$ -</b>	<b>\$ 2,887,042</b>	<b>\$ 2,893,176</b>	<b>\$ -</b>	<b>\$ 690,926</b>	<b>\$ -</b>

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Proposed 2021 Tax Budget With Historical Perspective

Prepared By: Carrie Krenicky

	2019			2020		2021 Proposed
	Tax Budget 2019	Final Actual Budget 2019	Actual Rev/Exp 2019	Tax Budget 2020	(1) Actual Budget 2020	Tax Budget 2021
<b>Capital Projects Fund</b>						
Beginning Unencumbered Balance	\$ 430,802	\$ 2,607,170	\$ 2,607,170	\$ 434,131	\$ 60,986,663	\$ 37,839,739
Other Sources	10,000,000	62,549,915	62,551,986	500,000	0	500,000
Total Current Revenue	10,000,000	62,549,915	62,551,986	500,000	0	500,000
Total Revenue With Beg Balance	10,430,802	65,157,085	65,159,155	934,131	60,986,663	38,339,739
Expenses & Encumbrances	(10,430,802)	(9,447,350)	(4,172,492)	(934,131)	(8,146,924)	(15,000,000)
<b>Ending Unencumbered Balance</b>	<b>\$ -</b>	<b>\$ 55,709,734</b>	<b>\$ 60,986,663</b>	<b>\$ -</b>	<b>\$ 52,839,739</b>	<b>\$ 23,339,739</b>
<b>Permanent Funds</b>						
Beginning Unencumbered Balance	\$ 3,000,000	\$ 3,371,202	\$ 4,155,519	\$ 3,000,000	\$ 3,694,193	\$ 4,058,077
Other Sources	340,000	473,180	499,518	300,000	466,084	300,000
Total Current Revenue	340,000	473,180	499,518	300,000	466,084	300,000
Total Revenue With Beg Balance	3,340,000	3,844,382	4,655,037	3,300,000	4,160,278	4,358,077
Expenses & Encumbrances	(3,340,000)	(3,607,552)	(176,527)	(3,300,000)	(102,201)	(150,000)
<b>Ending Unencumbered Balance</b>	<b>\$ -</b>	<b>\$ 236,830</b>	<b>\$ 4,478,510</b>	<b>\$ -</b>	<b>\$ 4,058,076.60</b>	<b>\$ 4,208,077</b>
<b>Agency Funds</b>						
Beginning Unencumbered Balance	\$ -	\$ 12,095	\$ 12,095	\$ -	\$ 13,203	\$ -
Other Sources	0	0	88,408	0	0	0
Total Current Revenue	0	0	88,408	0	0	0
Total Revenue With Beg Balance	0	12,095	100,503	0	13,203	0
Expenses & Encumbrances	0	(12,095)	(87,300)	0	(13,203)	0
<b>Ending Unencumbered Balance</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 13,203</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

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Proposed 2021 Tax Budget With Historical Perspective

Prepared By: Carrie Krenicky

	2019			2020		2021 Proposed
	Tax Budget 2019	Final Actual Budget 2019	Actual Rev/Exp 2019	Tax Budget 2020	(1) Actual Budget 2020	Tax Budget 2021
<b>ALL FUNDS</b>						
Beginning Unencumbered Balance	\$ 29,472,993	\$ 40,304,646	\$ 41,088,963	\$ 40,362,324	\$ 112,474,802	\$ 85,405,962
Property Taxes	40,650,000	38,446,791	38,446,791	41,000,000	35,178,839	40,700,000
Public Library Fund (formerly LLGSF)	21,500,000	23,303,557	23,303,557	22,400,000	23,533,473	23,000,000
Other Sources	20,270,610	83,793,644	84,476,205	10,846,511	12,297,982	13,435,531
Total Current Revenue	82,420,610	145,543,991	146,226,552	74,246,511	71,010,294	77,135,531
Ret Adv/Advances Out					85,009	
Total Revenue With Beg Balance	111,893,603	185,848,637	187,315,515	114,608,835	183,570,105	162,541,493
Expenses & Encumbrances	(86,270,802)	(99,174,128)	(74,056,396)	(72,034,131)	(83,092,211)	(82,239,701)
<b>Ending Unencumbered Balance</b>	<b>\$ 25,622,801</b>	<b>\$ 86,674,509</b>	<b>\$ 113,259,119</b>	<b>\$ 42,574,705</b>	<b>\$ 100,477,893</b>	<b>\$ 80,301,792</b>

- (1) The 2020 Actual Budget is current as of the March 11, 2020 Certificate of Estimated Resources and April 16, 2020 Board-approved Third Amendment to the Annual 2020 Appropriation.
- (2) Based on Collection Year 2020 effective rates & 100% collection rate of the 1.0 mill, 5.8 mill and 2.0 mill continuing levies as of the 1/01/20 Cuyahoga County Budget Commission's Schedule A with no increase to the assessed values.
- (3) PLF has been estimated, based on the State's budget bill (HB 166) which temporarily increased this percentage to 1.7% of the total General Revenue Fund for FY 2020 and FY 2021 with no decline/growth.
- (4) The proposed 2021 Tax Budget Expenditures/Encumbrances is based on 2021 projected expenditures estimated during the COVID-19 pandemic which includes 2020 expenditures reduced by \$5.5m. Estimating \$55.5m appropriation for 2021 plus \$500,000 being transferred to 401 and the transfer for debt service payment.

**Revenue Sources Detail  
For The  
Proposed 2021 Tax Budget  
For Board Presentation May 21, 2020**

Prepared By:  
Carrie Krenicky

	2019		2020		2021 Proposed			
	Ending Budget 2019	Actual Revenue 2019	Current Budget 2020	Tax Budget 2021				
41200 Property Tax	\$35,858,652	\$35,858,652	\$ 35,858,652	\$35,858,652	32,778,839	\$2,778,839	\$ 40,700,000	\$40,700,000
41100 PLF (Public Library Fund)	\$23,303,557		\$ 23,303,557		23,533,473		\$ 23,000,000	
41900 Rollbacks	\$ 2,588,139	\$ 2,588,139	\$ 2,588,139	\$ 2,588,139	\$ 2,400,000	\$ 2,400,000	\$ -	\$ -
<b>Total Property Tax &amp; Rollbacks</b>		<b>\$ 38,446,791</b>		<b>\$38,446,791</b>		<b>\$35,178,839</b>		<b>\$40,700,000</b>
<b>Total Tax Budget Request Per Board Resolution</b>							<b>63,700,000</b>	
<b>Other Sources</b>								
43110 Fines	24,600		25,209		0		0	
43120 Fees	31,000		35,100		31,000		31,000	
43130 Lost Books	45,000		47,973		45,000		45,000	
43150 Products	14,000		15,356		14,000		14,000	
43160 Passport Fee	7,110		7,705		8,800		9,600	
46165 Photo Passport Fee	1,650		1,740		1,900		2,880	
43170 Sales Tax	12,800		12,758		12,800		12,800	
43180 Copiers	160,000		164,225		160,000		144,000	
43195 Dup Services	6,080		6,164		6,080		6,000	
44100 Investment Income	657,000		702,323		646,348		439,663	
46100 Restricted Gifts	35,000		35,000		0		0	
46500 Unrestricted Gifts	1,712		1,712		1,400		1,400	
48100 Sales of Surplus Property	8,052		8,057		0		0	
48300 Meeting Rooms	38,000		38,167		38,000		38,000	
48600 Rebates Earned	0		9					
48720 Refunds/Reimbursements	955,601		1,091,633		750,000		775,187	
48900 Miscellaneous	26,300		27,838		26,300		26,300	
49820 Return of Advances			255,015					
<b>Subtotal Other</b>		<b>2,023,905</b>		<b>2,475,983</b>		<b>1,741,628</b>		<b>1,545,830</b>
<b>Total Other Sources (TPP Tax &amp; Other)</b>		<b>2,023,905</b>		<b>2,475,983</b>		<b>1,741,628</b>		<b>1,545,830</b>
<b>Total All Sources</b>	<b>\$63,774,252</b>		<b>\$ 64,226,330</b>		<b>\$ 60,453,940</b>		<b>\$ 65,245,830</b>	
Beginning Unencumbered Balance	\$16,499,147		\$ 16,499,147		\$ 25,470,007			
Ret Adv/Advances Out	\$ 180,015				\$ (85,009)			
<b>Total Available Revenue</b>	<b>\$80,453,414</b>		<b>\$ 80,725,477</b>		<b>\$ 85,838,938</b>		<b>\$ 65,245,830</b>	



March 30, 2020

Don Boozer  
Ohio Center for the Book  
Cleveland, Ohio 44114

Dear Don:

A grant of \$4,999 from Library Services and Technology Act (LSTA) FY 2019 funds has been approved for the Ohio Center for the Book/Cleveland Public Library, for the period of April 1, 2020 – September 30, 2020. This special grant is a Services to Targeted Populations grant.

The terms of the agreement are as follows:

1. Payment in the amount of \$4,999 will be made payable to the Ohio Center for the Book/Cleveland Public Library upon acceptance of this letter of agreement and the beginning of this grant term.
2. The Ohio Center for the Book/Cleveland Public Library will file a Final Narrative Report for the period ending September 30, 2020. These forms are also available on the State Library of Ohio's website (LSTA page). This report should be sent to [LSTA@library.ohio.gov](mailto:LSTA@library.ohio.gov).
3. The Ohio Center for the Book/Cleveland Public Library will file a Financial Report on September 30, 2020 indicating all funds (LSTA and any local match funds, if applicable) were encumbered by September 30, 2020; a close-out Financial Report should be filed no later than October 31, 2020 indicating all funds, including local (if applicable), were expended. Note: ALL grant funds must be expended. These reports should be sent to [LSTA@library.ohio.gov](mailto:LSTA@library.ohio.gov).

Please note: You will receive payment based on your most recent supplier update. If you are expecting your payment via EFT and your financial information has changed or needs to be updated, please contact Shared Services via their website.

If you agree to the terms outlined above, please sign this Contract in the space provided below and return the original signed copy to LSTA Coordinator, Cindy Boyden via [LSTA@library.ohio.gov](mailto:LSTA@library.ohio.gov). Also, please complete and return any additional attached forms, per IMLS guidelines. We urge you to keep a copy of the signed Contract, as well as the additional forms, for your records. Should you decide to promote this project, I urge you to visit the [LSTA Publicity Information](#) section of our website; appropriate language, taglines and logos may be located here.

Sincerely,

Beverly L. Cain  
State Librarian

(Signed)

(Date) April 15, 2020

Project # VIII-76-20  
CFDA 45.310



**Cleveland Public Library**  
2020

May 12, 2020

Cuyahoga County Budget Commission  
Attention: Bryan Dunn  
1219 Ontario Street  
Cleveland, Ohio 44113

Dear Bryan,

Cleveland Public Library requests a Certificate of Estimated Resources as noted below for the following funds:

Fund Number	Fund Description	Actual Unencumbered Balance as of 1-Jan-20	"Taxes/PLF" from:	Requested "Taxes/PLF" to	"Other Sources" from:	Requested "Other Sources" to	Overall Increase/ (Decrease)
<b>General Fund</b>							
101	General Fund	\$ 25,470,007.10	\$ 35,178,839.00	\$ 35,178,839.00	\$ 1,656,619.44	\$ 1,656,619.44	\$ -
			\$ 23,533,472.59	\$ 23,533,472.59			
<b>Special Revenue Funds</b>							
201	Anderson	\$ 387,801.04			\$ 28,000.00	\$ 28,000.00	\$ -
202	Endowment for the Blind	\$ 2,966,435.07			\$ 210,000.00	\$ 210,000.00	\$ -
203	Founders	\$ 6,100,171.34			\$ 487,430.80	\$ 492,429.80	\$ 4,999.00
204	Kaiser	\$ 82,631.57			\$ 6,000.00	\$ 6,000.00	\$ -
205	Kraley	\$ 225,178.19			\$ 14,000.00	\$ 14,000.00	\$ -
206	Library	\$ 198,673.24			\$ 19,000.00	\$ 19,000.00	\$ -
207	Pepke	\$ 176,596.14			\$ 12,000.00	\$ 12,000.00	\$ -
208	Wickwire	\$ 1,832,259.49			\$ 120,000.00	\$ 120,000.00	\$ -
209	Wittke	\$ 112,324.15			\$ 8,000.00	\$ 8,000.00	\$ -
210	Young	\$ 5,653,196.59			\$ 450,000.00	\$ 450,000.00	\$ -
225	Friends	\$ -			\$ -	\$ -	\$ -
226	Judd	\$ 125,755.08			\$ 250,486.00	\$ 250,486.00	\$ -
228	Lockwood Thompson	\$ 123,921.33			\$ 196,272.00	\$ 196,272.00	\$ -
229	Ohio Center for the Book	\$ 372.42			\$ 4,525.00	\$ 4,525.00	\$ -
230	Schweinfurth	\$ 174,430.52			\$ 50,000.00	\$ 50,000.00	\$ -
231	CLEVNET	\$ 1,189,111.21			\$ 5,544,169.34	\$ 5,544,169.34	\$ -
251	OLBPD	\$ 100,795.48			\$ 1,508,194.00	\$ 1,508,194.00	\$ -
254	MyCom	\$ (51,048.15)			\$ 199,324.67	\$ 199,324.67	\$ -
256	Learning Centers	\$ 18,774.07			\$ -	\$ -	\$ -
257	Tech Centers	\$ -			\$ 62,500.00	\$ 63,000.00	\$ 500.00
258	Early Literacy	\$ -			\$ -	\$ -	\$ -
259	Rice Solar Panel System	\$ 181.23			\$ -	\$ -	\$ -
		\$ 19,417,560.01			\$ 8,168,901.81	\$ 8,175,400.81	\$ 5,499.00
<b>Debt Service</b>							
301	Debt Service	\$ 2,893,175.95	\$ -	\$ -	\$ 1,090,385.20	\$ 1,090,385.20	\$ -
<b>Capital Projects Funds</b>							
401	Building and Repair	\$ 2,019,144.18			\$ -	\$ -	\$ -
402	Construction - Tax-Exempt	\$ 49,957,265.10			\$ -	\$ -	\$ -
401	Construction - Taxable	\$ 9,010,253.88			\$ -	\$ -	\$ -
		\$ 60,986,663.16			\$ -	\$ -	\$ -
<b>Permanent Funds</b>							
501	Abel	\$ 294,642.27			\$ 20,000.00	\$ 20,000.00	\$ -
502	Ambler	\$ 2,898.23			\$ 200.00	\$ 200.00	\$ -
503	Beard	\$ 61,191.47			\$ 8,000.00	\$ 8,000.00	\$ -
504	Klein	\$ 6,825.62			\$ 500.00	\$ 500.00	\$ -
505	Malon/Schroeder	\$ 248,043.47			\$ 24,000.00	\$ 24,000.00	\$ -
506	McDonald	\$ 239,236.61			\$ 18,000.00	\$ 18,000.00	\$ -
507	Ratner	\$ 119,528.50			\$ 9,000.00	\$ 9,000.00	\$ -
508	Root	\$ 47,700.74			\$ 3,000.00	\$ 3,000.00	\$ -
509	Sugarman	\$ 93,878.45			\$ 15,000.00	\$ 15,000.00	\$ -
510	Thompson	\$ 131,090.49			\$ 13,000.00	\$ 13,000.00	\$ -
511	Weidenthal	\$ 8,571.67			\$ 600.00	\$ 600.00	\$ -
512	White	\$ 2,401,414.42			\$ 200,000.00	\$ 200,000.00	\$ -
513	Beard Anna Young	\$ 39,171.24			\$ 6,000.00	\$ 6,000.00	\$ -
514	Paulson	\$ -			\$ 148,784.42	\$ 148,784.42	\$ -
		\$ 3,694,193.18			\$ 466,084.42	\$ 466,084.42	\$ -
<b>Agency Funds</b>							
901	Unclaimed Funds	\$ 7,585.80			\$ -	\$ -	\$ -
905	CLEVNET Fines & Fees	\$ 5,617.12			\$ -	\$ -	\$ -
		\$ 13,202.92			\$ -	\$ -	\$ -

The reason for the increase/decrease in Estimated Resources:

A net increase in Other Sources-Special Revenue by \$5,499 relating to an increase in the Founders fund - \$4,999 for the LSTA grant for OCFB and an increase in the Tech Centers fund - \$500 from the Clubhouse Network for Facebook EFTW Rockport Tech Ctr (Engineer for the week).

Thank You,  
*Carric Krenicky*  
Treasurer/CFO  
Cleveland Public Library

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 86.27% current collection of current levy for previous tax year.

Revised Code 5705.36 (Library)

Office of the Budget Commission, Cuyahoga County, Ohio.

Cleveland, Ohio

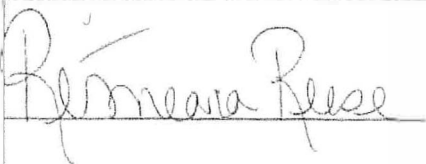

May 13, 2020

To 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, 2020, as revised by the Budget Commission of said County, which shall govern the total of appropriations made at any time during such fiscal year:

Fund	Unencumbered Balace	General Property Tax	P.L.F.	Other Sources	Total
General Fund	\$25,470,007.10	\$35,178,839.00	\$23,533,472.59	\$1,656,619.44	\$85,838,938.13
Special Revenue	\$19,417,560.01			\$9,175,400.81	\$28,592,960.82
Debt Service	\$2,893,175.95			\$1,090,385.20	\$3,983,561.15
Capital	\$60,986,663.16			\$0.00	\$60,986,663.16
Permanent	\$3,694,193.18			\$466,084.42	\$4,160,277.60
Agency	\$13,202.92			\$0.00	\$13,202.92
<b>Totals/Subtotals</b>	<b>\$112,474,802.32</b>	<b>\$35,178,839.00</b>	<b>\$23,533,472.59</b>	<b>\$12,388,489.87</b>	<b>\$183,575,603.78</b>

 <b>Budget</b>	 <b>Commission</b>
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**CLEVELAND PUBLIC LIBRARY  
2020 APPROPRIATION: FOURTH AMENDMENT  
MAY 21, 2020**

**GENERAL FUND**

<b>CERTIFIED REVENUE</b>	<b>Prior Certificate (1)</b>	<b>Increase/ Decrease</b>	<b>Amended Certificate (2)</b>
Cash January 1	25,470,007.10	-	25,470,007.10
Taxes - General Property	32,778,839.00	-	32,778,839.00
Public Library Fund (PLF)	23,533,472.59	-	23,533,472.59
State Rollbacks/CAT	2,400,000.00	-	2,400,000.00
Fines and Fees	279,580.00	-	279,580.00
Earned Interest	646,348.00	-	646,348.00
Unrestricted Gifts	1,400.00	-	1,400.00
Miscellaneous	814,300.00	-	814,300.00
Return of Advances/(Advances Out)	(85,008.56)	-	(85,008.56)
<b>TOTAL RESOURCES</b>	<b>85,838,938.13</b>	<b>-</b>	<b>85,838,938.13</b> (3)

<b>APPROPRIATION</b>	<b>Original Appropriation</b>	<b>Increase/ Decrease</b>	<b>Amended Appropriation</b>
Salaries/Benefits	40,444,713.00	-	40,444,713.00
Supplies	1,013,867.00	-	1,013,867.00
Purchased/Contracted Services	9,680,575.00	-	9,680,575.00
Library Materials/ Information	7,280,000.00	-	7,280,000.00
Capital Outlay	1,336,870.00	-	1,336,870.00
Other Objects	215,307.00	-	215,307.00
<b>SUBTOTAL OPERATING</b>	<b>59,971,332.00</b>	<b>-</b>	<b>59,971,332.00</b>
Transfers	1,090,385.20	-	1,090,385.20
<b>TOTAL APPROPRIATION</b>	<b>61,061,717.20</b>	<b>-</b>	<b>61,061,717.20</b>

**CLEVELAND PUBLIC LIBRARY  
2020 APPROPRIATION: FOURTH AMENDMENT  
MAY 21, 2020**

**SPECIAL REVENUE FUNDS**

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	28,587,461.82	5,499.00	28,592,960.82 (4)
APPROPRIATION	Original Appropriation	Increase/ Decrease	Amended Appropriation
Anderson	14,150.00	-	14,150.00
Endowment for the Blind	10,000.00	-	10,000.00
Founders	918,806.56	4,999.00	923,805.56
Kaiser	-	-	-
Kraley	30,000.00	-	30,000.00
Library	35,000.00	-	35,000.00
Pepke	-	-	-
Wickwire	35,000.00	-	35,000.00
Wittke	-	-	-
Young	10,000.00	-	10,000.00
Friends	-	-	-
Judd	376,241.08	-	376,241.08
Lockwood Thompson	320,193.33	-	320,193.33
Ohio Center for the Book	4,897.42	-	4,897.42
Schweinfurth	224,430.52	-	224,430.52
CLEVNET	6,733,280.55	-	6,733,280.55
LSTA-OLBPD	1,608,989.48	-	1,608,989.48
MyCom	73,267.96	-	73,267.96
Learning Centers	18,774.07	-	18,774.07
Tech Centers	62,500.00	500.00	63,000.00
Early Literacy	-	-	-
Rice Solar Panel System	-	-	-
<b>TOTAL APPROPRIATION</b>	<b>10,475,530.97</b>	<b>5,499.00</b>	<b>10,481,029.97</b>

**CLEVELAND PUBLIC LIBRARY  
2020 APPROPRIATION: FOURTH AMENDMENT  
MAY 21, 2020**

**DEBT SERVICE FUND**

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	3,983,561.15	-	3,983,561.15
APPROPRIATION	Original Appropriation	Increase/ Decrease	Amended Appropriation
DEBT SERVICE	3,292,635.20	-	3,292,635.20

**CAPITAL PROJECT FUNDS**

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	60,986,663.16	-	60,986,663.16 (5)
APPROPRIATION	Original Appropriation	Increase/ Decrease	Amended Appropriation
Building & Repair	2,019,144.18	-	2,019,144.18
Construction - Tax-Exempt	6,127,780.00	-	6,127,780.00
Construction - Taxable	-	-	-
<b>TOTAL APPROPRIATION</b>	<b>8,146,924.18</b>	<b>-</b>	<b>8,146,924.18</b>

**CLEVELAND PUBLIC LIBRARY  
2020 APPROPRIATION: FOURTH AMENDMENT  
MAY 21, 2020**

**PERMANENT FUNDS**

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	4,160,277.60	-	4,160,277.60 (6)

APPROPRIATION	Original Appropriation	Increase/ Decrease	Amended Appropriation
Abel	5,000.00	-	5,000.00
Ambler	-	-	-
Beard	8,201.00	-	8,201.00
Klein	-	-	-
Malon/Schroeder	10,000.00	-	10,000.00
McDonald	4,000.00	-	4,000.00
Ratner	-	-	-
Root	-	-	-
Sugarman	15,000.00	-	15,000.00
Thompson	10,000.00	-	10,000.00
Weidenthal	-	-	-
White	50,000.00	-	50,000.00
Beard Anna Young	-	-	-

<b>TOTAL APPROPRIATION</b>	<b>102,201.00</b>	<b>-</b>	<b>102,201.00</b>
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**AGENCY FUNDS**

CERTIFIED REVENUE	Prior Certificate (1)	Increase/ Decrease	Amended Certificate (2)
	13,202.92	-	13,202.92

APPROPRIATION	Original Appropriation	Increase/ Decrease	Amended Fund Balance/
Unclaimed Funds	7,585.80	-	7,585.80
CLEVNET Fines & Fees	5,617.12	-	5,617.12

<b>TOTAL APPROPRIATION</b>	<b>13,202.92</b>	<b>-</b>	<b>13,202.92</b>
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**CLEVELAND PUBLIC LIBRARY  
2020 APPROPRIATION: FOURTH AMENDMENT  
MAY 21, 2020**

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(1) Certificate dated March 11, 2020

(2) Certificate dated May 13, 2020

(3) \$25,395,007.10 unencumbered cash carried forward plus the repayment of advance to be made from MyCom of \$75,000 less advances out to MyCom of \$75,008.56 and Tech Centers of \$10,000 plus \$60,453,939.59 certified operating revenue produces the balance available for appropriation in 2020 (plus \$5,183,818.88 12/31/19 encumbered cash).

$$(\$25,395,007.10 + \$75,000 - \$75,008.56 - \$10,000 + \$60,453,939.59 = \$85,838,938.13)$$

(4) \$19,492,560.01 unencumbered cash carried forward less the repayment of advance to be made from MyCom of \$75,000 plus \$9,175,400.81 additional revenue to receive in 2020 produces the certified revenue of \$28,592,960.82.

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 available for appropriation.

$$(\$28,592,960.82 - \$2,492,057.50 = \$26,100,903.32 \text{ available for appropriation (plus } \$1,287,167.78 \text{ 12/31/19 encumbered cash).}$$

(5) \$60,896,663.16 unencumbered cash carried forward produces the balance available for appropriation in 2020 (plus \$2,804,715.75 12/31/19 encumbered cash).

(6) \$4,478,509.54 unencumbered cash carried forward less non-expendable principal amounts of \$784,316.36 plus \$317,300 additional revenue to receive in 2020 produces the balance available for appropriation in 2020 (plus \$40,224.31 12/31/19 encumbered cash).

$$(\$4,478,509.54 - \$784,316.36 + \$317,300 = \$4,011,493.18)$$

Non-expendable principal amounts of \$784,316.36 are not included in either the certified fund balances or the appropriated amounts. The non-expendable principal amount of \$148,784.42 from the Paulson Trust will be recorded as a restricted donation for 2019 to get it on the books.

$$(\$4,011,493.18 + 148,784.42 = \$4,160,277.60)$$





**EXHIBIT "A"**

	<b>Brooklyn and Sterling</b>	<b>Eastman and Fleet</b>	<b>Lorain</b>	<b>Memorial Nottingham</b>	<b>Rockport</b>
<b>Most Qualified</b>	1) VOCON	1) Moody Nolan	1) HBM	1) Bialosky and Robert P. Madison, International	1) CBLH
<b>Second Most Qualified</b>	2) Bialosky and Robert P. Madison, International	2) VOCON	2) VOCON	2) Bostwick and Ubiquitous	2) VOCON
<b>Third Most Qualified</b>	3) HBM	3) CBLH	3) Bialosky and Robert P. Madison, International	3) Moody Nolan	3) Moody Nolan

CLEVELAND PUBLIC LIBRARY  
MONTHLY FINANCIAL STATEMENT OF FISCAL OFFICER TO BOARD OF LIBRARY TRUSTEES  
FOR THE PERIOD APRIL 1 – APRIL 30, 2020

*Carrie Krenicky*

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FISCAL OFFICER, BOARD OF LIBRARY TRUSTEES

**Cleveland Public Library**  
**Revenues, Expenditures and Changes in Fund Balance**  
**For the Period Ending April 30, 2020**

	<u>General Fund</u>	<u>Special Revenue</u>	<u>Debt Service</u>	<u>Capital Projects</u>	<u>Permanent</u>	<u>Agency</u>	<u>Total</u>
41 Taxes	19,928,176.26	0.00	0.00	0.00	0.00	0.00	19,928,176.26
42 Intergovernmental	7,139,992.01	507,731.00	0.00	0.00	0.00	0.00	7,647,723.01
43 Fines & Fees	62,280.53	0.00	0.00	0.00	0.00	0.00	62,280.53
44 Investment Earnings	222,372.67	61,997.63	13,077.39	370,273.91	9,557.87	0.00	677,279.47
45 Charges for Services	0.00	2,608,307.58	0.00	0.00	0.00	0.00	2,608,307.58
46 Contributions & Donations	275.00	170,280.66	0.00	0.00	148,784.42	0.00	319,340.08
48 Miscellaneous Revenue	86,604.91	0.00	0.00	0.00	0.00	24,126.39	110,731.30
<b>Total Revenues</b>	<b>\$ 27,439,701.38</b>	<b>\$ 3,348,316.87</b>	<b>\$ 13,077.39</b>	<b>\$ 370,273.91</b>	<b>\$ 158,342.29</b>	<b>\$ 24,126.39</b>	<b>\$ 31,353,838.23</b>
51 Salaries/Benefits	12,464,225.94	1,038,347.28	0.00	0.00	0.00	0.00	13,502,573.22
52 Supplies	260,053.81	13,905.63	0.00	0.00	45.97	0.00	274,005.41
53 Purchased/Contracted Services	3,692,199.31	1,379,477.43	0.00	4,322.00	20,643.27	0.00	5,096,642.01
54 Library Materials	2,113,988.77	188,736.50	0.00	0.00	10,242.07	0.00	2,312,967.34
55 Capital Outlay	84,646.82	81,536.07	0.00	875,229.06	0.00	0.00	1,041,411.95
56 Debt Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00
57 Miscellaneous Expenses	132,446.53	21,409.35	0.00	0.00	0.00	27,671.32	181,527.20
<b>Total Expenditures</b>	<b>\$ 18,747,561.18</b>	<b>\$ 2,723,412.26</b>	<b>\$ 0.00</b>	<b>\$ 879,551.06</b>	<b>\$ 30,931.31</b>	<b>\$ 27,671.32</b>	<b>\$ 22,409,127.13</b>
<b>Revenue Over/(Under) Expenditures</b>	<b>\$ 8,692,140.20</b>	<b>\$ 624,904.61</b>	<b>\$ 13,077.39</b>	<b>\$(509,277.15)</b>	<b>\$ 127,410.98</b>	<b>\$(3,544.93)</b>	<b>\$ 8,944,711.10</b>
95 Notes Issued	0.00	0.00	0.00	0.00	0.00	0.00	0.00
98 Advances	(10,008.56)	10,008.56	0.00	0.00	0.00	0.00	0.00
99 Transfers	(1,090,385.20)	0.00	1,090,385.20	0.00	0.00	0.00	0.00
<b>Total Other Sources / Uses</b>	<b>\$(1,100,393.76)</b>	<b>\$ 10,008.56</b>	<b>\$ 1,090,385.20</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>
<b>Revenue &amp; Other Sources Over/ (Under) Expenditures &amp; Other Uses</b>	<b>\$ 7,591,746.44</b>	<b>\$ 634,913.17</b>	<b>\$ 1,103,462.59</b>	<b>\$(509,277.15)</b>	<b>\$ 127,410.98</b>	<b>\$(3,544.93)</b>	<b>\$ 8,944,711.10</b>
<b>Beginning Year Cash Balance</b>	<b>\$ 30,578,825.98</b>	<b>\$ 20,239,744.42</b>	<b>\$ 0.00</b>	<b>\$ 63,791,378.91</b>	<b>\$ 4,518,733.85</b>	<b>\$ 13,202.92</b>	<b>\$ 122,035,062.03</b>
<b>Current Cash Balance</b>	<b>\$ 38,170,475.85</b>	<b>\$ 20,874,657.59</b>	<b>\$ 3,996,638.54</b>	<b>\$ 63,282,101.76</b>	<b>\$ 4,646,144.83</b>	<b>\$ 9,657.99</b>	<b>\$ 130,979,676.56</b>

**Cleveland Public Library**  
**Certified Revenue, Appropriations and Balances**  
**General Fund**  
**For the Period Ending April 30, 2020**

	<u>Certified Revenue (1)</u>	<u>Income To Date</u>	<u>Balance</u>	<u>Percent To Date</u>	<u>Percent Prior Year</u>
PLF State Income Tax	23,533,473	7,139,992	16,393,481	30%	31%
General Property Tax	32,778,839	19,928,176	12,850,663	61%	57%
Rollback, Homestead, CAT	2,400,000	0	2,400,000	0%	54%
Fines & Fees	279,580	62,281	217,299	22%	60%
Investment Earnings	646,348	222,373	423,975	34%	27%
Contributions	1,400	275	1,125	20%	96%
Miscellaneous	814,300	86,605	727,695	11%	8%
Return of Advances Out	0	75,000	(75,000)	0%	0%
<b>Total</b>	<b>\$ 60,453,940</b>	<b>\$ 27,514,701</b>	<b>\$ 32,939,238</b>	<b>46%</b>	<b>47%</b>

	<u>Appropriation(2)</u>	<u>Expended/ Encumbered</u>	<u>Balance</u>	<u>Percent To Date (3)</u>	<u>Percent Prior Year</u>
Salaries/Benefits	40,618,542	12,512,711	28,105,831	31%	31%
Supplies	1,044,875	486,962	557,913	47%	65%
Purchased Services	11,081,825	7,685,834	3,395,991	69%	73%
Library Materials	10,552,588	3,993,249	6,559,339	38%	54%
Capital Outlay	1,638,433	349,687	1,288,746	21%	30%
Other	218,889	156,969	61,921	72%	42%
<b>Subtotal</b>	<b>\$ 65,155,151</b>	<b>\$ 25,185,411</b>	<b>\$ 39,969,740</b>	<b>39%</b>	<b>44%</b>
Advances Out	0	85,009	(85,009)		
Transfers Out	1,090,385	1,090,385	0		
<b>Total</b>	<b>\$ 66,245,536</b>	<b>\$ 26,360,805</b>	<b>\$ 39,884,731</b>	<b>40%</b>	<b>44%</b>

Note (1): Certificate from Cuyahoga County Budget Commission dated March 11, 2020.

Note (2): Subtotal Original Appropriation of \$61,061,717.20 plus carried forward encumbrance of \$5,183,818.88.

Note (3): Subtotal includes 29% expended and 10% encumbered.

**Cleveland Public Library**  
**Appropriation, Expenditures and Balances**  
**General Fund**  
**For the Period Ending April 30, 2020**

	<u>Current Year Appropriation</u>	<u>Total Appropriated Funds</u>	<u>Current Year Expenditures</u>	<u>Encumbered and Unpaid</u>	<u>Unencumbered Balance</u>
51110 Professional Salaries	11,992,715.71	11,992,715.71	3,614,021.05	0.00	8,378,694.66
51120 Clerical Salaries	11,151,894.98	11,151,894.98	3,184,539.04	0.00	7,967,355.94
51130 Non-Clerical Salaries	1,322,588.05	1,322,588.05	316,123.30	0.00	1,006,464.75
51140 Buildings Salaries	5,040,100.86	5,040,100.86	1,398,412.22	0.00	3,641,688.64
51150 Other Salaries	585,727.69	585,727.69	148,707.18	0.00	437,020.51
51180 Severance Pay	0.00	160,016.42	184,303.87	0.00	(24,287.45)
51190 Non-Base Pay	423,000.00	423,000.00	626,819.70	0.00	(203,819.70)
51400 OPERS	4,312,417.07	4,312,417.07	1,247,069.37	0.00	3,065,347.70
51610 Health Insurance	4,764,735.97	4,764,735.97	1,523,411.79	0.00	3,241,324.18
51611 Dental Insurance	221,465.71	221,465.71	67,519.84	0.00	153,945.87
51612 Vision Insurance	16,977.78	16,977.78	5,137.10	0.00	11,840.68
51620 Life Insurance	13,786.20	13,786.20	4,745.54	0.00	9,040.66
51625 Short Term Disability Insuranc	29,623.34	29,623.34	14,003.31	0.00	15,620.03
51630 Workers Compensation	87,345.50	92,875.46	(4,585.25)	0.00	97,460.71
51640 Unemployment Compensation	25,000.00	30,961.94	1,834.42	29,127.52	0.00
51650 Medicare - ER	412,902.76	415,222.99	127,676.08	926.79	286,620.12
51900 Other Benefits	44,431.38	44,431.38	4,487.38	18,430.63	21,513.37
<b>Salaries/Benefits</b>	<b>\$40,444,713.00</b>	<b>\$ 40,618,541.55</b>	<b>\$ 12,464,225.94</b>	<b>\$ 48,484.94</b>	<b>\$ 28,105,830.67</b>
52110 Office Supplies	44,260.00	44,513.66	10,577.99	1,911.48	32,024.19
52120 Stationery	31,812.00	32,364.31	2,942.47	2,953.97	26,467.87
52130 Duplication Supplies	20,935.00	21,111.38	1,074.78	0.00	20,036.60
52140 Hand Tools	500.00	500.00	327.60	0.00	172.40
52150 Book Repair Supplies	65,463.00	65,463.00	9,220.72	0.00	56,242.28
52210 Janitorial Supplies	98,421.00	225,586.89	64,852.96	92,008.75	68,725.18

**Cleveland Public Library  
Appropriation, Expenditures and Balances  
General Fund  
For the Period Ending April 30, 2020**

		<u>Current Year Appropriation</u>	<u>Total Appropriated Funds</u>	<u>Current Year Expenditures</u>	<u>Encumbered and Unpaid</u>	<u>Unencumbered Balance</u>
52220	Electrical Supplies	51,034.00	52,514.88	13,795.23	14,756.75	23,962.90
52230	Maintenance Supplies	404,348.00	329,400.84	64,124.32	61,182.76	204,093.76
52240	Uniforms	21,675.00	38,089.00	14,993.38	1,297.84	21,797.78
52300	Motor Vehicle Supplies	56,585.00	67,640.31	6,972.29	46,995.81	13,672.21
52900	Other Supplies	164,434.00	222,090.40	71,172.07	5,800.90	145,117.43
	<b>Supplies</b>	<b>\$959,467.00</b>	<b>\$ 1,099,274.67</b>	<b>\$ 260,053.81</b>	<b>\$ 226,908.26</b>	<b>\$ 612,312.60</b>
53100	Travel/Meetings	100,000.00	103,520.55	11,472.88	4,019.58	88,028.09
53210	Telecommunications	276,904.00	320,023.32	71,291.54	240,056.31	8,675.47
53230	Postage/Freight	78,600.00	113,699.44	3,766.66	73,565.48	36,367.30
53240	PR/Other Communications	198,409.00	206,440.32	53,248.02	34,399.24	118,793.06
53310	Building Repairs	473,609.47	485,989.22	44,088.10	57,637.90	384,263.22
53320	Machine Repairs	17,897.00	21,027.96	9,975.32	1,566.34	9,486.30
53340	Building Maintenance	485,000.00	661,576.00	111,991.07	100,558.96	449,025.97
53350	Machine Maintenance	145,490.30	220,548.56	69,277.93	40,823.64	110,446.99
53360	Computer Maintenance	436,400.00	445,847.87	108,927.85	94,422.54	242,497.48
53370	Motor Vehicle Repairs/Maint	27,000.00	34,735.05	10,348.78	20,332.10	4,054.17
53380	Contract Security	15,000.00	147,048.43	116,773.93	20,433.81	9,840.69
53390	Landscaping	26,600.00	26,600.00	0.00	0.00	26,600.00
53400	Insurance	473,180.00	473,180.00	346.00	0.00	472,834.00
53510	Rent/Leases	172,222.14	184,094.58	39,286.26	109,154.22	35,654.10
53520	Equipment Rental	22,384.00	24,307.33	4,316.08	10,530.01	9,461.24
53610	Electricity	1,790,200.00	1,898,521.26	463,379.68	1,416,998.63	18,142.95
53620	Gas	147,300.00	165,042.01	77,840.59	81,095.30	6,106.12
53630	Chilled Water	841,333.00	862,197.04	66,041.18	791,442.50	4,713.36

**Cleveland Public Library**  
**Appropriation, Expenditures and Balances**  
**General Fund**  
**For the Period Ending April 30, 2020**

		<b>Current Year Appropriation</b>	<b>Total Appropriated Funds</b>	<b>Current Year Expenditures</b>	<b>Encumbered and Unpaid</b>	<b>Unencumbered Balance</b>
53640	Water/Sewer	161,700.00	178,698.73	33,972.42	136,606.91	8,119.40
53710	Professional Services	1,068,979.75	1,579,843.54	272,424.70	620,234.64	687,184.20
53720	Auditors Fees	820,000.00	850,728.80	430,164.62	30,372.30	390,191.88
53730	Bank Service Charges	11,000.00	11,000.00	2,564.88	0.00	8,435.12
53800	Library Material Control	266,500.00	441,096.77	70,435.48	105,646.29	265,015.00
53900	Other Purchased Services	1,624,866.34	1,626,057.84	1,620,265.34	3,737.50	2,055.00
	<b>Purchased/Contracted Services</b>	<b>\$9,680,575.00</b>	<b>\$ 11,081,824.62</b>	<b>\$ 3,692,199.31</b>	<b>\$ 3,993,634.20</b>	<b>\$ 3,395,991.11</b>
54110	Books	2,032,500.00	2,637,217.08	419,411.38	503,113.24	1,714,692.46
54120	Continuations	282,030.00	460,885.55	91,109.97	145,803.76	223,971.82
54210	Periodicals	750,500.00	922,891.68	38,780.17	145,723.99	738,387.52
54220	Microforms	29,070.00	78,618.00	44,178.79	6,481.26	27,957.95
54310	Video Media	1,315,000.00	1,664,950.59	289,052.97	257,344.57	1,118,553.05
54320	Audio Media - Spoken	105,150.00	118,016.82	10,554.60	9,008.97	98,453.25
54325	Audio Media - Music	120,150.00	152,940.78	31,272.28	28,311.10	93,357.40
54500	Database Services	645,000.00	1,343,311.95	622,470.51	102,027.29	618,814.15
54530	eMedia	1,807,600.00	2,917,927.54	541,043.78	629,802.20	1,747,081.56
54600	Interlibrary Loan	3,000.00	3,000.00	850.00	2,410.00	(260.00)
54710	Bookbinding	20,000.00	42,979.85	5,259.06	10,303.98	27,416.81
54720	Preservation Services	20,000.00	31,101.75	19,130.72	9,724.37	2,246.66
54730	Preservation Boxing	5,000.00	5,263.00	574.54	0.00	4,688.46
54790	Preservation Reformatting	25,000.00	25,000.00	300.00	722.28	23,977.72
54905	Other LM-Hotspots	120,000.00	148,483.02	0.00	28,483.02	120,000.00
	<b>Library Materials</b>	<b>\$7,280,000.00</b>	<b>\$ 10,552,587.61</b>	<b>\$ 2,113,988.77</b>	<b>\$ 1,879,260.03</b>	<b>\$ 6,559,338.81</b>
55300	Construction/Improvements	0.00	27,368.65	8,271.76	19,096.89	0.00

**Cleveland Public Library**  
**Appropriation, Expenditures and Balances**  
**General Fund**  
**For the Period Ending April 30, 2020**

	Current Year Appropriation	Total Appropriated Funds	Current Year Expenditures	Encumbered and Unpaid	Unencumbered Balance
55510 Furniture	222,592.42	224,906.26	5,939.08	9,569.78	209,397.40
55520 Equipment	620,716.58	773,375.61	11,876.53	158,594.83	602,904.25
55530 Computer Hardware	385,500.00	373,629.05	50,171.45	55,486.10	267,971.50
55540 Software	75,500.00	97,792.50	8,388.00	22,292.50	67,112.00
55700 Motor Vehicles	86,961.00	86,961.00	0.00	0.00	86,961.00
<b>Capital Outlay</b>	<b>\$1,391,270.00</b>	<b>\$ 1,584,033.07</b>	<b>\$ 84,646.82</b>	<b>\$ 265,040.10</b>	<b>\$ 1,234,346.15</b>
57100 Memberships	94,164.26	94,164.26	39,182.48	12,861.78	42,120.00
57200 Taxes	15,000.00	16,714.96	3,565.77	10,811.33	2,337.86
57500 Refunds/Reimbursements	106,142.74	108,010.14	89,698.28	849.07	17,462.79
<b>Miscellaneous Expenses</b>	<b>\$215,307.00</b>	<b>\$ 218,889.36</b>	<b>\$ 132,446.53</b>	<b>\$ 24,522.18</b>	<b>\$ 61,920.65</b>
59810 Advances Out	0.00	0.00	85,008.56	0.00	(85,008.56)
<b>Advances</b>	<b>\$0.00</b>	<b>\$ 0.00</b>	<b>\$ 85,008.56</b>	<b>\$ 0.00</b>	<b>\$(85,008.56)</b>
59900 Transfers Out	1,090,385.20	1,090,385.20	1,090,385.20	0.00	0.00
<b>Transfers</b>	<b>\$1,090,385.20</b>	<b>\$ 1,090,385.20</b>	<b>\$ 1,090,385.20</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>
<b>TOTAL</b>	<b>\$61,061,717.20</b>	<b>\$ 66,245,536.08</b>	<b>\$ 19,922,954.94</b>	<b>\$ 6,437,849.71</b>	<b>\$ 39,884,731.43</b>



**Cleveland Public Library**  
**Revenue, Expenditures and Changes in Fund Balances**  
**For the Period Ending April 30, 2020**

	<u>Beginning Year Balance</u>	<u>Year to Date Receipts</u>	<u>Year to Date Expenditures</u>	<u>Year to Date Encumbrances</u>	<u>Unencumbered Balance</u>
101 General Fund	30,578,825.98	27,514,701.38	19,922,954.94	6,437,849.71	31,732,722.71
<b>Total General Fund</b>	<b>\$ 30,578,825.98</b>	<b>\$ 27,514,701.38</b>	<b>\$ 19,922,954.94</b>	<b>\$ 6,437,849.71</b>	<b>\$ 31,732,722.71</b>
201 Anderson	387,801.04	0.00	111.45	0.00	387,689.59
202 Endowment for the Blind	2,966,435.07	1,687.84	0.00	0.00	2,968,122.91
203 Founders	6,328,403.07	114,597.24	201,642.39	178,995.72	6,062,362.20
204 Kaiser	82,631.57	0.00	0.00	0.00	82,631.57
205 Kraley	225,208.14	131.35	0.00	29.95	225,309.54
206 Library	200,152.80	(119.11)	1,500.00	0.00	198,533.69
207 Pepke	176,596.14	0.00	0.00	0.00	176,596.14
208 Wickwire	1,832,259.49	(4,045.49)	1,923.31	0.00	1,826,290.69
209 Wittke	112,324.15	0.00	0.00	0.00	112,324.15
210 Young	5,653,196.59	5,747.88	0.00	0.00	5,658,944.47
226 Judd	127,525.23	63,808.75	48,670.66	38,906.58	103,756.74
228 Lockwood Thompson Memorial	213,724.58	0.00	14,889.58	84,997.57	113,837.43
229 Ohio Center for the Book	372.42	2,225.00	0.00	0.00	2,597.42
230 Schweinfurth	176,930.52	0.00	19,295.00	0.00	157,635.52
231 CLEVNET	1,471,491.29	2,608,307.58	1,957,785.42	1,285,031.47	836,981.98
251 OLBPD-Library for the Blind	113,077.26	502,732.00	461,259.86	21,083.07	133,466.33
254 MyCom	25,728.45	75,008.56	75,036.00	0.00	25,701.01
256 Learning Centers	21,361.67	0.00	5,961.11	15,400.56	0.00
257 Tech Centers	0.00	63,000.00	0.00	0.00	63,000.00
258 Early Literacy	10,337.48	0.00	10,337.48	0.00	0.00
259 Rice Solar Panel System	114,187.46	243.83	0.00	114,006.23	425.06
<b>Total Special Revenue Funds</b>	<b>\$ 20,239,744.42</b>	<b>\$ 3,433,325.43</b>	<b>\$ 2,798,412.26</b>	<b>\$ 1,738,451.15</b>	<b>\$ 19,136,206.44</b>

**Cleveland Public Library  
Revenue, Expenditures and Changes in Fund Balances  
For the Period Ending April 30, 2020**

	<u>Beginning Year Balance</u>	<u>Year to Date Receipts</u>	<u>Year to Date Expenditures</u>	<u>Year to Date Encumbrances</u>	<u>Unencumbered Balance</u>
301 Debt Service	2,893,175.95	1,103,462.59	0.00	0.00	3,996,638.54
<b>Total Debt Service Fund</b>	<b>\$ 2,893,175.95</b>	<b>\$ 1,103,462.59</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 3,996,638.54</b>
401 Building & Repair	2,190,953.93	0.00	72,043.87	99,765.88	2,019,144.18
402 Construction - Tax-Exempt	52,590,171.10	293,914.32	807,507.19	3,385,707.46	48,690,870.77
403 Construction - Taxable	9,010,253.88	76,359.59	0.00	0.00	9,086,613.47
<b>Total Capital Project Funds</b>	<b>\$ 63,791,378.91</b>	<b>\$ 370,273.91</b>	<b>\$ 879,551.06</b>	<b>\$ 3,485,473.34</b>	<b>\$ 59,796,628.42</b>
501 Abel	304,642.27	0.00	0.00	0.00	304,642.27
502 Ambler	3,098.23	0.00	0.00	0.00	3,098.23
503 Beard	91,987.04	429.50	17,993.77	10,303.87	64,118.90
504 Klein	7,325.62	0.00	0.00	0.00	7,325.62
505 Malon/Schroeder	358,043.47	426.26	2,649.50	2,699.50	353,120.73
506 McDonald	250,338.21	328.74	0.00	2,170.00	248,496.95
507 Ratner	124,528.50	0.00	0.00	0.00	124,528.50
508 Root	53,700.74	0.00	0.00	0.00	53,700.74
509 Sugarman	242,255.89	1,292.67	45.97	0.00	243,502.59
510 Thompson	174,844.24	(1,442.79)	0.00	0.00	173,401.45
511 Weidenthal	9,071.67	0.00	0.00	0.00	9,071.67
512 White	2,792,445.72	8,523.49	10,242.07	12,428.68	2,778,298.46
513 Beard Anna Young	106,452.25	0.00	0.00	0.00	106,452.25
514 Paulson	0.00	148,784.42	0.00	0.00	148,784.42
<b>Total Permanent Funds</b>	<b>\$ 4,518,733.85</b>	<b>\$ 158,342.29</b>	<b>\$ 30,931.31</b>	<b>\$ 27,602.05</b>	<b>\$ 4,618,542.78</b>
901 Unclaimed Funds	7,585.80	720.26	0.00	0.00	8,306.06
905 CLEVNET Fines & Fees	5,617.12	23,406.13	27,671.32	0.00	1,351.93
<b>Total Agency Funds</b>	<b>\$ 13,202.92</b>	<b>\$ 24,126.39</b>	<b>\$ 27,671.32</b>	<b>\$ 0.00</b>	<b>\$ 9,657.99</b>
<b>Total All Funds</b>	<b>\$ 122,035,062.03</b>	<b>\$ 32,604,231.99</b>	<b>\$ 23,659,520.89</b>	<b>\$ 11,689,376.25</b>	<b>\$ 119,290,396.88</b>

**Cleveland Public Library**  
**Year-To-Date Budget Report**  
**Construction - Tax-Exempt Fund 402**  
**For the Period Ending April 30, 2020**

	Original Budget	Revised Budget	YTD Actual	Encumbered and Unpaid	Available Balance
44400 Investment Earnings (Capital)	0.00	0.00	-293,914.32	0.00	293,914.32
<b>Investment Earnings</b>	<b>0.00</b>	<b>0.00</b>	<b>-293,914.32</b>	<b>0.00</b>	<b>293,914.32</b>
53710 Professional Services	0.00	37,000.00	0.00	25,000.00	12,000.00
<b>Purchased/Contracted Services</b>	<b>0.00</b>	<b>37,000.00</b>	<b>0.00</b>	<b>25,000.00</b>	<b>12,000.00</b>
55300 Construction/Improvements	3,255,714.00	8,723,686.00	807,507.19	3,360,707.46	4,555,471.35
<b>Capital Outlay</b>	<b>3,255,714.00</b>	<b>8,723,686.00</b>	<b>807,507.19</b>	<b>3,360,707.46</b>	<b>4,555,471.35</b>
<b>TOTAL Revenues</b>	<b>0.00</b>	<b>0.00</b>	<b>-293,914.32</b>		<b>293,914.32</b>
<b>TOTAL Expenditures</b>	<b>3,255,714.00</b>	<b>8,760,686.00</b>	<b>807,507.19</b>	<b>3,385,707.46</b>	<b>4,567,471.35</b>
			Prior Fund Balance		52,590,171.10
			Change in Fund Balance		(513,592.87)
			Current Fund Balance		52,076,578.23

**Cleveland Public Library**  
**Year-To-Date Budget Report**  
**Construction - Taxable Fund 403**  
**For the Period Ending April 30, 2020**

		<u>Original Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encumbered and Unpaid</u>	<u>Available Balance</u>
44400	Investment Earnings (Capital)	0.00	0.00	-76,359.59	0.00	76,359.59
	<b>Investment Earnings</b>	<b>0.00</b>	<b>0.00</b>	<b>-76,359.59</b>	<b>0.00</b>	<b>76,359.59</b>
	<b>TOTAL Revenues</b>	<b>0.00</b>	<b>0.00</b>	<b>-76,359.59</b>		<b>76,359.59</b>
	<b>TOTAL Expenditures</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
				Prior Fund Balance		9,010,253.88
				Change in Fund Balance		76,359.59
				Current Fund Balance		9,086,613.47

**Cleveland Public Library  
 Depository Balance Detail  
 For the Period Ending April 30, 2020**

<b>Balance of All Funds</b>	<b>\$ 130,979,676.56</b>
Huntington - Checking	2,744.09
KeyBank - Checking (ZBA)	2,529,852.63
KeyBank - FSA Account	5,207.19
Petty Cash	270.00
Change Fund	1,490.00
KeyBank-Payroll Account (ZBA)	255.52
<b>Cash in Library Treasury</b>	<b>\$ 2,539,819.43</b>
Huntington Escrow Account	114,431.29
U.S. Bank - 2019A-Money Market	104,208.67
U.S. Bank - 2019B-Money Market	101,714.46
U.S. Bank - Investments	34,174,215.26
U.S. Bank - Inv - Money Market	532,611.24
U.S. Bank - Series 2019A Notes	53,287,585.45
U.S. Bank - Series 2019B Notes	8,984,381.93
Huntington Trust -Money Market	3,305,316.50
STAR Ohio Investment	6,570,839.06
STAR Plus Program	0.00
<b>Investments</b>	<b>\$ 107,175,303.86</b>
PNC- Endowment Account	21,264,553.27
<b>Endowment Account</b>	<b>\$ 21,264,553.27</b>
<b>Cash in Banks and On Hand</b>	<b>\$ 130,979,676.56</b>

CLEVELAND PUBLIC LIBRARY

Board Meeting

REPORT ON INVESTMENTS – April 2020

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 investments known as interim deposits. The investments are in securities that provide the highest interest rate consistent with the highest degree safety. Other balances are invested in US Treasury issues, agency issues, commercial paper, and negotiable certificates of deposit as managed by UACC (a Meeder Investment Management Company), STAR Ohio, STAR Plus, and a federal money market fund.

Following is a description of interim deposit earnings for the period April 1, 2020 through April 30, 2020.

OPERATING FUND:

<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>
04/01/20 - 04/30/20	30	Various	STAR Ohio	Various	7,430.34	Investment Pool
04/01/20 - 04/30/20	30	Various	STAR Plus	Various	0.00	Bank Deposit Program
04/01/20 - 04/30/20	30	Various	U.S. Bank	Various	766.41	Sweep Money Market
10/23/19 - 04/23/20	184	500,000	Federal Home Loan Mortgage Corp.	1.700%	4,250.00	Federal Agency
10/24/19 - 04/24/20	184	400,000	Federal Home Loan Mortgage Corp.	1.500%	4,840.00	Federal Agency
01/28/20 - 04/28/20	92	1,050,000	Federal National Mortgage Assn.	1.300%	3,412.50	Federal Agency
10/28/19 - 04/28/20	184	500,000	Federal National Mortgage Assn.	1.200%	3,000.00	Federal Agency
10/30/19 - 04/30/20	184	500,000	Federal Home Loan Mortgage Corp.	2.050%	5,125.00	Federal Agency
03/01/20 - 04/01/20	32	100,000	Live Oak Banking Co.	1.800%	152.88	Negotiable CD
03/11/20 - 04/11/20	32	249,000	UBS Bank USA	1.000%	211.48	Negotiable CD
03/13/20 - 04/13/20	32	249,000	Enerbank USA	1.800%	380.66	Negotiable CD
10/17/19 - 04/17/20	184	110,000	Student Loan Marketing Assn.	2.800%	1,544.22	Negotiable CD
03/17/20 - 04/17/20	32	249,000	Wells Fargo National Bank West	1.900%	401.81	Negotiable CD
03/18/20 - 04/18/20	32	225,000	Wells Fargo Bank NA	1.950%	372.64	Negotiable CD
03/20/20 - 04/20/20	32	210,000	Merrick Bank	2.350%	419.14	Negotiable CD
03/20/20 - 04/20/20	32	249,000	First Capital Bank SC	1.100%	232.63	Negotiable CD
03/21/20 - 04/21/20	32	249,000	SeviFirst Bank	1.600%	338.37	Negotiable CD
03/26/20 - 04/26/20	32	249,000	Axos Bank	1.650%	348.94	Negotiable CD
03/27/20 - 04/27/20	32	249,000	Comenity Capital Bank	2.500%	528.70	Negotiable CD
03/27/20 - 04/27/20	32	249,000	Bank of Old Monroe	1.250%	264.35	Negotiable CD
03/30/20 - 04/30/20	32	249,000	Celtic Bank	1.850%	391.24	Negotiable CD
03/31/20 - 04/30/20	31	249,000	Nicolet National Bank	1.150%	235.36	Negotiable CD
Earned Interest April 2020					\$	34,646.67
Earned Interest Year To Date					\$	222,372.67

**SERIES 2019A TAX-EXEMPT NOTES:**

<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>
04/01/20 - 04/30/20	30	Various	U.S. Bank	Various	3,509.87	Sweep Money Market
10/09/19 - 04/06/20	181	1,000,000	Natixis NY Branch	1.940%	9,700.00	Commercial Paper
09/20/19 - 04/15/20	209	2,000,000	MUFG Bank Ltd.	2.050%	23,688.90	Commercial Paper
10/12/19 - 04/12/20	184	1,000,000	Federal Farm Credit Bank	1.680%	8,400.00	Federal Agency
01/14/20 - 04/13/20	91	1,000,000	Federal Farm Credit Bank	1.480%	11,218.89	Federal Agency
10/28/19 - 04/28/20	184	1,000,000	Federal National Mortgage Assn.	1.650%	12,180.00	Federal Agency
03/31/20 - 04/30/20	31	249,000	First State Financial	1.350%	276.29	Negotiable CD
10/31/19 - 04/30/20	183	2,150,000	United States Treasury Note	1.375%	14,781.25	Treasury Security
Earned Interest April 2020					\$	83,755.20
Earned Interest Year To Date					\$	293,914.32

**SERIES 2019B TAXABLE NOTES:**

<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>
04/01/20 - 04/30/20	30	Various	U.S. Bank	Various	1,682.18	Sweep Money Market
Earned Interest April 2020					\$	1,682.18
Earned Interest Year To Date					\$	76,359.59

**NOTE RETIREMENT FUND:**

<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>
04/01/20 - 04/30/20	30	Various	Huntington National Bank	Various	2,156.97	Sweep Money Market
Earned Interest April 2020					\$	2,156.97
Earned Interest Year To Date					\$	13,077.39

**ESCROW ACCOUNT:**

<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>
04/01/20 - 04/30/20	30	Various	Huntington National Bank	Various	9.38	Money Market
Earned Interest April 2020					\$	9.38
Earned Interest Year To Date					\$	243.83
<b>Earned Interest April 2020--All Funds</b>					\$	<b>122,250.40</b>
<b>Earned Interest Year To Date--All Funds</b>					\$	<b>605,967.80</b>

## CLEVELAND PUBLIC LIBRARY

## REPORT C

Board Meeting  
May 21, 2020

## REPORT ON CONFERENCE AND TRAVEL EXPENDITURES FOR APRIL 2020

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
Northeast Ohio Regional Library System Teen Summer Reading Program Canton, Ohio	2/6/2020	Leonard Burks	71.07
Public Library Association Biennial Conference Nashville, Tennessee	2/25/2020 - 2/29/2020	Angela Guinther	991.15
Council on East Asian Libraries Annual Meeting Boston, Massachusetts (in-person event canceled; employee attended online webinar and was reimbursed for non-refundable expenses)	3/17/2020 - 3/19/2020	Amei Hu	367.70
Best Buy Teen Tech Center and Clubhouse Network Annual Conference New Orleans, Louisiana (in-person event canceled; employee was reimbursed for non-refundable expenses)	3/30/2020 - 4/1/2020	Forrest Lykins	127.78
Public Library Association Biennial Conference Nashville, Tennessee	2/25/2020 - 2/29/2020	Jean McFarren	1,175.30
Ohio Bureau of Workers' Compensation Safety Congress and Expo Columbus, Ohio (in-person event canceled; employee was reimbursed for non-refundable expenses)	3/11/2020 - 3/13/2020	Sherry Parker	180.95
Ohio Digitization Interest Group March Meeting Columbus, Ohio	3/10/2020	Rachel Senese	152.95
Public Library Association Biennial Conference Nashville, Tennessee	2/25/2020 - 2/29/2020	John Skrtic	1,032.34
Public Library Association Biennial Conference Nashville, Tennessee	2/25/2020 - 2/29/2020	Robin Wood	1,500.00
<b>TOTAL</b>			<b>\$5,599.24</b>

## SUMMARY

FUND	APRIL	YEAR TO DATE
General	\$5,103.76	\$11,472.88
Lockwood Thompson	495.48	7,095.48
CLEVNET	0.00	165.00
<b>TOTAL</b>	<b>\$5,599.24</b>	<b>\$18,733.36</b>



## CLEVELAND PUBLIC LIBRARY

Board Meeting  
May 21, 2020

## South Branch Renovation Project

In accordance with the Board resolution adopted on January 18, 2018, a report to the Board of Trustees on expenditures and contracts entered into, including those in excess of \$25,000, to pay the costs resulting from permitting and changes and additions to the Project which may be made in the future by the Library, and which are not included in the GMP, is hereby submitted:

For the Period Ending April 30, 2020

Date	Vendor	PO	Description	Owner's Contingency and Permit Fund		\$255,090.11 GMP Increase
				Encumbered	Expended	
12/12/2017	City Salvage	171932	Abatement for Air Monitoring	\$ -	\$ 11,050.00	
2/20/2018	City of Cleveland	180447	Permit fee	-	37,772.92	
12/31/2018	GEO-SCI Laboratory, Inc.	182054	Concrete and Soil Testing	-	8,365.95	
9/3/2019	Scherba Industries Inc.	191317	46" X 158" Banner W/TS23 Frame System	1,425.00		
12/6/2019	ActionDoor	191717	ADA Compliant Door Installation	9,095.00		
6/30/2018	The Albert M. Higley Co., LLC	161895	Change Order # 001			3,768.22
8/6/2018	The Albert M. Higley Co., LLC	161895	Change Order # 002			40,350.26
8/27/2018	The Albert M. Higley Co., LLC	161895	Change Order # 003			31,758.84
9/10/2018	The Albert M. Higley Co., LLC	161895	Change Order # 004			31,049.96
5/3/2019	The Albert M. Higley Co., LLC	161895	Change Order # 005			(14,476.37)
12/23/2019	The Albert M. Higley Co., LLC	161895	Change Order # 006			17,745.27
12/23/2019	The Albert M. Higley Co., LLC	161895	Change Order # 007			(38,246.10)
				\$ 10,520.00	\$ 57,188.87	\$ 71,950.08
				Owner's Contingency and Permit Fund Available Balance		\$115,431.16

	South Branch Renovation Project Budget		\$ 4,500,000.00
	Encumbered	Expended	
HBM Architects, LLC - Architectural Design Services	\$ 6,510.00	\$ 317,500.00	
The Albert M. Higley Co., LLC - Construction Manager at Risk Furniture, Fixtures, Equipment and Technology	-	3,876,950.71	
Direct Expenditures paid from Contingency Fund	10,520.00	57,188.87	
	\$ 17,030.00	\$ 4,367,293.84	
	Available Budget as of 04/30/2020		\$ 115,676.16

## Change Order Details

## Change Order # 001

PCO #00001	Added abatement	\$ 4,469.22
PCO #00002	Deducted wall protection	(1,342.46)
PCO #00003	Deduct fountain drain pipe	(1,536.00)
PCO #00004	Added drain to water heater	2,177.46
		\$ 3,768.22

## Change Order# 002

PCO #00005	Office steel support	\$ 7,976.96
PCO #00006	Add walk and stairs	10,639.80
PCO #00007	Lintel exploration	21,733.50
		\$ 40,350.26

## Change Order# 003

PCO #00008	Computer desk inset panel	\$ 1,720.32
PCO #00009	Split cost of items	1,221.59
PCO #00010	Book cart credit	(1,396.69)
PCO #00012	Remove pipes at skylight	1,045.30
PCO #00013	Landscaping contract	3,928.84
PCO #00014	Lintel replacement	25,239.48
		\$ 31,758.84

## Change Order # 004

PCO #00015	Schedule extension	\$ 18,004.00
PCO #00016	Added wall panel millwork only	6,463.52
PCO #00017	Ceiling patch	741.65
PCO #00018	Backflow testing	288.60
PCO #00019	Ceiling repairs	4,850.79
PCO #00020	Clerestory blocking and lintel	701.40
		\$ 31,049.96

## Change Order# 005

PCO #00026	Ceiling plaster repair Teen, Adult	\$ 2,401.26
PCO #00027	Deduct Clark Streetscope	(10,582.02)
PCO #00028	Electrical field ticket work	11,181.98
PCO #00029	Electrical security wiring install	7,167.48
PCO #00030	Window film cost add change	3,221.30
PCO #00031	Temporary handrail install	8,672.26
PCO #00032	GMP contract deduct	(36,538.63)
		\$ (14,476.37)

## Change Order# 006

PCO #00033	GMP Increased Fee	\$ 21,984.00
PCO #00034	AMH Temp Handrail Cost	(4,234.50)
PCO #00037	Additional Millwork Deduct	(4.23)
		\$ 17,745.27

## Change Order# 007

Final Owner Savings		\$ (38,246.10)
		\$ (38,246.10)

## CLEVELAND PUBLIC LIBRARY

Board Meeting  
May 21, 2020

**Safe, Warm and Dry Construction Project**

In accordance with the Board resolution adopted on December 21, 2017, a report to the Board of Trustees on direct expenditures for the materials and services as budgeted for the Project and not covered by the GMP and expenditures made from the Owner's Contingency Fund resulting from changes and additions to the Project that have already been made by the Library, and will be made in the future, and which are not included in the GMP, is hereby submitted:

**For the Period Ending April 30, 2020**

		Safe, Warm and Dry Construction Initiative Budget		\$5,000,000.00
Budget reduced - all work is completed and paid except for Jefferson's gutters pending completion in Spring				(\$180,061.30)
		Encumbered	Expended	
URS Corporation - Asbestos Survey and Testing		\$ -	\$ 33,728.21	
Osborn Engineering Company - Professional Architectural and Engineering Services		(0.00)	433,579.53	
Regency Construction Services, Inc. - Construction Manager at Risk		(0.00)	4,254,062.46	
Direct Expenditures paid from Contingency Fund		7,430.00	91,138.50	
		\$ 7,430.00	\$ 4,812,508.70	
<b>Available Budget from Owner's Contingency and Permit Fund</b>				<b>\$0.00</b>

		Owner's Contingency and Permit Fund		\$381,871.15	
Direct Expenditures					
Date	Vendor	PO	Description	Encumbered	Expended
11/3/2017	City of Cleveland	171701	Building Plan Processing Fee	\$ -	\$ 3,280.00
1/22/2018	City of Cleveland	180314	Permits for Glenville, Harvard Lee, Lorain and Jefferson	-	19,256.25
7/15/2018	City of Cleveland	181262	Permits for Collinwood, Fulton, and Langston Hughes	-	18,752.25
10/22/2018	Grainger	181752	Upgrade/Replace existing indoor wall mount fixtures for Addison Branch that should have been part of Safe, Warm and Dry project	-	9,990.00
8/16/2019	Siemens Industry, Inc.	191021	Install new fire alarm panel, field devices and 28 zone intrusion panel at Collinwood	-	39,860.00
11/30/2019	Warren Roofing & Insulating Co.	191699	Jefferson - Install New Gutters Along Building Perimeter	7,430.00	
				\$ 7,430.00	\$ 91,138.50

Executed Guaranteed Maximum Price (GMP) - Approved by the Board 12/21/18:			\$ 4,425,831.31
Change Orders	Description		Amount
PCO #2 02/21/18	Credit for not performing the demo, rework and soil infill of the masonry planters at Rockport	\$	(17,122.53)
PCO #4 02/21/18	Change from wall-hung to floor-mounted water closets at Lorain		(1,191.80)
PCO #5 02/21/18	Lorain pump changes per the returned submittal		(460.56)
PCO #6 02/21/18	Lorain additional work associated with the existing light ballasts located in the basement in lieu of light fixtures		2,865.81
PCO #7 02/21/18	Credit for hand dryers furnished by CPL in lieu of Regency		(3,535.00)
PCO #8 02/21/18	Two additional precast concrete bumper blocks at Glenville per the returned submittal		252.50
PCO #9 02/28/18	Additional lighting control to create 4 lighting zones at Glenville		2,038.21
PCO #10 02/28/18	Glenville Emergency Lighting: Furnish and install emergency lights that are required		1,078.14
PCO #11 02/28/18	Revisions to electrical panel work at Lorain		(774.67)
PCO #12 02/28/18	Credit for attaching to basement lights to existing circuit at Lorain		(356.53)

Change Orders	Description	Amount
PCO #13 02/28/18	Complete installation of emergency exit lighting at Lorain	4,672.07
PCO #14 03/21/18	Replace 1" water valve at Lorain that failed and needed to be replaced	716.09
PCO #15 03/21/18	Additional painting at Lorain behind existing removed light fixtures where walls were not painted	1,187.76
PCO #16 03/21/18	Furnish and install materials to repair the Lorain ramp	6,077.71
PCO #17 03/21/18	Added occupancy indicators at Lor, Jeff, and Rock	169.42
PCO #18 03/21/18	Credit for Jefferson thermostats as requested by CPL	(1,864.46)
PCO #19 03/21/18	Replace additional GFCI receptacle on the Glenville roof that was in need of replacement	445.32
PCO #20 03/21/18	Revisions for Harvard Lee dorrs/hardware per the returned HL doors, frames, hardware submittal	2,578.89
PCO #21 03/21/18	Plumbing camera and investigation work for the sanitary lines completed on 3/6/18 and vent pipe completed on 3/16/18 as requested by CPL	1,483.69
PCO #25 04/10/18	Repair/infill abandoned window opening that was discovered under the exterior ramp during ramp rework	805.84
PCO #26 04/10/18	Added flashing in the Lorain basement to help water infiltration issues	1,181.70
PCO #1 03/21/18 rec'd 5/14	Alternate #2 Carnegie West restroom configuration option budget pricing	17,546.21
PCO #22 03/28/18 rec'd 5/14	Added check valves at Lorain	755.48
PCO #23 03/28/18 rec'd 5/14	Relocation of two exhaust drops at Glenville that conflicted with the toilet partition layout	855.19
PCO #24 03/28/18 rec'd 5/14	Lorain concrete repairs at exterior storage closet door	3,415.28
PCO #3 02/21/18 rec'd 5/18	Credit for signage manufacturer	(858.50)
Amendment No 2 05/23/18-PCO #33	Eliminate the Rockport Branch from the project (added to Owner's Contingency and Permit fund)	(305,582.46)
PCO #38 05/23/18	Steel costs for infilling the unforeseen restroom hole	7,184.13
PCO #39 05/30/18	Jefferson Boiler #1 and #2 cleaning/preventative maintenance and inspection as required by the city inspector	680.74
PCO #40 05/30/18	Jefferson unit heater demo to accommodate updated restroom layout	680.74
PCO #42 05/30/18	Reimbursement for building permits needed for the Addison Branch and Carnegie West Branch	16,649.55
PCO #43 06/06/18	Modify and reinstall shelving in the Harvard Lee closet that contains ductwork per direction of Eric Herman	398.92
PCO #44 06/20/18	The removal of loose brick and patching of the chimney on the roof of the Jefferson Branch	757.50
PCO #27aR 04/25/18 rec'd 7/13	Plumbing, drywall, and tile work associated with RFIs 20/22 to repair the broken Lorain sanitary pipe. Remaining work will be submitted under PCO 27b.	14,714.10
PCO #27b 04/25/18	Additional abatement/demo associated with additional LR sanitary work. Remove and replace 2nd floor countertop and install a new mirror. Install two cleanouts as requested by CPI	4,922.71
PCO #28 04/25/18	Revised hardware at Lorain	742.35
PCO #29 04/25/18	Harvard Lee exit signs and emergency lights per RFI 42	1,324.69
PCO #30 05/01/18	Harvard Lee additional lighting zones per RFI 31 and approved zoning suggestion	3,439.45
PCO #31 05/01/18	Jefferson emergency lights	2,878.50
PCO #32 05/01/18	Glenville lintel repair as directed in the RFI response	339.94
PCO #41a 07/11/18	Credit for the elimination of the HL handrails	(1,050.40)

<u>Change Orders</u>	<u>Description</u>	<u>Amount</u>
PCO #41b 07/11/18	Reconciliation for the Rockport handrail credit due to an originally incorrect schedule of values	7,857.80
PCO #45 8/8/18	Fabrication and installation of aluminum jacketing to insulate two duct enclosures and make these ducts weathertight per RFI 69	8,733.47
PCO #46 8/7/18	Furnish and install a new flue through the roof for the existing hot water tank at the Addison Branch per RFI 81	678.69
PCO #47 8/7/18	Light fixtures called out in RFI 79. Lighting not originally called out for the ceiling area in the toilet rooms.	2,011.73
PCO #48 8/7/18	Remove and replace caulk and backer rod at the northeast walkway at the Jefferson Branch	235.40
PCO #49 8/7/18	Exploration, excavation and subsequent corrective work at and adjacent to the frost slab at the Jefferson Branch due to an unforeseen pipe. Leech beds were added to the ends of the pipe that was uncovered per CPL direction	2,140.40
PCO #50 8/7/18	Credit for not completing the step crack repair at the Jefferson Branch	(2,020.00)
PCO #51 8/7/18	Credit for not installing the book drop at the Jefferson Branch	(151.50)
PCO #52 8/14/18	Cost to add emergency signs and exit lights back into the Carnegie West branch per RFI 90	6,155.99
PCO #55 8/14/18	Cost to install Carnegie West restroom subfloor as directed in RFI 93	4,272.30
PCO #56 8/15/18	Concrete floor infill work and tile patching at the Jefferson Branch due to RFI 65	1,143.32
PCO #57 8/22/18	Addition of 6 vibration isolators for the rooftop AHU at Carnegie West per RFI 99. Purchase of vibration isolators was previously approved to avoid schedule delays.	3,753.16
PCO #60 8/22/18	Additional terracotta repair at the Carnegie West Branch per RFI 95	3,787.50
PCO #61 8/22/18	Increasing tuckpointing from 50% to 100% at north and west turret structure at the Langston Hughes Branch per RFI 88. Added sealant removal and replacement at the same location	6,344.82
PCO #64 8/29/18	Core drilling and filling/grouting the sunken slabs to level the sidewalks at the Langston Hughes Branch per RFI 109. This price does not include modification to the existing curb.	4,421.78
PCO #66 8/29/18	Lowering pull stations per the city inspector at the Jefferson Branch.	664.58
PCO #67 8/29/18	Lowering one fire alarm pull station per RFI 92 at the Carnegie West Branch.	124.23
PCO #68 8/29/18	Lighting controls for lighting zones per RFI 31 for the Carnegie West Branch	778.44
PCO #69 8/29/18	Modify and re-route the return air duct through the bathroom at the Addison Branch per RFI 97	992.12
PCO #72 08/31/18	Furnish and install new soffit in front of existing window to allow for installation of ceiling at 8'6" at the Carnegie West Branch per RFI 106	388.85
PCO #73 08/31/18	Shift new toilet 3" east to accommodate location of floor joists at the Carnegie West Branch per RFI 111. Patching of floor at original location of the toilet and adjusting wall type "C" to maintain 5'0" turning radius	515.10
PCO #74 08/31/18	Lowering of fire alarm pull stations at the Addison Branch per RFI 92	1,440.60
PCO #58 09/04/18	Cost to seal roof seams at the Carnegie West Branch	17,574.00
PCO #71 09/12/18	Remove and replace (9) existing smoke detectors, (1) pull station, and (1) horn strobe that were not shown in the drawings at Carnegie West per RFI 104	7,113.13
PCO #75 09/19/18	Installation of window film to the window in the new restroom at Carnegie West per RFI 100. Window film to be installed as "3M Fasara Glass Finish" and the pattern is to be "Frost and Mat Milky White"	570.65
PCO #76 09/19/18	Credit for 2 roof strainers at the Lorain Branch	(101.00)

<u>Change Orders</u>	<u>Description</u>	<u>Amount</u>
PCO #77 09/19/18	Resupporting existing to remain ceiling lights that were attached to the roof and not properly installed at the Fulton Branch per RFI 122	3,429.70
PCO #78 09/19/18	Installation of one wall hydrant in the men's room per RFI 121	353.50
PCO #79 09/19/18	Final Rockport mechanical credit including mechanical items that were able to be returned.	(81,100.98)
PCO #80 09/19/18	Salvaging and rehangng the women's restroom door at the Addison Branch per RFI 116	161.79
PCO #81 09/19/18	Addition of (1) 2" wye strainer before the heating water pumps at the Jefferson Branch per punchlist request.	1,551.36
PCO #82 09/19/18	Installation of new ceiling tile and grid in the Men's Restroom an Women's Restroom at the Fulton Branch Cleaning quote for Carnegie west requested by Eric Herman. This includes washing the interior and exterior windows and frames of the skylight, vacuuming all carpet, sweeping and mopping floors and cleaning the restroom area	1,919.00
PCO #83 09/26/18		2,020.00
PCO #84 09/25/18	Replacement of damaged storm clean out pipe and fittings at the Fulton Branch per RFI 117	895.87
PCO #85 09/25/18	Roof maintenance reconciliation allowance completed at the Glenville Branch. Roofing work includes the following: strip in all seams and roof curb flashings, clean roof drains, strip in all vent pipes and conduit penetrations, infill all pitch pockets with pourable sealer and install walk pads for a total of \$14,480 of the the \$15,000	(525.20)
PCO #62 08/28/18	Fabrication and installation of 4 pipe reducers at Carnegie West per RFI 80.	526.21
PCO #65 08/28/18	Credit for door 17CW at Carnegie West per RFI 86. RFI 86 called for the installation of a new frame, door and hardware for opening 17CW to be removed from the scope of work. Door, frame and hardware material was turned over the library.	(383.77)
PCO #70 10/03/18	Removal and reconstruction of an existing pier at the Addison Branch per RFI 98. This price includes the removal and reinstallation of 3 light fixtures in the pier.	5,476.65
PCO #86 10/03/18	Additional striping requested by Eric Herman at the handicap ramp at the Jefferson Branch	505.00
PCO #87 10/03/18	Additional work and material needed for updated asphalt amount needed per RFI 119. Price includes additional 246 square feet of full depth pavement replacement	3,076.46
PCO #88 10/03/18	Addition of single circuit and 3 wires for a direct tie in for a future door opener at ADA entrance at Carnegie West per RFI 105. Price includes painting of conduit to match existing wall color.	850.37
PCO #89 10/03/18	Fabrication and installation of 3 LED wall packs to the exterior back wall of the Addison Branch per RFI 114 and Eric Herman's request.	2,542.14
PCO #90 10/03/18	Providing power to the circulating pumps at Carnegie West per RFI 129	7,387.54
PCO #93 10/10/18	Exit and Emergency lights needed for the restrooms at the Fulton Branch.	4,552.03
PCO #95 10/22/18	Additional concrete work requested at the Collinwood Branch including removal and replacement of concrete and steel reinforcements.	12,870.43
PCO #96 10/24/18	Provide and install light fixtures for the restroom at Fulton requested in the RFI 125	1,782.69
PCO #98 10/24/18	Removal of TruSpun pip and fittings with cast iron pipe and fittings for the chase vent at the restrooms. Patch and repair walls and ceilings will come out of the interiors patching allowance. A 10 day time extension to the substantial completion date is requested due to discovery, pricing, approval and work completion of this piping. This extension is based on a 10/23/18 approval	3,620.85
PCO #94 10/29/18	Additional terracotta repair at Carnegie West. Repairs are recommended due to cracks, failed/missing mortar and displacement of terracotta. Not to exceed price.	9,288.97
PCO #63 10/31/18	Cost for a 3.5'x7'x4" section of concrete pavement at the Glenville branch	488.35

<u>Change Orders</u>	<u>Description</u>	<u>Amount</u>
PCO #92R 10/31/18	Additional contractors and switching per the lighting zones provided in RFI 31 for the Collinwood branch. This pricing has been revised to exclude tax that was accidentally included in PCO 92.	3,585.40
PCO #99 10/31/18	Additional asphalt work requested by the Cleveland Public Library for the alleyway next to the Collinwood Branch.	13,020.13
PCO #100 10/31/18	Credit for the deleted light pole work at the Addison branch per RFI 114	(390.73)
PCO #101 10/31/18	Removal and replacement of the air separator, air vent and expansion tank at Collinwood per RFI 144	2,232.00
PCO #102 10/31/18	Demolition of old conduit and wire and replacement with new feeder to AHU-1 at Collinwood per RFI 135	1,363.01
PCO #103 10/31/18	Price to demolish tile and drywall and replace tile in the restroom at FL due to mold and RFI 117. This price also includes the removal of ACT ceiling in the restrooms at Fulton.	697.81
PCO #104 10/31/18	Price to replace 200 amp disconnect for CU-1 at Collinwood per RFI 136	858.91
PCO #105 10/31/18	Labor and scaffolding costs to change 38 light bulbs at Carnegie West per CPL request	924.27
PCO #106 11/09/18	Touch up painting of the door at Fulton per RFI 131 and Eric Herman request. Pricing also includes labor credit for installation of door that was deleted.	(39.13)
PCO #107 11/09/18	Replacing the N20s for motor power disconnect at Carnegie West per RFI 130	136.04
PCO #109 11/09/18	Mold removal needed in the mechanical room at Fulton.	675.92
PCO #110 11/09/18	Scraping and painting the exterior railings on the west side of Collinwood per RFI 137 and 139.	1,262.50
PCO #112 11/09/18	Installation of a backflow for the new boiler feed at Carnegie West per RFI 134.	1,085.75
PCO #108 11/14/18	Additional heater and wiring and replacement of the motor starter for the air handling unit at Fulton per RFI 143.	710.02
PCO #111 11/14/18	Labor credit for installing (2) exterior railings on the west side of Collinwood per RFI 137 and 139. Railings were ordered previously and will be turned over to the library.	(1,756.36)
PCO #113 11/14/18	Labor credit for the installation of the heater that was not needed at Langston Hughes per RFI 120.	(707.00)
PCO #114 11/14/18	Installation of backflow preventer on the water main at Carnegie West per RFI 134.	1,633.17
PCO #115 11/14/18	Removal and reinstallation of new fuses at Langston Hughes needed per city inspector.	293.95
PCO #116 11/14/18	Rework of the restrooms at Collinwood due to the discovery of tru spun piping and RFI 149. Price includes demolition of existing restroom features.	6,453.10
PCO #117 11/14/18	Replacement of 5 horn strobe devices to sync with fire alarm system and painting patching required at Fulton per RFI 142.	1,506.47
PCO #118 11/14/18	Budget reconciliation for electrical wire protection at Collinwood that was not needed.	(5,050.00)
PCO #120 11/26/18	Replace TruSpun Pipe and Fittings with cast iron in the staff bathroom, to the drinking fountain air admittance valve and the front sink pipe in the basement.	3,847.09
PCO #122 11/26/18	Replacement of the fiberglass reinforced panel behind the drinking fountain at Collinwood.	368.64
PCO #97 11/28/18	Demolition required as described in RFI 93 for the unforeseen floor grout infill that was discovered after tile demolition in the restroom at Carnegie West that took place on 8/1 and 8/3.	3,765.28

<u>Change Orders</u>	<u>Description</u>	<u>Amount</u>
PCO #119 11/28/18	Additional conduit and motor starters needed for pumps 3 and 4 at Collinwood per RFI 153.	3,398.72
PCO #123 11/28/18	Budget reconciliation for ground penetrating radar allowance that was not needed.	(3,030.00)
PCO #124 11/28/18	Replacement of the water heater at Collinwood due to poor condition of the existing water heater.	557.52
PCO #125 11/28/18	Additional abatement that took place on 8/28 in the basement at Carnegie West due to the shift of toilet per RFI 111	1,761.65
PCO #127 12/20/18	Inspection of VAVs and reconnection of VAVs 3 and 7 at Collinwood. Inspection of VAVs took place per Eric Herman's approval.	629.31
PCO #128 12/20/18	Demolition of (2) exhaust drops, installation of (2) new exhaust ducts and (3) exhaust grills in the restroom at Collinwood	1,510.54
PCO #138 12/21/18	Repair of an additional lintel on the east elevation that was approved to be done on time and material basis at Collinwood	2,265.28
PCO #139 12/26/18	Credit for not installing the door operator at Lorain that was unable to be installed due to existing condition space limitations. Door operator was turned over to CPL	(204.50)
PCO #130 12/27/18	Fixing the hanging light that was damaged at Fulton due to the previous improper connection of the light fixture	144.23
PCO #131 12/27/18	Credit for the tuckpointing of the west elevation of Collinwood that was deleted from the scope per RFI 138	(4,490.46)
PCO #132 12/27/18	Credit for the deletion of the replacement of the west entrance stair/platform at Collinwood per RFI 137	(2,038.18)
PCO #133 12/27/18	Credit for the elimination of clear coat application to (21) Terra Cotta Columns at Carnegie West per owner and architect direction	(1,939.20)
PCO #134 12/27/18	Fixing and maintaining the existing frost slab at Fulton in lieu of replacing it per RFI 124	(1,010.00)
PCO #137 12/27/18	Caulking to fill voids in the concrete steps and landing at the west entry and the joint between the asphalt and concrete at the west basement stair at Collinwood per RFIs 137 and 139	901.93
PCO #129 01/08/19	Budget reconciliation for the door closer allowance that was not needed.	(1,313.00)
PCO #136 01/03/19	Caulking at the exterior of the restroom at Fulton to stop and prevent further water leakage into the building.	556.50
PCO #140 01/03/19	Additional electrical work required by the electrical inspector at Collinwood	558.61
PCO #141 01/08/19	Reconciliation of drywall patching allowances that was included in the Interiors package. Allowance will be reconciled as follows: Carnegie West (\$1,896.00), Fulton (\$1,468.65) and Jefferson (\$1,896.00).	(5,313.26)
PCO #135 01/28/19	Addition of a guardrail to the ramp at Collinwood and painting the guardrail per Andy Cygan's bulletin. A temporary guardrail has been installed while the permanent guardrail is being fabricated.	3,880.82
PCO #144 01/25/19	Reconciliation of the temporary HVAC allowance	(4,385.68)
PCO #142 01/25/19	Reconciliation of the art protection allowance	(1,443.83)
PCO #142 01/25/19	Reconciliation of the door rework allowance	(11,417.01)
PCO #145R 02/11/19	Collinwood tile work and reconciliation of window patching allowance. The remainder of tile reconciliation for Fulton is included.	(623.17)
PCO #146R 02/26/19	(2) additional automatic air vents requested by the owner during the training session at Carnegie West	953.44

<u>Change Orders</u>	<u>Description</u>	<u>Amount</u>
Change Order Number: 010		
05/29/19	Reconciliation of the contingency	(18,911.58)
	Total Change Orders to date \$	(171,768.84)
<b>Updated Guaranteed Maximum Price (GMP):</b>		<b>\$ 4,254,062.47</b>





REPORT F1CLEVELAND PUBLIC LIBRARY

**Board Meeting**  
May 21, 2020

**REPORT ON EXPENDITURES MADE TO BUSINESS SMARTS OVER THE LAST  
FIVE YEARS**

In accordance to address the request at the April 16, 2020 Board of Library Trustees Meeting, a report of expenditures paid to Business Smarts over the last five years is submitted:

<u>Year</u>	<u>Cleveland Public Library</u>	<u>CLEVNET</u>	<u>Total</u>
2019	387,300.43	19,514.37	408,833.80
2018	433,106.80	161,694.93	596,819.73
2017	478,124.71	318,964.26	799,105.97
2016	237,674.69	129,303.12	368,993.81
2015	384,407.63	347,944.83	734,367.46

Pay Change History



Date Range 02/01/2020 to 02/29/2020

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: BRANCH CLERK</b>													
326	DAVIS	SUMAYYAH	8/18/2019		yarimilka.beavers	2/14/2020	16:27	SALARY AFFECTS BASE WAGE	2/16/2020	295	BRANCH CLERK	16.70	32,565.00
1197	MCSEARS	TARRA	2/16/2020		yarimilka.beavers	2/14/2020	15:46	REHIRE EE IN SYSTEM ALREADY	2/16/2020	269	BRANCH CLERK	16.70	32,565.00
1480	FILLINGER	MICHAEL	2/16/2020		yarimilka.beavers	2/12/2020	13:04	NEW HIRE	2/16/2020	992	BRANCH CLERK	16.70	24,315.20
1847	CHANCELLOR	MONITA	7/15/2014		yarimilka.beavers	2/18/2020	11:10	RESIGNATION	2/10/2020	285	BRANCH CLERK	17.77	25,875.20
<b>Job Class: BRANCH MANAGER (LARGE)</b>													
99574	BARRETT	LESLIE	10/31/2005		yarimilka.beavers	2/3/2020	11:29	SALARY AFFECTS BASE WAGE	2/16/2020	340	BRANCH MGR (LARGE)	34.86	67,971.14
<b>Job Class: CHIEF OPERATIONS OFFICER</b>													
1278	SWETEL	JEREMIAH	4/29/2018		yarimilka.beavers	2/27/2020	10:09	RESIGNATION	2/28/2020	1269	CHIEF OPERATIONS OFF	71.79	140,000.00
<b>Job Class: CUSTODIAN II (DAYS/BRANCHES)</b>													
1478	GODFREY	JURMOND	2/16/2020		yarimilka.beavers	2/12/2020	12:22	NEW HIRE	2/16/2020	25	CUSTODIAN II	17.55	34,213.66
1481	ROBERSON	SHELDON	2/16/2020		yarimilka.beavers	2/14/2020	14:42	NEW HIRE	2/16/2020	43	CUSTODIAN II	17.55	34,213.66
<b>Job Class: DIRECTOR OF COMMUNITY ENGAGEMENT</b>													
99409	MASON	AARON	6/1/2004		yarimilka.beavers	2/12/2020	11:20	SALARY AFFECTS BASE WAGE	2/16/2020	250	DIR OF COMM ENGAGEMENT	56.43	110,032.06
<b>Job Class: DIRECTOR OF OPS</b>													
1483	BYRD	CHARLES	2/16/2020		yarimilka.beavers	2/14/2020	16:53	NEW HIRE	2/16/2020	1320	DIR OF EDUCATION	39.22	76,485.63
<b>Job Class: LENDING DEPARTMENT CLERK</b>													
99711	BROWN	MARQUETTA	12/26/2006		yarimilka.beavers	2/7/2020	16:28	TRANSFER	2/2/2020	212	LENDING DEPT CLERK	17.77	34,648.12

# Pay Change History



Date Range 02/01/2020 to 02/29/2020

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: LIBRARY ASSISTANT-YOUTH</b>													
1076	BARNES	DIFRANCO	6/11/2017		yarimilka.beavers	2/14/2020	17:01	SALARY NON BASE WAGE	2/16/2020	123	LIB ASST - YOUTH	25.08	48,908.60
<b>Job Class: LIBRARY ASST-COMP EMPH</b>													
1031	WILLIAMS	AUTUMN	3/12/2017		yarimilka.beavers	2/7/2020	16:40	TERMINATION	2/7/2020	426	LIB ASST COMP EMPH	24.27	35,337.38
1292	GIONFRIDDO	LANA	9/2/2018		yarimilka.beavers	2/18/2020	11:12	RESIGNATION	2/22/2020	416	LIB ASST COMP EMPH	24.27	35,337.38
1369	BRADEN-DORSEY	GIOVONNI	2/17/2019		yarimilka.beavers	2/25/2020	16:40	TRANSFER	2/16/2020	922	LIB ASST COMP EMPH	25.08	36,518.30
<b>Job Class: PAGE</b>													
451	GAY	CAROL	12/17/2012		yarimilka.beavers	2/26/2020	10:36	RESIGNATION	2/14/2020	601	PAGE	10.46	0.00
1042	PRESSLER	JAMES	4/9/2017		yarimilka.beavers	4/3/2020	11:41	RESIGNATION	2/7/2020	608	PAGE	10.46	0.00
1239	UTER	SHEILA	4/15/2018		yarimilka.beavers	2/4/2020	14:28	RESIGNATION	2/1/2020	536	PAGE	10.46	0.00
1320	BROWN	DERRICK	9/30/2018		yarimilka.beavers	2/26/2020	11:08	RESIGNATION	2/11/2020	628	PAGE	10.46	0.00
1330	JOHNSON	REBECCA	10/14/2018		yarimilka.beavers	2/18/2020	11:11	RESIGNATION	2/21/2020	655	PAGE	10.46	0.00
<b>Job Class: PUBLIC SERVICE SUB</b>													
1343	SUTTON	DANIEL	10/21/2018		yarimilka.beavers	3/26/2020	16:24	RESIGNATION	2/28/2020	190	PUBLIC SERV SUBS	24.03	34,988.46
1463	BERARDI	MARK	1/12/2020		yarimilka.beavers	2/5/2020	13:44	RESIGNATION	2/17/2020	183	PUBLIC SERVICES SUB	20.00	29,120.00
<b>Job Class: SUBJECT DEPARTMENT CLERK</b>													
712	CARRILLO	WALLACE	7/22/2014		yarimilka.beavers	2/18/2020	16:36	RESIGNATION	2/7/2020	1097	SUBJECT DEPT CLERK	18.43	35,945.78

# Pay Change History



Date Range 12/22/2019 to 12/22/2019

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: ACCOUNT CLERK</b>													
99538	LIANG	ANTHONY	6/20/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	105	ACCOUNTING CLERK	21.24	41,411.24
<b>Job Class: ACCOUNTING SPECIALIST</b>													
302	JOSEY-ALLEN	TRACEY	3/26/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	893	ACCOUNTING SPECIALIS	23.08	45,001.84
72308	ROGERS	JEANETTE	9/22/1986		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	107	ACCOUNTING SPECIALIS	28.56	55,693.56
<b>Job Class: ACCOUNTING SUPERVISOR</b>													
99295	BUENO	ANGELINA	9/9/2003		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	108	ACCOUNTING SUPERVISO	29.60	57,715.79
<b>Job Class: ACQUISITIONS COORDINATOR</b>													
99259	NAAB	ALICIA	12/30/2002		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	113	ACQUISITIONS COORD	39.53	77,075.44
<b>Job Class: ACQUISITIONS LIBRARIAN</b>													
99893	PULTORAK	LESLIE	7/7/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	118	AQUISITONS LIBRARIA	31.34	61,116.64
<b>Job Class: ADMINISTRATIVE ASSISTANT</b>													
579	BLAND	ALKEISHA	9/9/2013		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	231	ADMINISTRATIVE ASSIS	24.51	47,796.58
1456	THOMAS	GEORGETTA	10/13/2019		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	235	ADMINISTRATIVE ASSIS	24.51	47,796.58
99460	ODUM	JESSICA	9/13/2004		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1178	ADMINISTRATIVE ASSIS	24.51	47,796.58
<b>Job Class: ADULT LIBRARIAN</b>													
99632	COLLINS	FRANCIS	4/16/2006		ronelle.miller-hood	2/6/2020	16:33	SALARY AFFECTS BASE WAGE	12/22/2019	238	ADULT LIBRARIAN	36.01	63,197.68
<b>Job Class: ARCHIVIST</b>													
99244	WIELAND	ANN	11/4/2002		ronelle.miller-hood	2/6/2020	15:54	SALARY AFFECTS BASE WAGE	12/22/2019	240	ARCHIVIST	30.32	47,297.38

# Pay Change History



Date Range 12/22/2019 to 12/22/2019

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: ASSISTANT BRANCH MANAGER</b>													
455	LAUVER	JAMIE	10/1/2018		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1209	ASST BRANCH MAN	33.01	64,370.04
1247	HOUGHTON	TAMMY	5/13/2002		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1210	ASST BRANCH MAN	33.01	64,370.04
99887	SMITH	DONALD	9/14/2018		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1202	ASST BRANCH MAN	33.01	64,370.04
<b>Job Class: ASST COORD, BEST BUY TEEN TECH</b>													
1476	SANTIAGO	MERLENE	1/19/2020		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1322	ASST COORD, BBTTC	24.51	47,796.58
<b>Job Class: ASST DIR OF PUBLIC SERVICES</b>													
345	WOOD	ROBIN	5/14/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1298	ASST DIR PUB SERVICE	57.33	111,798.07
<b>Job Class: ASST FACILITIES MANAGER</b>													
368	DIAL	DAVID	5/27/2014		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	241	ASST FACILITIES MNGR	42.42	82,726.81
<b>Job Class: ASST. DIR TECH SERV</b>													
1173	JELAR ELWELL	SANDRA	9/12/1989		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1274	ASST DIR COLL SERV	54.26	105,800.28
<b>Job Class: AUDIO VISUAL- LENDING MGR</b>													
306	WOHL	STEPHEN	4/11/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1054	AV LENDING MGR	33.01	64,370.04
<b>Job Class: AV&amp; EVENT PLANNING SPECIALIST</b>													
3115	STRAZEK	BRIAN	8/2/1999		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1246	AV& EVENT PLAN SPEC	23.56	45,943.30
99134	WHEELER	TRISTAN	12/19/2001		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1069	AV& EVENT PLAN SPEC	22.87	44,595.46
<b>Job Class: BENEFIT &amp; COMP MANAGER</b>													
70	MILLER-HOOD	RONELLE	4/26/2010		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	697	BEN & COMP MANAGER	34.86	67,971.14

# Pay Change History



Date Range 12/22/2019 to 12/22/2019

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
Job Class: BRANCH CLERK													
152	COLEMAN	BESSIE	4/25/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	320	BRANCH CLERK	18.43	35,945.78
269	BOODAN	LIZA	12/5/2011		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	991	BRANCH CLERK	18.43	19,171.10
394	CARTER	YVETTE	9/10/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	263	BRANCH CLERK	18.43	35,945.78
433	MARBLEY	ANDREA	11/2/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	319	BRANCH CLERK	18.43	35,945.78
687	CLARK	BRIDGET	7/15/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	287	BRANCH CLERK	18.43	35,950.46
691	JEFFERSON	ANISE	11/26/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	264	BRANCH CLERK	18.43	35,945.78
708	BROOKS	MELISSA	7/15/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1125	BRANCH CLERK	18.43	35,945.78
714	WILLIAMS	LATRICE	7/22/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	255	BRANCH CLERK	18.43	35,945.78
864	FELDER	KARIE	9/1/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	261	BRANCH CLERK	18.43	35,945.78
865	SPIVEY	R-RIANA	9/15/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	252	BRANCH CLERK	18.43	35,945.78
911	VAUGHN	CHEMIKA	2/24/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	302	BRANCH CLERK	18.43	35,945.78
957	ORESKOVIC	SHELLIE	10/1/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	293	BRANCH CLERK	18.43	35,945.78
1019	MASON	DENENE	2/5/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	327	BRANCH CLERK	18.43	35,945.78
1025	FRYE	CRISTYLE	3/20/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	330	BRANCH CLERK	18.43	35,945.78
1153	BRENT	LATASHA	7/29/1991		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	309	BRANCH CLERK	23.97	46,737.86
1172	SALAAM-BEY	JAMILAH	3/4/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	271	DISTRICTBRANCH CLERK	18.43	35,945.78

# Pay Change History



Date Range 12/22/2019 to 12/22/2019

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
1176	TORRES	MIGDALIA	10/2/1989		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	265	BRANCH CLERK	23.97	46,737.86
1198	FILE	FELICIA	7/23/2002		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	254	BRANCH CLERK	19.85	38,709.58
1218	MCCOY	PATRICIA	1/29/1990		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	286	BRANCH CLERK	25.03	48,804.34
1225	TANKERSLEY	KATHY	6/24/1996		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	305	BRANCH CLERK	22.25	43,384.90
1365	WEN	GRACEWEI-CHIH	3/3/2019		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	1022	BRANCH CLERK	18.43	26,839.54
1372	MOCSIRAN	ANDREW	3/3/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	253	BRANCH CLERK	18.43	35,945.78
1381	NORRIS	NYSHIA	3/3/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	322	BRANCH CLERK	18.43	35,945.78
1414	MOHAN	CHRISTINE	5/11/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	306	BRANCH CLERK	22.92	44,696.08
1434	HILL	DIANE	8/30/1999		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	328	BRANCH CLERK	22.58	44,035.68
1465	VERES	LINDA	10/8/1992		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	275	BRANCH CLERK	20.65	40,272.44
1496	MCCARTER	VAUGHN	2/1/1993		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	905	BRANCH CLERK	23.97	46,737.86
1500	JACKSON	BIANCA	5/9/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	273	BRANCH CLERK	18.43	35,945.78
1645	ROEBUCK	TAHNISHA	9/26/1994		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	259	BRANCH CLERK	23.97	46,737.86
1742	ZAWASKI	JAMIE	2/6/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	312	BRANCH CLERK	22.25	43,384.90
1847	CHANCELLOR	MONITA	7/15/2014		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	285	BRANCH CLERK	18.43	26,844.22
1867	FLOWERS	GLORIA	2/26/1996		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	279	BRANCH CLERK	22.92	44,696.08



# Pay Change History



Date Range 12/22/2019 to 12/22/2019

Employee #	Last Name	First Name	Hire Date	Retred	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
99135	HUDSON	JACQUELINE	12/20/2001		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	294	BRANCH CLERK	22.25	43,384.90
99167	CHAMBERS	NELETHA	5/8/2002		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	299	BRANCH CLERK	22.58	44,035.68
99378	TALLEY	JAMES	4/13/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	288	BRANCH CLERK	19.85	38,709.58
99397	CONGRESS	QUENTIN	5/7/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	284	BRANCH CLERK	19.85	38,709.58
99412	BEST	ZITA	6/7/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	226	BRANCH CLERK	19.37	37,765.52
99458	PALMA	LINDSAY	11/28/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	257	DIST. BRANCH CLERK	19.85	38,709.58
99560	GRAVES	DENNICE	9/6/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	291	BRANCH CLERK	20.65	40,272.44
99569	ERVIN	BRITTANY	10/17/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	974	BRANCH CLERK	19.85	38,709.58
99642	BARTEL	KEVIN	6/12/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	298	BRANCH CLERK	19.85	38,709.58
99673	ROBINSON	LATRISHA	9/18/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	321	BRANCH CLERK	19.85	38,709.58
99680	MARTINEZ SERRANO	BETSY	10/2/2006		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	993	BRANCH CLERK	19.37	20,141.68
99684	MCCONNELL	MARLA	10/2/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	310	BRANCH CLERK	18.43	35,945.78
99742	HAMMOND	CRYSTAL	3/19/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	296	BRANCH CLERK	19.37	37,765.52
<b>Job Class: BRANCH MANAGER (LARGE)</b>													
1521	PETERS	MAGNOLIA	8/31/1998		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	362	BRANCH MGR (LARGE)	44.12	86,036.33
3199	ESTRELLA	MARIA	5/23/2000		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	939	BR MGR LG WDL GAR	39.22	76,485.63
99337	KNAPE	KENNETH	12/1/2003		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	337	BRANCH MGR (LARGE)	44.12	86,036.33

# Pay Change History



Date Range 12/22/2019 to 12/22/2019

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
99543	LYKINS	FORREST	7/1/2005		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	342	BRANCH MGR (LARGE)	39.22	76,485.63
99739	MONCRIEF ROBINSON	PASHA	3/19/2007		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	338	BRANCH MGR (LARGE)	39.22	76,485.63
99869	DECLLET	JAIME	5/26/2008		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1311	BRANCH MGR (LARGE)	39.22	76,485.63
<b>Job Class: BRANCH MANAGER (MEDIUM)</b>													
297	KMIECIK	ALEXANDRA	3/2/2012		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	359	BRANCH MGR (MEDIUM)	34.86	67,971.14
365	MARQUEZ	MARINA	7/1/2012		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	347	BRANCH MGR (MED)	34.86	67,971.14
1291	BRIGGS	TONYA	8/5/2018		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	352	BRANCH MGR (MEDIUM)	34.86	67,971.14
1546	WILLIAMS	MARCIE	10/11/1993		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	364	BRANCH MGR (MEDIUM)	39.21	76,458.37
2082	BRADFORD	WILLIAM	6/8/1998		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	344	BRANCH MGR (MEDIUM)	45.00	87,758.99
3161	RUDZINSKI	MONICA	2/8/2000		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	357	BRANCH MGR (MEDIUM)	34.86	67,971.14
3265	JONES	SHANELL	10/3/2000		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1288	BRANCH MGR (MED)	34.86	67,971.14
70848	ROBERTS	RONALD	10/12/1987		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	345	BRANCH MGR (MEDIUM)	34.86	67,971.14
99222	LEFKOWITZ	KATHLEEN	8/19/2002		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	360	BRANCH MGR (MEDIUM)	40.78	79,516.67
99269	PEAK	CAROLINE	6/9/2003		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	363	BRANCH MGR (MED)	34.86	67,971.14
99347	GUINThER	ANGELA	12/30/2003		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	346	BRANCH MGR (MEDIUM)	39.21	76,458.37
99514	JEFFERSON	SHARON	4/18/2005		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	353	BRANCH MGR (MEDIUM)	36.25	70,690.60
99558	TANCAK	CRYSTAL	8/30/2005		ronelle.millerhood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	350	BRANCH MGR (MEDIUM)	34.86	67,971.14

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99725	CAPUOZZO	STEVEN	2/5/2007		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	349	BRANCH MGR (MEDIUM)	34.86	67,971.14
99912	SCHMIDT	KRISTEN	9/15/2008		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1263	BRANCH MGR (MEDIUM)	34.86	67,971.14
<b>Job Class: CAPITAL PROJ MANAGER</b>													
890	HERMAN	ERIC	9/21/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1201	CAPITAL PROJ MANAGER	32.01	62,424.93
1448	SONNHALTER	KATHLEEN	9/15/2019		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1301	CAPITAL PROJ MANAGER	38.98	76,007.09
<b>Job Class: CAPITAL PROJECT ASSISTANT</b>													
1348	STACHNIK	ANTHONY	11/25/2018		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1282	CAPITAL PROJ ASST	22.46	43,798.82
<b>Job Class: CARPENTER</b>													
893	BARONAK	RYAN	10/5/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	365	CARPENTER	25.08	48,908.60
1027	DUNCAN	PHILLIP	3/5/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	366	CARPENTER	25.08	48,908.60
1036	CONTI	FRANK	3/19/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	367	CARPENTER	25.08	48,908.60
<b>Job Class: CATALOG LIBRARIAN</b>													
99819	HUANG	PERRY	11/12/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	136	CATALOG LIBRARIAN	32.29	62,963.68
<b>Job Class: CATALOG MANAGER</b>													
1624	JOHNSON	ANDREA	8/22/1994		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	144	CATALOG MANAGER	55.11	107,457.46
<b>Job Class: CHIEF COMMUN OFFICER</b>													
1345	PECKHAM	TANA	11/11/2018		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1281	CHIEF COMMUN OFFIC	72.23	140,840.85

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<b>Job Class: CHIEF FINANCIAL OFFICER</b>													
1397	KRENICKY	CAROLYN	4/20/1998		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	406	CHIEF FINANCIAL OFCR	75.12	146,474.94
<b>Job Class: CHIEF LEGAL OFFICER</b>													
231	DODRILL	JOYCE	9/11/2011		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1043	CHIEF LEGAL OFFICER	67.33	131,296.49
<b>Job Class: CHIEF OF EXTERNAL REL &amp; DEVELO</b>													
1099	JOHNSON-THOMAS	SHENISE	9/10/2017		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1259	CHIEF OF EXT RE & DE	66.78	130,215.42
<b>Job Class: CHIEF TALENT OFFICER</b>													
1351	SARGI	LYNN	1/14/2019		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1280	CHIEF TALENT OFFICER	66.78	130,215.42
<b>Job Class: CHIEF, EQUITY, EDU &amp; ENGAGEMENT</b>													
1359	WINLOCK	SADIE	1/20/2019		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1285	CHIEF OF EQ, ED, DIV	66.78	130,215.42
<b>Job Class: CHILDRENS LIBRARIAN</b>													
191	GIELTY	JEANMARIE	7/18/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	389	CHILDRENS LIBRARIAN	30.42	59,323.42
307	CSIA	ANDREA	9/18/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1014	CHILDRENS LIBRARIAN	30.42	59,323.42
460	PROCTOR	KENDRA	12/31/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	384	CHILDRENS LIBRARIAN	30.42	59,323.42
461	JOHNSON	WHITNEY	12/31/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	383	CHILDRENS LIBRARIAN	30.42	59,323.42
543	MCCUAN	LIBBY	7/17/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	390	CHILDRENS LIBRARIAN	30.42	59,323.42
659	MCCORD	SONJA	5/6/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	373	CHILDRENS LIBRARIAN	30.42	59,323.42
729	FORFIA	TRACIE	8/27/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	377	CHILDRENS LIBRARIAN	30.42	59,323.42

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775	KELLY GRASSO	KAREN	1/13/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	380	CHILDRENS LIBRARIAN	30.42	59,331.48
780	TULLY	ADAM	1/6/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	936	CHILDREN'S LIBRARIAN	30.42	59,323.42
816	GABB	JULIE	5/26/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1019	CHILDREN'S LIBRARIAN	30.42	59,323.42
859	HANSHAW	ERIC	7/27/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	386	CHILDRENS LIBRARIAN	30.42	59,323.42
982	MORALES	OLIVIA	9/18/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	861	CHILDREN'S LIBRARIAN	30.42	59,323.42
1001	DRAKE EL	AYESHA	11/27/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	391	CHILDRENS LIBRARIAN	30.42	59,323.42
1017	TIDRICK	MARK	1/15/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	937	CHILDRENS LIBRARIAN	30.42	59,323.42
1018	ROTH	PETER	1/15/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	379	CHILDRENS LIBRARIAN	30.42	59,323.42
1100	STEWARD	TAMARA	10/1/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	817	CHILDRENS LIBRARIAN	30.42	59,323.42
1147	MONCAYO	JENNIFER	5/10/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	385	CHILDRENS LIBRARIAN	30.42	59,331.48
1311	MARGERUM	ANGELA	9/14/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	862	CHILDRENS LIBRARIAN	30.42	59,323.42
1357	PALKA-ROMAN	RONALD	1/20/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	369	CHILDRENS LIBRARIAN	30.42	59,323.42
99291	SANTANA	ADELA	9/3/2003		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	382	CHILDRENS LIBRARIAN	30.42	59,323.42
99359	FELICIANO	CASSANDRA	2/10/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	375	CHILDRENS LIBRARIAN	30.42	59,323.42
99413	MALINOSKI	HEIDI	6/8/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	376	CHILDRENS LIBRARIAN	30.42	59,323.42
99464	MINTER	KELLI	10/4/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	374	CHILDRENS LIBRARIAN	30.42	59,323.42

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
99511	AUSTIN	BEVERLY	4/18/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1147	CHILDRENS LIBRARIAN	30.42	59,323.42
99714	SPIVEY	MANISHA	1/8/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	387	CHILDRENS LIBRARIAN	30.42	59,323.42
99911	BUSTA-PECK	CHRISTOPHER	9/15/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	945	CHILDRENS LIBRARIAN	31.34	61,116.64
99949	RIVERA	JOANNA	12/8/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	381	CHILDRENS LIBRARIAN	30.42	59,323.42
<b>Job Class: CLE DIG LIB COORDINATOR</b>													
809	SENESE	RACHEL	4/27/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1165	CLE DIGITAL LIB COOR	29.60	57,715.79
<b>Job Class: COLLECTION MANAGER</b>													
663	MATTHEWS	PAMELA	6/2/2014		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	395	COLLECTION MANAGER	44.41	86,590.37
<b>Job Class: COMMUNICATION MANAGER</b>													
1444	WOODARD	KELLY	9/15/2019		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1296	MC COMMUNICATION MGR	36.25	70,690.60
<b>Job Class: COMP. NET TECH</b>													
1028	SCAGGS	JESSE	3/5/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	205	COMP NETWORK TECH	28.96	56,472.52
1029	STRNAD	CHRISTOPHER	3/5/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	206	COMP NETWORK TECH	28.96	56,472.52
<b>Job Class: COMP. NET TECH (INCUMBENT)</b>													
1235	DIAMOND-ORTIZ	EMILIO	2/7/1997		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	204	COMP NETWORK TECH	32.69	63,753.82
<b>Job Class: COMP. NET TECH (TECHCENTRAL)</b>													
1087	PHELPS	TIMOTHY	7/9/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1237	COMP NET TECH TC	25.08	48,908.60
1088	BATTAGLIA	JOSEPH	7/9/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1236	COMP NET TECH TC	25.08	48,908.60

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<b>Job Class: COMPUTER NETWORKING MANAGER</b>													
1552	HOOD	WILLIAM	11/15/1993		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	400	COMP NETWORK MGR	53.74	104,796.21
<b>Job Class: CUSTODIAL SUPERVISOR</b>													
375	RUSH	STEVEN	8/28/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1317	CUSTODIAL SUPERVISOR	25.49	49,708.56
1151	PRUDE	DONNA	3/12/1990		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1316	CUSTODIAL SUPERVISOR	32.93	64,204.12
3238	JENKINS	RICHARD	8/1/2000		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1318	CUSTODIAL SUPERVISOR	27.57	53,764.79
3238	JENKINS	RICHARD	8/1/2000		dawntae.jackson	12/16/2019	12:53	SALARY AFFECTS BASE WAGE	12/22/2019	1318	CUSTODIAL SUPERVISOR	27.03	52,710.58
<b>Job Class: CUSTODIAN II (DAYS/BRANCHES)</b>													
125	TRAPP	ALVIN	1/16/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	24	CUSTODIAN II	18.43	35,945.78
163	JARVIS	LAMEL	6/6/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	36	CUSTODIAN II	18.43	35,945.78
282	SMITH	SHAKENYA	12/5/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	38	CUSTODIAN II	18.43	35,945.78
420	VEGA	NILKIA	10/2/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	955	CUSTODIAN II	18.43	35,945.78
559	PENTOWSKI	LUKE	7/17/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	48	CUSTODIAN II	18.43	35,945.78
580	NELSON	JOSEPH	9/23/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1038	CUSTODIAN II	18.43	35,945.78
739	EMBROSE	KEVIN	10/20/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	29	CUSTODIAN II	18.43	35,945.78
792	EDWARDS	HARRY	4/6/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	32	CUSTODIAN II	18.43	35,945.78
862	OLAJIDE	ANDREW	8/24/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	46	CUSTODIAN II	18.43	35,945.78

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978	SCOTT	KELLY	8/28/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	22	CUSTODIAN II	18.43	35,945.78
1000	HILL	MARTIN	11/13/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	41	CUSTODIAN II	18.43	35,945.78
1012	MOSEY	CHRISTOPHER	1/8/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	954	CUSTODIAN II	18.43	35,945.78
1137	PETERSON	DELSHUN	2/4/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	20	CUSTODIAN II	18.43	35,945.78
1232	LAWSON	BRANDON	7/10/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	37	CUSTODIAN II	20.65	40,272.44
1337	ALI	LLOYD	12/1/1997		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	40	CUSTODIAN II	23.97	46,737.86
1344	SMITH	DONTE	11/11/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	963	CUSTODIAN II	18.43	35,945.78
1346	WHEELIS	SETH	11/25/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	49	CUSTODIAN II	18.43	35,945.78
1347	PEACOCK	TARA	11/25/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	47	CUSTODIAN II	18.43	35,945.78
1355	LEWIS	JEFFREY	1/13/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	923	CUSTODIAN II	21.28	41,489.76
1367	MATTHEWS	CARVELL	3/3/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	34	CUSTODIAN II	18.43	35,945.78
1371	FORD	BOBBY	3/3/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	45	CUSTODIAN II	18.43	35,945.78
1383	PARSONS	TRACY	5/22/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	17	CUSTODIAN II	23.61	46,047.04
1396	HOPPER	CAROLYN	4/28/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	57	CUSTODIAN II	18.43	35,945.78
1417	PARRA	JORGE	7/7/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	917	CUSTODIAN	18.43	35,945.78
1418	ULMSCHNEIDER	MARY ANN	7/7/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	957	CUSTODIAN II	18.43	35,945.78



## Pay Change History



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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
1422	TATE	ANGELO	9/1/2019		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	1284	CUSTODIAN II	18.43	26,839.54
1447	WILLIAMS	DAMIEN	8/25/1999		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	44	CUSTODIAN II	22.25	43,384.90
1477	CAMACHO	ZULEIKA	1/19/2020		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	962	CUSTODIAN II	18.43	35,945.78
1748	PARKER	MICHAEL	3/28/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	979	CUSTODIAN II	22.92	44,696.08
3296	SANDLIN	ALVIN	11/13/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	50	CUSTODIAN II	22.92	44,696.08
20044	CRETER	MATTHEW	6/4/1985		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	49	CUSTODIAN II	23.97	46,737.86
21295	DANDRIDGE	ANTHONY	2/28/1984		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	39	CUSTODIAN II	23.97	46,737.86
74810	SCHROEDER	BRIAN	5/13/1985		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	42	CUSTODIAN II	23.97	46,737.86
99028	CHAPPLE	REGINALD	2/20/2001		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	16	CUSTODIAN II	22.58	44,035.68
99555	MALONE	DERRICK	8/7/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	23	CUSTODIAN II	20.65	40,272.44
99670	GUDER	ROBERT	9/4/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	959	CUSTODIAN II	19.85	38,709.58
99788	PUJOLAS	ANTHONY	7/9/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	33	CUSTODIAN II	19.85	38,709.58
99799	PHELPS	SANDRA	8/20/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	960	CUSTODIAN II	19.37	37,765.52
99812	JACKSON	ANTONIO	10/1/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	30	CUSTODIAN II	19.37	37,765.52
99821	HARRIS	GLENN	12/10/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	964	CUSTODIAN II	19.37	37,765.52
99847	BOWERS	KEVIN	3/17/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	965	CUSTODIAN II	18.43	35,945.78

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<b>Job Class: CUSTODIAN III</b>													
1271	SAXTON	ALBERT	8/1/1990		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	51	CUSTODIAN III	24.66	48,083.10
<b>Job Class: DATABASE ADMINISTRATOR</b>													
99273	LESZCZ	BRIAN	4/30/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1182	DATABASE ADMIN	45.89	89,477.73
<b>Job Class: DIGITAL INITIATIVES SVC STRAT</b>													
620	EWING	CHATHAM	11/25/2013		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1130	DIGITAL INIT SVC STR	44.41	86,590.37
<b>Job Class: DIGITAL PRESS TECHNICIAN</b>													
1462	GAVEL	MELISSA	12/10/2019		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1308	DIGITAL PRESS TECH	21.24	41,411.24
<b>Job Class: DIR OF EE &amp; LABOR RELATIONS</b>													
583	JOHNS	CEDRIC	10/14/2013		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	243	DIR EE & LABOR RELAT	55.11	107,457.46
<b>Job Class: DIR OF PUBLIC SERVICES</b>													
3118	PARKS	HARRIETTE	9/27/1999		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	503	DIR OF PUBLIC SERV	62.36	121,600.91
<b>Job Class: DIRECTOR OF PUBLIC SERVICES</b>													
1238	SKRTIC	JOHN	1/13/1997		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	497	DIRECTOR PUBLIC SVCS	67.45	131,522.58
<b>Job Class: DIRECTOR OF DEVELOPMENT</b>													
292	MARTIN	TRACY	2/6/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	486	DIRECTOR OF DEVELOPM	40.79	79,545.14
<b>Job Class: DIRECTOR OF HUMAN RESOURCES</b>													
1401	JOHNSON	ALTHEA	5/12/2019		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1292	DIR OF HUMAN RESOURC	55.11	107,457.46

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: DIRECTOR OF OPS</b>													
99409	MASON	AARON	6/1/2004		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1093	DIRECTOR OF OPS	54.26	105,800.28
<b>Job Class: DIRECTOR OF TECHNICAL SERVICES</b>													
1301	MCFARREN	JEAN	9/14/2018		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	858	DIR OF COLL SERVICES	62.36	121,600.91
<b>Job Class: DIRECTOR, IT</b>													
28279	FINNEGAN	LAWRENCE	1/8/1990		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1110	DIRECTOR,IT ACTING	70.05	136,601.46
<b>Job Class: DIRECTOR,CLEVNET ACTING</b>													
99461	PRISBYLLA	HILARY	9/20/2004		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1111	DIRECTOR,CLEVNET ACT	51.95	101,297.83
<b>Job Class: DISTRICT MANAGER</b>													
99208	DALBY	MICHAEL	7/15/2002		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	339	DISTRICT MANAGER	42.42	82,726.81
99234	RUSSO	LUIGI	9/23/2002		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	343	DISTRICT MANAGER	42.42	82,726.81
99624	HUTSON	AMIYA	4/17/2006		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	996	DISTRICT MGR (LARGE)	42.42	82,726.81
<b>Job Class: DRIVER</b>													
635	WALKER	DENNIS	2/10/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	59	DRIVER	19.54	38,098.06
1146	WILLIAMS	CORNELL	9/12/1992		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	60	DRIVER	25.03	48,804.34
1880	PATTERSON	DEVON	3/29/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	58	DRIVER	24.66	48,083.10
<b>Job Class: EARLY CHILDHOOD LITERACY COORD</b>													
99402	PAI	RHONDA	6/1/2004		ronelle.miller-hood	2/6/2020	15:28	SALARY AFFECTS BASE WAGE	12/22/2019	1271	EARLY CHILD LIT COO	39.21	57,091.46

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<b>Job Class: ELECTRONICS DUPLICATION TECHNI</b>													
99779	BARONE	CHRISTOPHER	6/14/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1041	ELECTRONICS DUPTC	18.43	35,945.78
<b>Job Class: ENGAGEMENT SPECIALIST</b>													
774	GRAVES	MELINDA	1/6/2015		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1218	ENGAGEMENT SPEC	29.60	57,715.84
<b>Job Class: ER&amp;D ADMINSTRATIVE COORDINATOR</b>													
731	GRAVINO	GIOVANNI	10/29/2017		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1295	ER&D ADMIN ASST	28.03	54,661.36
<b>Job Class: ER&amp;D DEVELOPMENT COORDINATOR</b>													
1442	MAYLE	KELLIE	9/15/2019		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1297	ER&D DEVELOP CODNTOR	34.33	66,944.95
<b>Job Class: EVENT SERVICES COORDINATOR</b>													
99630	STRICKLAND	HEIDI	5/1/2006		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1268	EVENTS SERVICES COOR	28.03	54,661.36
<b>Job Class: EXECUTIVE ASSISTANT</b>													
99567	FISHER	MICHAEL	10/17/2005		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	405	EXECUTIVE ASSISTANT	34.10	66,503.58
<b>Job Class: EXECUTIVE DIRECTOR,CEO</b>													
99952	THOMAS	FELTON	1/18/2009		dawntae.jackson	1/29/2020	14:36	SALARY AFFECTS BASE WAGE	12/22/2019	403	EXECUTIVEDIRECTORCEO	118.46	231,000.00
<b>Job Class: FACILITIES MANAGER</b>													
99045	REYES	OLIVER	3/19/2001		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	952	FACILTIES MNGR	49.95	97,402.15
<b>Job Class: FAMILY ENGAGEMENT SPECIALIST</b>													
99456	NOSSE	SANDRA	6/11/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1247	FAMILY ENGAGE SPEC	33.65	65,622.70

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<b>Job Class: FINANCIAL SERVICES MANAGER</b>													
260	ARMSTRONG	LAURA	9/26/2011		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	902	FINANCIAL SERVIC MGR	44.41	86,590.37
<b>Job Class: GRAPHICS DESIGNER</b>													
1449	JAENKE	RYAN	3/4/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	708	GRAPHIC DESIGNER	26.88	39,141.18
57243	THOMPSON	TONYA	1/18/1989		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	707	GRAPHIC DESIGNER	28.96	56,472.52
<b>Job Class: HIGH DEMAND LIBRARIAN</b>													
99452	DICKERSON	DALE	8/23/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	65	HI DEMAND LIBRARIAN	33.76	65,839.80
<b>Job Class: HR ASST.-MUNIS COORD</b>													
99518	JACKSON	DAWNTAE	5/2/2005		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	949	HR ASST.-MUNIS COORD	39.21	76,458.37
<b>Job Class: HR INFORMATION CLERK</b>													
99613	HOWARD	DIANNE	3/13/2006		ronelle.miller-hood	2/6/2020	15:54	SALARY AFFECTS BASE WAGE	12/22/2019	413	HR INFO CLERK	20.71	21,539.44
<b>Job Class: HUMAN RESOURCES COORDINATOR</b>													
99916	RODRIGUEZ	YARIMILKA	9/15/2008		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1305	HR COORDINATOR	29.15	56,847.70
<b>Job Class: HUMAN RESOURCES-ORG DVLEP SPEC</b>													
854	MARINO	SHERRILL	7/20/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1106	ORG PERF & DEV MNGR	39.22	76,485.63
<b>Job Class: INTERIM SHELF DIVISION MANAGER</b>													
1366	DIAWARA	DEMBA	2/9/1998		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1067	INT SHELF DIV MGR	29.60	57,715.79
<b>Job Class: INVENTORY SPECIALIST</b>													
98579	ZAMORA	VICTOR	10/5/1977		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	414	INVENTORY SPECIALIST	31.32	61,083.10

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<b>Job Class: KNOWLEDGE MANAGER</b>													
304	MOCSIRAN	NANCY	4/16/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	997	KNOWLEDGE MANAGER	34.86	67,971.14
<b>Job Class: LBPH CLERK II</b>													
37002	DIXON	CAROL	9/15/1981		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	476	LBPH CLERK II	23.97	46,737.86
<b>Job Class: LBPH MANAGER</b>													
1522	REED	WILLIAM	9/6/1999		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	478	LBPH MANAGER	44.41	86,590.37
<b>Job Class: LENDING ASST. SUPERVISOR</b>													
498	RUDOLPH	REGINALD	4/22/2013		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1117	LEND ASST SUPERV	22.46	43,798.82
1245	ISAAC	TRACY	9/19/2005		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1221	LEND ASST SUPERV	22.46	43,798.82
<b>Job Class: LENDING DEPARTMENT CLERK</b>													
997 11	BROWN	MARQUETTA	12/26/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	212	LENDING DEPT CLERK	18.43	35,945.78
<b>Job Class: LIB SYS APP SPEC</b>													
1135	TRIFILETTI	MEGAN	1/21/2018		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1070	LIB SYS APP SPEC	33.29	64,921.63
1349	RYAN	CAITLIN	1/6/2019		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	488	LIB SYS APP SPEC	33.29	64,921.63
<b>Job Class: LIBRARIAN (SUBJECT DEPARTMENT)</b>													
142	HAY	ZACHARY	10/10/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	822	LIBRARIAN SUBJ DEPT	30.42	59,323.42
143	KAPLAN	ANDREW	3/3/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	826	LIBRARIAN SUBJ DEPT	30.42	59,323.42
187	JEFFRIES	EVONE	7/18/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1044	LIBRARIAN SUBJ DEPT	30.42	59,323.42

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495	ROZMAN	RAYMOND	4/8/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	825	LIBRARIAN SUBJ DEPT	30.42	59,323.42
921	KILB	FORREST	2/29/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	830	LIBRARIAN SUBJ DEPT	30.42	59,323.42
1189	METTER	TERRENCE	6/16/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	834	LIBRARIAN SUBJ DEPT	30.42	59,323.42
99173	MULLEE	SUSAN	5/20/2002		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	819	LIBRARIAN SUBJ DEPT	35.31	68,847.22
<b>Job Class: LIBRARY ASSISTANT (SUBJ DEPT)</b>													
149	FOX-MORGAN	MARK	3/31/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	800	LIBRARY ASSISTANT	26.09	50,883.04
366	LYTLE	ALEA	7/1/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	87	LIB ASST - SUBJ DEPT	25.08	48,915.10
646	SANCHEZ	LISA	3/24/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1223	LIB ASST - SUBJ DEPT	25.08	48,908.60
715	HAVERMAN	MICHAEL	7/22/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	91	LIB ASST - SUBJ DEPT	25.08	48,915.10
1157	FECZKANIN	CHRISTINE	11/13/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	110	LIB ASST - SUBJ DEPT	30.28	59,051.98
1316	SHNEYDER	TATIANA	10/14/1997		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1018	LIB ASST - SUBJ DEPT	30.28	59,051.98
1667	FURYES	DAVID	10/12/1994		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	102	LA SUBJ	30.28	59,051.98
1714	LANCASTER	APRIL	1/3/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	93	LIB ASST - SUBJ DEPT	30.28	59,051.98
99342	WESTERBEKE	DOUGLAS	1/12/2004		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	951	LIB ASST - SUBJ DEPT	26.09	27,137.76
99343	MILICH	DANILO	1/12/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	88	LIB ASST - SUBJ DEPT	28.11	54,815.80
99497	LONDON	PETER	1/24/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	94	LIB ASST - SUBJ DEPT	26.88	52,421.20
99529	DENG	DEMAN	6/13/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1113	LIB ASST - SUBJ DEPT	26.09	50,883.04

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99643	JACKSON	RICARDO	6/12/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1013	LIB ASST - SUBJ DEPT	26.88	52,421.20
99992	JAENKE	ADAM	10/13/2010		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	807	LIB ASST	25.08	48,908.60
<b>Job Class: LIBRARY ASSISTANT-ADULT</b>													
50380	LEWALLEN	RODNEY	8/5/1988		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	70	LIB ASST - ADULT	28.96	56,472.52
<b>Job Class: LIBRARY ASSISTANT-LBPH</b>													
1259	KEMP	BRANDON	4/15/1997		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	914	LIB ASST - LBPH	30.28	59,051.98
1400	YEE	DORIS	3/30/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	75	LIB ASST - LBPH	30.28	59,051.98
99860	REDD	KENNETH	5/12/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1108	LIB ASST - LBPH	26.09	50,883.04
<b>Job Class: LIBRARY ASSISTANT-YOUTH</b>													
104	FULLMER	ANNA	10/25/2010		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1184	LIB ASST - YOUTH	25.08	48,908.60
206	CLARK	RONALD	7/31/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	116	LIB ASST - YOUTH	25.08	48,908.60
244	JEFFERSON	KIAIRA	9/12/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	114	LIB ASST - YOUTH	25.08	48,908.60
386	STORY	ALEXANDER	9/10/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	126	LIB ASST - YOUTH	25.08	48,908.60
510	LEFKOWITZ	JOEL	6/19/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	137	LIB ASST - YOUTH	25.08	48,908.60
825	FULLMER	PATRICIA	6/1/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	474	LA - YOUTH	25.08	36,518.30
842	YOUNG	ROMAEL	6/9/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1203	LIB ASST - YOUTH	25.08	48,908.60
1023	CLARK	BRIGID	1/29/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	135	LIB ASST - YOUTH	25.08	48,908.60



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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
1286	KENNEDY	ALLISON	6/10/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	150	LIB ASST - YOUTH	25.08	36,518.30
1356	NEWSOM	KELLI	1/12/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	153	LIB ASST - YOUTH	30.28	59,051.98
1362	BENTON	MARVIN	2/9/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	128	LIB ASST - YOUTH	30.28	59,051.98
1732	FAGAN	TODD	1/25/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	469	LA - YOUTH	30.28	59,051.98
1815	JOHNSON	VALERIE	9/26/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	149	LIB ASST - YOUTH	26.09	50,883.04
3145	BURKS	LEONARD	1/10/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	122	LIB ASST - YOUTH	30.28	59,051.98
3232	ENGLISH	RON	7/24/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	148	LIB ASST - YOUTH	30.28	59,051.98
33005	SMITH	NANCY	1/26/1987		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	121	LIB ASST - YOUTH	30.28	59,051.98
99373	CRUZ	RAYMOND	3/15/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1002	DISTRICT LAYE	25.08	48,908.60
99427	MOORE	KEVIN	6/28/2004		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	124	LIB ASST - YOUTH	28.11	54,815.80
99713	BAILEY	CHARLES	1/8/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	147	LIB ASST - YOUTH	26.09	50,883.04
99794	SIMONE	ROSA	7/24/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	115	LIB ASST - YOUTH	26.88	52,421.20
99889	PETRUCZ	WILLIAM	6/23/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1183	LIB ASST - YOUTH	25.08	48,908.60
<b>Job Class: LIBRARY ASST-COMP EMPH</b>													
132	COLLINS	ALLISON	7/15/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	950	LA-COMP EMPH	25.08	48,908.60
329	RIVERA	NINA	3/19/2017		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	460	LIB ASST COMP EMPH	25.08	36,518.30
350	ALHIBSHI-DEVORE	YEHIA	5/22/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1091	LIB ASST COMP EMPH	25.08	48,908.60

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
401	LOPEZ	MARIA	9/16/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	447	LIB ASST COMP EMPH	26.09	37,992.76
423	SUCRE	MATTHEW	10/9/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1007	LIB ASST-COM EMP SD	25.08	48,908.60
425	FLOWERS	CURTIS	10/9/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1180	LIB ASST - COM EMPH	25.08	48,908.60
444	KOLONICK	SARAH	12/3/2012		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	418	LIB ASST COMP EMPH	25.08	36,524.80
445	CROMPTON	EMILY	9/14/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	446	LIB ASST COMP EMPH	25.08	36,518.30
447	YOUNG	CATHERINE	12/10/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1148	LIB ASST - COM EMPH	25.08	48,908.60
459	MUSSER	MONICA	12/31/2012		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	1199	LIBRARY ASSISTANT	25.08	36,518.30
481	WILLIAMS	MAXINE	2/26/2013		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	179	LIB ASST COMP EMPH	25.08	36,524.80
566	ARGANZA	JORGE	8/12/2013		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	1105	LIB ASST COMP EMPH	25.08	36,524.80
572	BROWN	STACY	8/13/2013		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	434	LIB ASST COMP EMPH	25.08	36,518.30
608	CAMPBELL	TAWANA	11/13/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1074	LIB ASST COMP EMPH	25.08	48,908.60
612	KORTE	LILY	11/13/2013		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	419	LIB ASST COMP EMPH	26.09	37,999.52
630	PIEPENBURG	CARLOS	1/28/2014		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	1114	LIB ASST COMP EMPH	25.08	36,524.80
664	SMITH	ERICKA	5/21/2014		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	423	LIB ASST COMP EMPH	25.08	36,518.30
698	WOODMAN	ALYCIA	7/15/2014		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	473	LA -COMP EMP	26.09	37,992.76
733	FOSTER	PRINCE	8/26/2014		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	440	LA COMP EMPH	25.08	36,524.80

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
742	HOOPER	MARLIE	8/6/2017		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	439	LA COMP	25.08	36,518.30
743	GUERIN	ALISON	2/19/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	109	LIB ASST - COMP EMPH	25.08	48,908.60
746	BARNES	LATOYA	10/27/2014		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	431	LIB ASST COMP EMP	25.08	36,518.30
760	LOVE	MATTHEW	11/17/2014		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	456	LIB ASST COMP EMPH	25.08	36,518.30
773	BALDWIN	SHAWNTE	1/6/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	432	LIB ASST COMP EMPH	25.08	36,518.30
823	FRENCH	GRACE	6/2/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	983	LIB ASST COMP EMPH	26.09	37,992.76
830	CERNEY	KAREN	6/2/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	428	LIB ASST COMP	25.08	36,518.30
832	MERRIWEATHER	NIYRE	6/2/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	968	LIB ASST COMP EMPH	25.08	36,518.30
844	LEMAK	BERNADETTE	6/16/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	436	LIB ASST COMP EMPH	25.08	36,524.80
863	DEVORE	JAIME	8/24/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1104	LIB ASST COMP EMPH	25.08	48,908.60
874	VAUGHN	CHERITA	9/16/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	425	LIB ASST-COMP EMP	25.08	36,518.30
879	GALEWOOD	KRISTIN	9/16/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	981	LIB ASST COMP EMPH	25.08	36,518.30
884	POWER	KATIE	9/22/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	459	LIB ASST COMP EMPH	25.08	36,518.30
895	CREDICO	MICHAEL	10/5/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	80	LIB ASST - COM EMPH	25.08	48,915.10
951	KONKOLY	DANIELLE	6/13/2016		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	445	LIB ASST COMP EMP	25.08	36,524.80
994	BARKACS	MICHAEL	10/16/2016		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	454	LIB ASST COMP EMPH	26.09	37,992.76

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
1022	WEBSTER	MICHAEL	1/29/2017		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	420	LIB ASST COMP EMPH	25.08	36,518.30
1031	WILLIAMS	AUTUMN	3/12/2017		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	426	LIB ASST COMP EMPH	25.08	36,518.30
1076	BARNES	DIFRANCO	6/11/2017		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	451	LIB ASST COMP EMPH	25.08	36,518.30
1133	LAPRAIRIE	NATHAN	1/21/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	461	LIB ASST COMP EMPH	25.08	36,518.30
1168	SMITH	LANECIA	6/27/2005		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	433	LIB ASST COMP EMPH	26.09	37,992.76
1171	KOHR	HANNAH	3/4/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	453	LIB ASST COMP EMP	25.08	36,518.30
1222	MUDGETT-PRICE	SHEILA	1/28/1997		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	457	LIB ASST COMP EMPH	28.11	40,936.22
1253	LARION	ABIGAIL	4/15/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	450	LIB ASST COMP EMPH	25.08	36,518.30
1284	BOSHARA	KALIE	5/13/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1075	LIB ASST COMP EMPH	25.08	48,908.60
1292	GIONFRIDDO	LANA	9/2/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	416	LIB ASST COMP EMPH	25.08	36,518.30
1295	CARRAWAY	CARLA	9/2/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	424	LIB ASST COMP EMPH	25.08	36,518.30
1318	KIMMEL	AQUENE	10/14/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	967	LIB ASST COMP EMPH	26.09	37,992.76
1341	SMITH	DESIREE	10/14/2018		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	417	LIB ASST COMP EMPH	25.08	36,518.30
1352	BERZONSKY	KYRA	1/6/2019		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	442	LIB ASST COMP EMPH	25.08	36,518.30
1353	BRYANT	WHITNEY	1/6/2019		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	443	LIB ASST COMP EMPH	25.08	36,518.30
1369	BRADEN-DORSEY	GIOVONNI	2/17/2019		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	429	LIB ASST COMP EMPH	25.08	36,518.30

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
1387	AUSTIN	LOREAL	4/24/2019		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	430	LIB ASST COMP EMPH	25.08	36,518.30
1403	MONDOK	LARISSE	5/12/2019		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	441	LIB ASST COMP EMP	25.08	36,518.30
1639	WILLIAMS-RISENG	DENISE	9/19/1994		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	1072	LIB ASST COMP EMPH	28.96	42,173.56
2230	CALLIER	EUGENE	7/5/2001		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	969	LIB ASST COMP EMPH	25.08	36,518.30
3249	LEWIS	ISAIAH	4/4/2004		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	452	LIB ASST COMP EMPH	28.96	42,173.56
99553	WILLIAMSON	CHERYL	7/25/2005		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	449	LIB ASST COMP EMPH	26.09	27,137.76
99576	ELDER	PHILLIP	10/31/2005		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	448	LIB ASST COMP EMPH	26.88	39,147.94
99681	WILLIAMS	ANTONIO	10/2/2006		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	458	LIB ASST COMP EMPH	25.08	36,524.80
99774	SMITH	JUSTIN	6/11/2007		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	421	LIB ASST COMP EMPH	26.09	37,992.76
99793	ARMSTRONG	MICHAEL	7/23/2007		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	455	LIB ASST COMP EMPH	25.08	36,518.30
99823	HLAFKA	TRACI	12/15/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1179	LIB ASST - COM EMPH	25.08	48,908.60
99842	DUNN-CHILDRESS	CASSANDRA	3/3/2008		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	980	LIB ASST COMP EMPH	25.08	36,524.80
99905	GATEWOOD	CORTNEY	8/27/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1090	LIB ASST-COM EMP	25.08	48,908.60
<b>Job Class: LIBRARY SYS &amp; APP ANALYST</b>													
781	PAS	JOHN	1/21/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1234	LIB SYS & APP ANALYS	39.22	76,485.63
99638	BENSON	JAMES	6/29/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1185	LIB SYS & APP ANALYS	45.89	89,477.73

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: MARKETING &amp; WEB MANAGER</b>													
99947	YOUNG	MICHAEL	11/24/2008		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1275	MARKETING & WEB MNGR	34.86	67,971.14
<b>Job Class: MARKETING COORDINATOR</b>													
1445	PORTER	AKILAH	9/15/2019		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1294	MARKETING COORDINATOR	28.03	54,661.36
<b>Job Class: MATERIALS HANDLING SUPERVISOR</b>													
310	CLARDY	JAMES	4/9/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	715	INTERIM MAT HAND SUP	33.01	64,370.04
<b>Job Class: MATERIALS PROCESSING SEN TECH</b>													
1231	ADORNO-CRUZ	MARISOL	4/12/1990		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	768	MATLS PROC SEN TECH	22.92	44,696.08
<b>Job Class: MATERIALS PROCESSING TECH</b>													
180	REYNOLDS	MICHAEL	7/3/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	222	MATERIAL PROCTECH	17.40	33,922.46
223	JAMES	ERIC	9/13/2011		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	1066	MATERIAL PROCTECH	17.40	18,091.84
1182	RUSSELL	MARIA	6/26/2002		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	494	MATERIALS PROC TECH	19.49	38,005.76
1327	DRAEGER	MARSHA	1/28/1991		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	224	MATERIAL PROCTECH	21.96	42,813.16
3193	WORKMAN	DENNIS	5/8/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	495	MATERIALS PROC TECH	22.62	44,107.18
40581	HUSTON	DOUGLAS	8/29/1988		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	223	MATERIAL PROCTECH	22.62	44,107.18
<b>Job Class: NETWORK SPECIALIST</b>													
504	GUSTER	KYLE	5/20/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	500	NETWORK SPECIALIST	30.42	59,323.42
99502	PATRICK	ROBERT	2/22/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1222	NETWORK SPECIALIST	32.29	62,963.68

# Pay Change History



Date Range 12/22/2019 to 12/22/2019

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: OCCUPATIONAL HEALTH AND SAFETY</b>													
930	PARKER	SHERRY	4/18/2016		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1196	OCC HLTH & SAFE OFC	34.86	67,971.14
<b>Job Class: OPERATIONS PROJECT COORDINATOR</b>													
1020	SIMS	JASMINE	1/29/2017		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1270	OPER PRJCT COOR	28.03	54,661.36
<b>Job Class: OPS PROJECT COORDINATOR</b>													
431	JONES	SHERRI	11/20/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1277	OPS PROJECT COORDINA	35.31	68,847.22
35195	HAJZAK	DEBORAH	7/29/1985		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1313	OPS PROJECT COORDINA	33.76	65,839.80
99574	BARRETT	LESLIE	10/31/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1314	OPS PROJECT COORDINA	30.42	59,323.42
99852	MCCARTER	MELANIE	4/14/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1315	OPS PROJECT COORDINA	30.42	59,323.42
<b>Job Class: OUTREACH &amp; PROG CO YOUTH</b>													
2223	MARKS	ERICA	7/2/2002		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1027	OUTR&PROG CO YOUTH	34.86	67,971.14
<b>Job Class: PAINTER</b>													
430	CAMACHO	LUIS	11/5/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1200	PAINTER	23.08	45,001.84
1814	JOHNSON	DAKARI	9/19/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	694	PAINTER	24.25	47,280.22
99575	HOUSTON	LARRY	10/31/2005		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	693	PAINTER	23.08	45,001.84
<b>Job Class: PAYROLL &amp; BENEFIT PRACTITIONER</b>													
99144	SMITH	ROSZITA	2/4/2002		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	695	PAYROLL & BEN PRACTI	25.49	49,708.36

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# Pay Change History



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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: PHOTO COLL LIBRARIAN</b>													
362	MEGGITT	BRIAN	6/4/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	698	PHOTO COLL LIBRARIAN	33.65	65,622.70
<b>Job Class: PRESERVATION ASSISTANT</b>													
1261	MASSEY	GLORIA	3/2/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	702	PRESERVATION ASST	24.61	47,989.24
<b>Job Class: PRESERVATION SENIOR TECHNICIAN</b>													
1219	PRIDE	RENEE	2/1/1990		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	704	PRES SEN TECH	28.14	54,870.40
<b>Job Class: PROCUREMENT AND CONTRACT COORD</b>													
285	HUBLER	CAROL	1/1/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1219	PROCUREMNT & CONT CO	29.60	57,715.79
<b>Job Class: PROFESSIONAL PARALEGAL</b>													
577	CARPENTER-RIZK	DENISE	8/28/2013		ronelle.miller-hood	2/6/2020	15:54	SALARY AFFECTS BASE WAGE	12/22/2019	1309	PROFESSIONAL PARALEG	29.60	41,555.54
<b>Job Class: PROJECT MANAGER</b>													
73142	RUFFING	MICHAEL	2/17/2019		ronelle.miller-hood	2/6/2020	16:33	SALARY AFFECTS BASE WAGE	12/22/2019	1286	PROJECT MANAGER	52.69	46,576.40
<b>Job Class: RECEIVING &amp; DISTRIBUTION TECH</b>													
316	JACKSON	RICHARD	5/6/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	976	REC AND DIST TECH	18.43	35,945.78
880	HOGAN	JAZ	9/16/2015		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	712	REC & DIST TECH	18.43	26,839.54
<b>Job Class: RESEARCH ANALYST</b>													
99724	GUNTHER	DANIEL	2/5/2007		ronelle.miller-hood	2/6/2020	16:33	SALARY AFFECTS BASE WAGE	12/22/2019	720	RESEARCH ANALYST	36.01	35,811.88
<b>Job Class: SAFETY &amp; PROTECTIVE SVCS MGR</b>													
352	DUNCAN	LINDSEY	5/29/2012		ronelle.miller-hood	2/6/2020	15:27	SALARY AFFECTS BASE WAGE	12/22/2019	1030	SAFETY&PROT SVCS MGR	32.68	67,971.14



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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: SAFETY&amp;PROTECTIVE SVCS SUPERV</b>													
793	BABBITS	MICHAEL	4/13/2015		ronelle.miller-hood	2/6/2020	15:23	SALARY AFFECTS BASE WAGE	12/22/2019	740	SAFE&PROTEC SVCS SUP	24.51	50,983.14
1034	HARRIS	GARY	3/19/2017		ronelle.miller-hood	2/6/2020	15:23	SALARY AFFECTS BASE WAGE	12/22/2019	741	SAFE&PROTEC SVCS SUP	24.51	50,983.14
<b>Job Class: SENIOR CLERK LBPH</b>													
1454	MCCARTER	MARK	7/14/1992		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	479	SENIOR CLERK LBPH	25.40	49,536.50
<b>Job Class: SENIOR LEGAL OFFICER</b>													
857	SZALEWSKI	BRYAN	7/20/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1195	SENIOR LEGAL OFFICER	42.42	82,726.81
<b>Job Class: SENIOR SUBJECT DEPT. LIBRARIAN</b>													
115	DURDA	NICHOLAS	12/20/2010		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	773	SENIOR SUBJ DEPT LIB	33.65	65,622.70
255	GAO	LAN	9/13/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1257	SENIOR SUBJ DEPT LIB	33.65	65,622.70
1270	MAKKOS	MICHELLE	7/30/1990		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1046	SENIOR SUBJ DEPT LIB	37.35	72,831.20
<b>Job Class: SHELF DEPARTMENT CLERK</b>													
245	LEONARD	ALEXANDER	8/28/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	754	SHELF DEPT CLERK	17.40	33,922.46
861	ROBINSON	DERRICK	8/10/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	747	SHELF DEPT CLERK	17.40	33,922.46
99038	MYHAND	TERRENCE	3/12/2001		ronelle.miller-hood	2/18/2020	11:44	SALARY AFFECTS BASE WAGE	12/22/2019	748	SHELF DEPT CLERK	17.83	25,966.46
<b>Job Class: SHELF DIV ASSISTANT MANAGER</b>													
1513	COCCARO	CYNTHIA	1/11/1999		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1068	SHELF DIV ASST MGR	33.58	65,488.28

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<b>Job Class: SHIPPING CLERK</b>													
381	PEGUES	DOMINIQUE	9/10/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	35	SHIPPING CLERK	18.43	35,945.78
396	OJO	KEMET	9/10/2012		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1119	SHIPPING CLERK	18.43	35,945.78
418	FORTSON	CARMINE	12/9/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1123	SHIPPING CLERK	18.43	35,945.78
1103	LEVERT	WILLIAM	10/15/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	934	SHIPPING CLERK	18.43	35,945.78
1120	LEWIS	JOSEPH	10/15/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	921	SHIPPING CLERK	18.43	35,945.78
1321	SETTLES	RAQIB	10/14/2018		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	750	SHIPPING CLERK	18.43	35,945.78
1604	HATTON	JEVON	6/20/1994		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	751	SHIPPING CLERK	23.97	46,737.86
<b>Job Class: SHIPPING CLERK (LBPH)</b>													
1730	JEFFRIES	MICHAEL	1/17/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	758	SHIPPING CLERK LBPH	23.97	46,737.86
99152	WORKMAN	MANUELA	3/18/2002		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	918	SHIPPING CLERK LBPH	22.25	43,384.90
99855	GOLDBERG	AARON	4/15/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	757	SHIPPING CLERK LBPH	18.43	35,945.78
<b>Job Class: SHIPPING MANAGER</b>													
1246	HILL	RON	6/11/1990		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1283	SHIPPING MANAGER	29.82	58,152.38
<b>Job Class: SOLUTIONS ARCHITECT</b>													
367	BUSCH	ANDREW	7/2/2012		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1136	SOLUTIONS ARCHITECT	36.25	70,690.60
1024	WISNIEWSKI	CHRIS	2/19/2017		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1235	SOLUTIONS ARCHITECT	36.25	70,690.60

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: SPECIAL ASST TO DIRECTOR</b>													
1160	DIAMOND	TIMOTHY	3/19/1990		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1299	SPECIAL ASST TO DIR	66.78	130,215.42
<b>Job Class: SUBJECT DEPARTMENT CLERK</b>													
161	BUENO	ANTHONY	5/17/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	789	SUBJECT DEPT CLERK	18.43	35,945.78
524	HARDY	HEATHER	4/9/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1204	SUBJECT DEPT CLERK	18.43	35,945.78
558	ROBERTS	TRISHA	7/17/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	209	SUBJECT DEPT CLERK	18.43	35,945.78
712	CARRILLO	WALLACE	7/22/2014		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1097	SUBJECT DEPT CLERK	18.43	35,945.78
899	MYERS	LISA	11/17/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	210	SUBJECT DEPT CLERK	18.43	35,945.78
984	EARLEY	MICHAEL	10/16/2016		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1099	SUBJECT DEPT CLERK	18.43	35,945.78
1040	FIELDS	EBONY	4/9/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1096	SUBJ DEPT CLERK	18.43	35,945.78
1175	BOLDEN	DAUNTE	2/22/1999		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1048	SUBJECT DEPT CLERK	19.85	38,709.58
1226	MALONE	LISA	4/2/1990		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	805	SUBJECT DEPT CLERK	23.97	46,737.86
1498	ALLEN	ANTOINETTE	10/30/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	795	SUBJECT DEPT CLERK	19.37	37,765.52
1527	HARRIS-SCOTT	ANGELA	9/6/1999		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	791	SUBJECT DEPT CLERK	22.92	44,696.08
1530	ANALA	IVY	9/22/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1095	SUBJECT DEPT CLERK	18.43	35,945.78
1836	TOLBERT	LAKITHA	11/6/1995		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	806	SUBJECT DEPT CLERK	18.43	35,945.78
99676	HILL	ANGELA	9/18/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	850	SUBJECT DEPT CLK	19.37	37,765.52

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
99930	EDMONDSON	LAMAR	10/14/2008		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1107	SUBJECT DEPT CLERK	18.43	35,945.78
<b>Job Class: SUBJECT DEPARTMENT MANAGER (LA</b>													
1167	HOGE	OLIVIA	6/14/1999		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1129	SBJ MGR- L HIST,SOC	39.22	76,485.63
99526	EYERDAM	PAMELA	6/13/2005		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	777	SUBJ DEPT MGR LARGE	54.03	105,350.19
99679	FLINN	SARAH	10/2/2006		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1047	SUBJ DEPT MGR LARGE	44.41	86,590.37
<b>Job Class: SUBJECT DEPARTMENT MGR (MED.)</b>													
870	DOBRANSKY	SARAH	9/7/2015		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1321	GEN RESEARCH COLL MG	39.22	76,485.63
1490	MARKOVIC	MILOS	2/1/1993		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	784	SUBJ DEPT MGR MED	47.72	93,056.70
99392	BOOZER	DONALD	5/3/2004		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	780	SUBJ DEPT MGR MED	44.12	86,036.33
<b>Job Class: SUBJECT DEPARTMENT SEN. CLERK</b>													
1577	WALKER	ERICK	4/11/1994		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	762	SUBJECT DEPT SR CLK	25.38	49,493.86
<b>Job Class: SUBJECT DEPT SUPERVISOR</b>													
99570	ANTONUCCI	RONALD	10/17/2005		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1279	SUBJ DEPT SUPERVISOR	42.62	83,108.96
<b>Job Class: SYSTEMS MANAGER</b>													
3069	NOVAK	DARREN	11/9/1998		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	857	SYSTEMS MANAGER	49.95	97,402.15
<b>Job Class: TECH CENTRAL ASSISTANT MANAGER</b>													
239	CANAN	MELISSA	8/28/2011		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1312	TC ASST MANAGER	33.01	64,370.04

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: TECH CENTRAL MANAGER</b>													
147	PEREZ	SUZI	3/30/2011		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1071	TECH CENTRAL MANAGER	44.41	86,590.37
<b>Job Class: TECH SERVICES LIBRARIAN</b>													
189	SATOW	BARBARA	7/18/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	138	TECH SVCS LIBRARIAN	30.42	59,323.42
253	HU	AMEI	9/12/2011		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	142	TECH SERVICES LIB	30.42	59,323.42
488	DUGAROVA-MONTGOMERY	YESHEN	3/11/2013		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1122	TECH SVCS LIBRARIAN	30.42	59,323.42
782	HALKOVICH	CELIA	1/26/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	140	TECH SVCS LIBRARIAN	30.42	59,323.42
786	GABE	MICHAEL	2/9/2015		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	143	TECH SERV LIBRARIAN	30.42	59,323.42
1074	VALENTINE	ERIN	5/14/2017		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	139	TS LIBRARIAN	30.42	59,323.42
99606	JENKINS	TONYA	2/6/2006		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	1004	TECH SVCS LIBRARIAN	33.76	65,839.80
<b>Job Class: TECHNICAL SERVICES ASSOCIATE</b>													
1193	SALEM	SUMMER	10/23/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	871	TECHNICAL SERV ASSOC	22.31	43,507.62
3214	INFANTE	NATHANIEL	6/8/2000		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	876	TECHNICAL SERV ASSOC	24.64	48,042.02
71717	EASLEY	ROSALYN	10/14/1987		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	870	TECHNICAL SERV ASSOC	26.94	52,531.18
99777	JONES	DWAYNE	6/12/2007		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	869	TECHNICAL SERV ASSOC	21.24	41,411.24
<b>Job Class: TECHNICAL SERVICES SENIOR CLER</b>													
1472	WARNER	MYA	9/21/1998		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	885	TECH SERV SR CLERK	24.29	47,372.52

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Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
1601	STOUT	PAULA	3/9/1993		ronelle.miller-hood	2/18/2020	12:00	SALARY AFFECTS BASE WAGE	12/22/2019	881	TECH SERV SR CLERK	24.66	48,083.10
<b>Job Class: TEEN TECH CENTER COORDINATOR</b>													
1136	PAPPENHAGEN	JILL	2/4/2018		ronelle.miller-hood	2/6/2020	15:21	SALARY AFFECTS BASE WAGE	12/22/2019	1303	TEEN TECH CNTR COOR	29.60	57,715.84
<b>Job Class: WEB ADMINISTRATOR</b>													
1005	SKORA	WILLIAM	12/4/2016		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	1224	WEB ADMINISTRATOR	39.22	76,485.63
<b>Job Class: WRITER/EDITOR</b>													
932	WALTER	LAURA	4/26/2016		ronelle.miller-hood	2/6/2020	16:33	SALARY AFFECTS BASE WAGE	12/22/2019	1300	WRITER/EDITOR	28.03	40,813.76
<b>Job Class: YOUTH SERVICES MANAGER</b>													
1954	JEFFRIES	ANNISHA	9/30/1996		ronelle.miller-hood	2/6/2020	15:52	SALARY AFFECTS BASE WAGE	12/22/2019	891	YOUTH SERVICES MGR	44.12	86,036.33

Pay Change History



Date Range 03/01/2020 to 03/31/2020

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: ADMINISTRATIVE ASSISTANT</b>													
37002	DIXON	CAROL	9/15/1981		yarimilka.beavers	2/20/2020	13:20	SALARY AFFECTS BASE WAGE	3/1/2020	1302	ADMINISTRATIVE ASSIS	24.51	47,796.58
<b>Job Class: ASSISTANT BRANCH MANAGER</b>													
3265	JONES	SHANELL	10/3/2000		yarimilka.beavers	2/20/2020	10:07	TRANSFER	3/1/2020	1211	ASST BRANCH MAN	33.01	64,370.04
<b>Job Class: BRANCH CLERK</b>													
152	COLEMAN	BESSIE	4/25/2011		yarimilka.beavers	2/26/2020	16:58	MASTER CHANGE MISC	3/1/2020	320	BRANCH CLERK	18.43	35,945.78
394	CARTER	YVETTE	9/10/2012		yarimilka.beavers	2/26/2020	14:13	MASTER CHANGE MISC	3/1/2020	263	BRANCH CLERK	18.43	35,945.78
1206	IRIZARRY	RACHEL	4/26/1999		yarimilka.beavers	2/27/2020	10:15	MASTER CHANGE MISC	3/1/2020	258	BRANCH CLERK	24.35	47,473.66
1484	TRENT	DIANNA	3/1/2020		yarimilka.beavers	2/19/2020	13:05	NEW HIRE	3/1/2020	304	BRANCH CLERK	16.70	32,565.00
1485	GUERIN	TYLER	3/1/2020		yarimilka.beavers	2/19/2020	13:35	NEW HIRE	3/1/2020	266	BRANCH CLERK	16.70	32,565.00
99458	PALMA	LINDSAY	11/28/2005		yarimilka.beavers	2/27/2020	10:18	MASTER CHANGE MISC	3/1/2020	257	DIST. BRANCH CLERK	19.85	38,709.58
99569	ERVIN	BRITTANY	10/17/2005		yarimilka.beavers	2/27/2020	10:11	MASTER CHANGE MISC	3/1/2020	974	BRANCH CLERK	19.85	38,709.58
<b>Job Class: BRANCH MANAGER (MEDIUM)</b>													
1291	BRIGGS	TONYA	8/5/2018		yarimilka.beavers	2/3/2020	11:43	TRANSFER	3/2/2020	341	BRANCH MGR (MEDIUM)	34.17	66,638.37
1488	BOYCE	SHAYLA	3/1/2020		yarimilka.beavers	2/27/2020	15:51	NEW HIRE	3/1/2020	251	BRANCH MGR (MEDIUM)	34.86	67,971.14
1494	MEANS	TAMARA	3/15/2020		yarimilka.beavers	3/10/2020	14:36	NEW HIRE	3/15/2020	352	BRANCH MGR (MEDIUM)	34.86	67,971.14
<b>Job Class: CAPITAL PROJ MANAGER</b>													
890	HERMAN	ERIC	9/21/2015		yarimilka.beavers	2/28/2020	15:23	MASTER CHANGE MISC	3/1/2020	1201	CAPITAL PROJ MANAGER	32.01	62,424.93

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## Pay Change History



Date Range 03/01/2020 to 03/31/2020

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
1448	SONNHALTER	KATHLEEN	9/15/2019		yarimilka.beavers	2/28/2020	15:24	MASTER CHANGE MISC	3/1/2020	1301	CAPITAL PROJ MANAGER	38.98	76,007.09
<b>Job Class: CAPITAL PROJECT ASSISTANT</b>													
1348	STACHNIK	ANTHONY	11/25/2018		yarimilka.beavers	2/28/2020	16:05	MASTER CHANGE MISC	3/1/2020	1282	CAPITAL PROJ ASST	22.46	43,798.82
<b>Job Class: CHILDRENS LIBRARIAN</b>													
1311	MARGERUM	ANGELA	9/14/2018		yarimilka.beavers	2/26/2020	17:00	MASTER CHANGE MISC	3/1/2020	862	CHILDRENS LIBRARIAN	30.42	59,323.42
99413	MALINOSKI	HEIDI	6/8/2004		yarimilka.beavers	2/26/2020	14:15	MASTER CHANGE MISC	3/1/2020	376	CHILDRENS LIBRARIAN	30.42	59,323.42
99511	AUSTIN	BEVERLY	4/18/2005		yarimilka.beavers	2/27/2020	10:19	MASTER CHANGE MISC	3/1/2020	1147	CHILDRENS LIBRARIAN	30.42	59,323.42
<b>Job Class: COLLECTION MANAGER</b>													
663	MATTHEWS	PAMELA	6/2/2014		yarimilka.beavers	2/27/2020	12:23	MASTER CHANGE MISC	3/1/2020	395	COLLECTION MANAGER	44.41	86,590.37
<b>Job Class: DIRECTOR OF TECHNICAL SERVICES</b>													
1173	JELAR ELWELL	SANDRA	9/12/1989		yarimilka.beavers	2/28/2020	17:35	SALARY AFFECTS BASE WAGE	3/1/2020	1243	INTERIM DIR TECH SVC	56.43	110,032.06
<b>Job Class: FACILITIES ADMINISTRATOR</b>													
99045	REYES	OLIVER	3/19/2001		yarimilka.beavers	2/28/2020	17:27	SALARY AFFECTS BASE WAGE	3/1/2020	63	INT DIR OF PROP MGMT	54.26	105,800.28
<b>Job Class: GRAPHICS DESIGNER</b>													
1449	JAENKE	RYAN	3/4/1998		yarimilka.beavers	3/9/2020	15:38	RESIGNATION	3/11/2020	708	GRAPHIC DESIGNER	26.88	39,141.18
<b>Job Class: LIBRARIAN (SUBJECT DEPARTMENT)</b>													
921	KILB	FORREST	2/29/2016		yarimilka.beavers	3/26/2020	15:06	MASTER CHANGE MISC	3/30/2020	830	LIBRARIAN SUBJ DEPT	30.42	59,323.42
88571	TRAVKA	HELENA	1/25/1984		yarimilka.beavers	3/26/2020	15:07	MASTER CHANGE MISC	3/30/2020	831	LIBRARIAN SUBJ DEPT	38.59	75,259.86



# Pay Change History



Date Range 03/01/2020 to 03/31/2020

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: LIBRARY ASSISTANT (SUBJ DEPT)</b>													
1290	ELWELL	PETER	9/11/1990		yarimilka.beavers	3/26/2020	15:07	MASTER CHANGE MISC	3/30/2020	101	LIB ASST - CE/SD	30.72	59,906.08
<b>Job Class: LIBRARY ASSISTANT-ADULT</b>													
50380	LEWALLEN	RODNEY	8/5/1988		yarimilka.beavers	1/27/2020	16:20	RETIREMENT	3/31/2020	70	LIB ASST - ADULT	28.39	55,365.70
<b>Job Class: LIBRARY ASSISTANT-YOUTH</b>													
206	CLARK	RONALD	7/31/2011		yarimilka.beavers	2/26/2020	14:12	MASTER CHANGE MISC	3/1/2020	116	LIB ASST - YOUTH	25.08	48,908.60
1358	EUBANKS	ERIC	6/21/1991		yarimilka.beavers	2/27/2020	10:02	MASTER CHANGE MISC	3/1/2020	415	DISTRICT LAYE	30.72	59,906.08
<b>Job Class: LIBRARY ASST-COMP EMPH</b>													
733	FOSTER	PRINCE	8/26/2014		yarimilka.beavers	2/26/2020	17:00	MASTER CHANGE MISC	3/1/2020	440	LA COMP EMPH	25.08	36,524.80
832	MERRIWEATHER	NIYRE	6/2/2015		yarimilka.beavers	2/27/2020	10:13	MASTER CHANGE MISC	3/1/2020	968	LIB ASST COMP EMPH	25.08	36,518.30
833	FORD	BENJAMIN	6/2/2015		yarimilka.beavers	3/13/2020	14:52	TRANSFER	3/15/2020	444	LIB ASST COMP EMPH	21.10	30,721.60
1133	LAPRAIRIE	NATHAN	1/21/2018		yarimilka.beavers	2/27/2020	16:46	TRANSFER	3/1/2020	422	LIB ASST COMP EMPH	25.08	36,518.30
2230	CALLIER	EUGENE	7/5/2001		yarimilka.beavers	2/27/2020	10:03	MASTER CHANGE MISC	3/1/2020	969	LIB ASST COMP EMPH	25.08	36,518.30
99774	SMITH	JUSTIN	6/11/2007		yarimilka.beavers	2/27/2020	10:20	MASTER CHANGE MISC	3/1/2020	421	LIB ASST COMP EMPH	26.09	37,992.76
<b>Job Class: MATERIALS HANDLING SUPERVISOR</b>													
310	CLARDY	JAMES	4/9/2012		yarimilka.beavers	3/16/2020	11:22	MASTER CHANGE MISC	3/16/2020	715	INTERIM MAT HAND SUP	33.01	64,370.04
<b>Job Class: OCCUPATIONAL HEALTH AND SAFETY</b>													
930	PARKER	SHERRY	4/18/2016		yarimilka.beavers	2/28/2020	15:58	MASTER CHANGE MISC	3/1/2020	1196	OCC HLTH & SAFE OFC	34.86	67,971.14

## Pay Change History



Date Range 03/01/2020 to 03/31/2020

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: OPERATIONS PROJECT COORDINATOR</b>													
1020	SIMS	JASMINE	1/29/2017		yarimilka.beavers	2/28/2020	15:25	MASTER CHANGE MISC	3/1/2020	1270	OPER PRJCT COOR	28.03	54,661.36
<b>Job Class: PAGE</b>													
534	HILL	JELEAH	7/17/2013		yarimilka.beavers	2/26/2020	16:59	MASTER CHANGE MISC	3/1/2020	913	PAGE	10.46	0.00
741	KING	TAI-RENEE	3/12/2017		yarimilka.beavers	3/31/2020	19:23	MASTER CHANGE MISC	3/30/2020	692	PAGE	10.46	0.00
986	TURNER	JAMES	10/16/2016		yarimilka.beavers	3/26/2020	15:10	MASTER CHANGE MISC	3/30/2020	637	PAGE	10.46	0.00
990	ROBINSON	ANDREA	10/16/2016		yarimilka.beavers	2/27/2020	10:14	MASTER CHANGE MISC	3/1/2020	904	PAGE	10.46	0.00
1177	EDGE	AVERY	4/15/2018		yarimilka.beavers	3/26/2020	15:09	MASTER CHANGE MISC	3/30/2020	673	PAGE	10.46	0.00
1263	LIANG	JOSEPH	4/15/2018		yarimilka.beavers	2/26/2020	14:14	MASTER CHANGE MISC	3/1/2020	511	PAGE	10.46	0.00
1388	MURRAY	GABRIELLE	4/24/2019		yarimilka.beavers	2/27/2020	10:16	MASTER CHANGE MISC	3/1/2020	1126	PAGE	10.46	0.00
1407	HARRIS	BRIAN	5/26/2019		yarimilka.beavers	2/27/2020	10:03	MASTER CHANGE MISC	3/1/2020	586	PAGE	10.46	0.00
<b>Job Class: RECEIVING &amp; DISTRIBUTION TECH</b>													
277	ALEXANDER	AMBER	12/5/2011		yarimilka.beavers	3/31/2020	19:04	RESIGNATION	3/31/2020	712	REC & DIST TECH	17.77	34,648.12
<b>Job Class: RECRUITMENT SPECIALIST</b>													
1495	DUNN-FORD	SACHEEN	3/15/2020		yarimilka.beavers	3/10/2020	15:11	NEW HIRE	3/15/2020	1319	RECRUITMENT SPECIALI	32.01	62,424.93
<b>Job Class: SAFETY &amp; PROTECTIVE SVCS MGR</b>													
352	DUNCAN	LINDSEY	5/29/2012		yarimilka.beavers	2/27/2020	12:25	MASTER CHANGE MISC	3/1/2020	1030	SAFETY&PROT SVCS MGR	32.68	67,971.14

## Pay Change History



Date Range 03/01/2020 to 03/31/2020

Employee #	Last Name	First Name	Hire Date	Retired	Changed By	Entry Date	Entry Time	Action	Effective Date	Position #	Position	Hourly Rate	Annual Salary
<b>Job Class: SENIOR SUBJECT DEPT. LIBRARIAN</b>													
58130	MOORE	MARK	12/9/1985		yarimilka.beavers	3/26/2020	15:05	MASTER CHANGE MISC	3/30/2020	774	SENIOR SUBJ DEPT LIB	43.05	83,939.44
<b>Job Class: SHIPPING MANAGER</b>													
1246	HILL	RON	6/11/1990		yarimilka.beavers	3/20/2020	15:22	MASTER CHANGE MISC	3/20/2020	1283	SHIPPING MANAGER	29.82	58,152.53
1246	HILL	RON	6/11/1990		yarimilka.beavers	2/28/2020	17:18	MASTER CHANGE MISC	3/1/2020	1283	SHIPPING MANAGER	29.82	58,152.38
<b>Job Class: SUBJECT DEPARTMENT CLERK</b>													
1226	MALONE	LISA	4/2/1990		yarimilka.beavers	3/26/2020	15:09	MASTER CHANGE MISC	3/30/2020	805	SUBJECT DEPT CLERK	23.97	46,737.86
<b>Job Class: SUBJECT DEPT SUPERVISOR</b>													
99570	ANTONUCCI	RONALD	10/17/2005		yarimilka.beavers	3/26/2020	16:19	RETIREMENT	3/31/2020	1279	SUBJ DEPT SUPERVISOR	42.62	83,108.96

**CLEVELAND PUBLIC LIBRARY  
SALARY CHANGES REPORT  
FROM 03/01/2020 TO 03/31/2020**

**EMPLOYEE:** BRIGGS, TONYA M                      **CURRENT GRADE:** J   **EFFECTIVE DATE**  
**JOB TITLE:** BRANCH MANAGER (MEDIUM) **CURRENT STEP:** 1   **FOR GRADE/STEP**

<b>TYPE OF CHANGE</b>	<b>PREVIOUS VALUE</b>	<b>CURRENT VALUE</b>	<b>REASON FOR CHANGE</b>
TRANSFER	67,971.14	66,638.37	TRANSFER

**EMPLOYEE:** DIXON, CAROL A                      **CURRENT GRADE:** F   **EFFECTIVE DATE**  
**JOB TITLE:** ADMINISTRATIVE ASSISTANT **CURRENT STEP:** 1   **FOR GRADE/STEP**

<b>TYPE OF CHANGE</b>	<b>PREVIOUS VALUE</b>	<b>CURRENT VALUE</b>	<b>REASON FOR CHANGE</b>
SALARY AFFECTS BASE	46,737.86	47,796.58	PROMOTION

**EMPLOYEE:** FORD, BENJAMIN K                      **CURRENT GRADE:** F   **EFFECTIVE DATE**  
**JOB TITLE:** LIBRARY ASST-COMP EMPH **CURRENT STEP:** 1   **FOR GRADE/STEP**

<b>TYPE OF CHANGE</b>	<b>PREVIOUS VALUE</b>	<b>CURRENT VALUE</b>	<b>REASON FOR CHANGE</b>
TRANSFER	24.03	21.10	TRANSFER

**EMPLOYEE:** JELAR ELWELL, SANDRA L                      **CURRENT GRADE:** M   **EFFECTIVE DATE**  
**JOB TITLE:** DIRECTOR OF TECHNICAL SERVICES **CURRENT STEP:** 2   **FOR GRADE/STEP**

<b>TYPE OF CHANGE</b>	<b>PREVIOUS VALUE</b>	<b>CURRENT VALUE</b>	<b>REASON FOR CHANGE</b>
SALARY AFFECTS BASE	105,800.28	110,032.06	PROMOTION

**EMPLOYEE:** JONES, SHANELL V                      **CURRENT GRADE:** I   **EFFECTIVE DATE**  
**JOB TITLE:** ASSISTANT BRANCH MANAGER **CURRENT STEP:** 1   **FOR GRADE/STEP**

<b>TYPE OF CHANGE</b>	<b>PREVIOUS VALUE</b>	<b>CURRENT VALUE</b>	<b>REASON FOR CHANGE</b>
TRANSFER	67,971.14	64,370.04	RETURN TO REGULAR FORMER POSIT

**EMPLOYEE:** LAPRAIRIE, NATHAN K      **CURRENT GRADE:** F      **EFFECTIVE DATE**  
**JOB TITLE:** LIBRARY ASST-COMP EMPH      **CURRENT STEP:** 8      **FOR GRADE/STEP**

<b>TYPE OF CHANGE</b>	<b>PREVIOUS VALUE</b>	<b>CURRENT VALUE</b>	<b>REASON FOR CHANGE</b>
TRANSFER	25.08	25.08	TRANSFER

**EMPLOYEE:** REYES, OLIVER T      **CURRENT GRADE:** M      **EFFECTIVE DATE**  
**JOB TITLE:** FACILITIES ADMINISTRATOR      **CURRENT STEP:** 1      **FOR GRADE/STEP**

<b>TYPE OF CHANGE</b>	<b>PREVIOUS VALUE</b>	<b>CURRENT VALUE</b>	<b>REASON FOR CHANGE</b>
SALARY AFFECTS BASE	97,402.15	105,800.28	PROMOTION

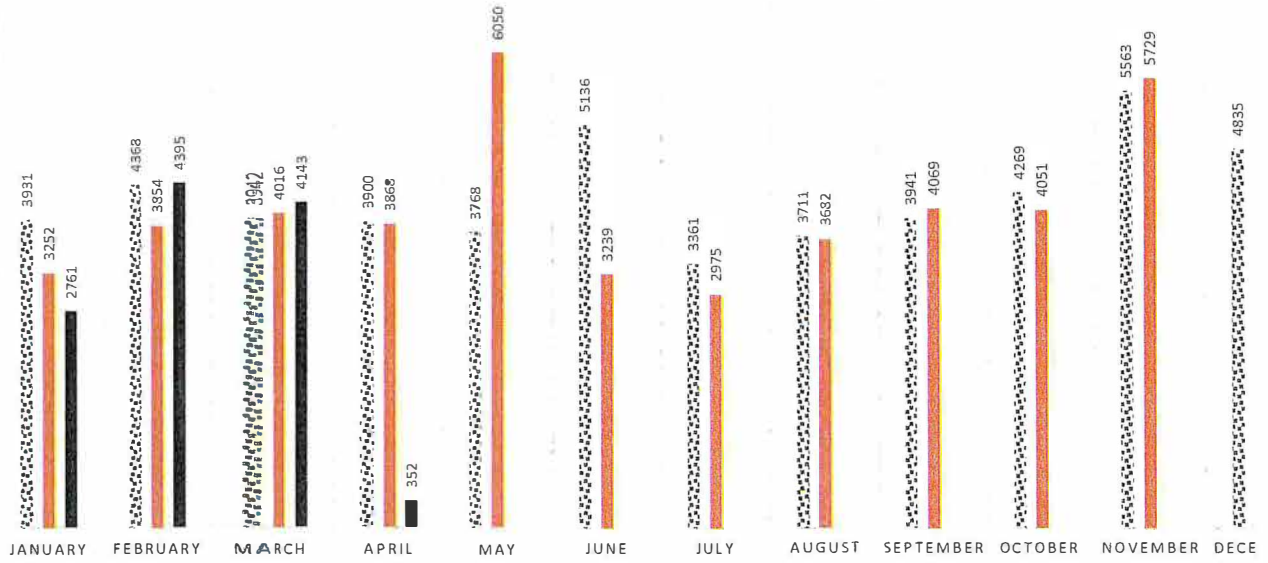
CLEVELAND PUBLIC LIBRARY  
Regular Employment Report  
4/01/2020 TO 4/30/2020

<u>EMPLOYEE NAME</u>	<u>DEPARTMENT</u>	<u>JOB TITLE</u>	<u>TERM/INACT DATE</u>
<b>RESIGNATIONS</b>			
KRESAK, WAYNE J	Security	SAFETY&PROTECTIVE SVC OFFICER	04/17/2020
<b>OTHER TERMINATIONS</b>			
ROBINSON, ANDREA B	Fulton	PAGE	04/30/2020

## CLEVELAND PUBLIC LIBRARY SICK LEAVE UTILIZATION

Report G

\* 2018    2019    2020



	2018	2019	2020
January	3931	3252	2761
February	4368	3854	4395
March	3942	4016	4143
April	3900	3868	352
May	3768	6050	
June	5136	3239	
July	3361	2975	
August	3711	3682	
September	3941	4069	
October	4269	4051	
November	5563	5729	
December	4835	3992	

\*3 pay periods



# CLEVELAND PUBLIC LIBRARY

REV EEO-4 1995

### CLEVELAND PUBLIC LIBRARY STATE AND LOCAL GOVERNMENT INFORMATION 2020 EEO-4 REPORT

CLEVELAND PUBLIC LIBRARY  
LYNN SARGI  
325 Superior Avenue  
Cleveland, OH 44114

CONTROL NUMBER 12345

#### FUNCTION JURISDICTION TOTALS: FULL/PART-TIME EMPLOYEES

JOB CATEGORY	HISPANIC / LATINO		*****MALE*****					*****FEMALE*****					TOTAL
	M	F	WHITE	BLACK	ASIAN	HAWAII NATIVE	TWO+	WHITE	BLACK	ASIAN	HAWAII NATIVE	TWO+	
OFFICIALS/ADM	2	3	22	15		1		26	17			3	89
PROFESSIONALS		7	19	1	1			31	11	4		1	75
TECHNICIANS	1	1	13	2				2	2				21
PROTECT/SERV	3	1	6	15				1	5				31
PARA-PROFESS	3	6	23	26	1		1	42	24	2		2	130
ADMIN SUPPORT	3	10	29	42	3		1	36	81	4		2	211
SKILLED CRAFT	1		5	3				1	1				11
SERV/MAINT	1	2	7	31				2	4				47
GRAND TOTAL	14	30	124	135	5	1	2	141	145	10		8	615

CLEVELAND PUBLIC LIBRARY  
www.cpl.org



# Insurance Report for the Month of April 2020

Human Resources Committee Report

## Staff Enrollments-Health Care/Dental

	Single	Family	Total
<b>MMO - National Network</b>	260	134	394
<b>MMO - CleCare Network</b>	46	21	67
<b>Cobra</b>		2	2
<b>Total MMO</b>			463
<b>Dental Insurance</b>	305	175	480
<b>Vision Employee</b>			277
<b>Vision Children</b>			42
<b>Vision Spouse</b>			53
<b>Vision Family</b>			71
<b>Total Vision</b>			443
<b>Workers' Compensation Lost Time Report</b>			
<i>Classification</i>	<i>Dept/Location</i>	<i>Date of Injury</i>	<i>Total days missed during report month</i>
			0

**CLEVELAND PUBLIC LIBRARY  
MONTHLY VIRTUAL ACTIVITY REPORT FOR APRIL 2020**

<b>ELECTRONIC MEDIA CIRCULATION</b>	<b>Month</b>	<b>YTD</b>
eBook	33,521	119,627
eAudiobook	19,017	79,886
eMusic	4,929	18,621
eVideo	5,498	14,957
eMagazines	1,802	5,941
<b>TOTAL eCIRCULATION</b>	<b>64,767</b>	<b>239,032</b>

<b>STREAMING SERVICES</b>	<b>Month</b>	<b>YTD</b>
Music	17,512	70,829
Movies	5,498	14,957
<b>TOTAL STREAMING</b>	<b>23,010</b>	<b>85,786</b>

<b>VIRTUAL REFERENCE</b>	<b>Month</b>	<b>YTD</b>
Email/LibAnswers	409	611
ASK CPL Live Chat	530	530
<b>TOTAL VIRTUAL REFERENCE</b>	<b>939</b>	<b>1,141</b>

<b>VIRTUAL PROGRAMMING</b>	<b>Month</b>	<b>YTD</b>
Live Program Interactions	39	39
Recorded Program Views	2,537	2,537
<b>TOTAL VIRTUAL PROGRAMMING</b>	<b>2,576</b>	<b>2,576</b>

<b>New Registrations</b>	<b>Month</b>	<b>YTD</b>
eCards	<b>383</b>	<b>1,328</b>

All in-person interactions and physical circulation services ceased operation at the close of business on March 13, 2020 due to precautions related to the COVID-19 pandemic.

ASK CPL LibAnswers and LibChat virtual reference service launched on April 20, 2020.

<b>WIFI CONNECTIONS</b>	<b>Month</b>	<b>YTD</b>
Main Library	1,398	28,644
Public Administration Library	64	1,559
Addison	120	2,013
Brooklyn	244	3,763
Carnegie West	486	4,385
Collinwood	140	3,517
East 131st St	182	3,640
Eastman	-	3,450
Fleet	423	4,788
Fulton	210	5,152
Garden Valley	267	3,625
Glenville	693	6,431
Harvard Lee	395	6,463
Hough	190	3,724
Jefferson	2	2,098
Langston Hughes	144	3,151
Lorain	1,155	7,601
Martin Luther King, Jr.	33	4,092
Memorial-Nottingham	424	7,302
Mt. Pleasant	1,187	7,690
Rice	130	3,822
Rockport	445	4,865
South	495	4,529
South Brooklyn	137	3,149
Sterling	444	4,800
Union	507	4,345
Walz	315	3,562
West Park	148	2,668
Woodland	1,384	8,690
<b>Total Wifi Usage</b>	<b>10,300</b>	<b>123,315</b>