



Cuyahoga County **Public Library**

Tuesday, April 25, 2023 / 5 PM
Parma-Snow Branch
2121 Snow Road, Parma, OH 44134



Board of Trustees Meeting

CUYAHOGA COUNTY PUBLIC LIBRARY
BOARD OF TRUSTEES MEETING
AMENDED AGENDA
25 April 2023
SARI FELDMAN AUDITORIUM
PARMA-SNOW BRANCH
5:00 p.m.

TOPIC	PAGE#	MOTION
1. Call to Order: Dean DePiero, President		ROLL-CALL
2. Approval of Minutes: March 28, 2023 Board Meeting	1-7	ACTION
3. Retiree Recognition	8-10	INFORMATION
4. Public Comment		INFORMATION
5. Report of the Board President		INFORMATION
6. Report of the Executive Director <ul style="list-style-type: none"> • Learning Moment • Bill Kelly, Adult Services Manager & Adult Programming Team <ul style="list-style-type: none"> ◦ Culinary Program and Kitchen 	11-22	INFORMATION
7. Human Resources Report	23-43	ACTION
8. Finance Committee Report: <ul style="list-style-type: none"> • Financial Statement Review – Fiscal 2023 – March • Investments: Fiscal 2023 – March • Purchase Approval List • Gift Report 	45-46 47-51 52-53 54 55	INFORMATION ROLL-CALL ACTION ACTION
<ul style="list-style-type: none"> • New Business • Resolution To Amend Official Certificate of Estimated Resources and Amend Appropriations • Resolution Authorizing The Library To Enter Into a Project Labor Agreement for the Construction of the Replacement Brooklyn Branch Library • Resolution Authorizing the Library to Enter into an Agreement with The Garland Company for Roof Replacement at the Maple Heights Branch Library • Amend Criteria for Opportunity Card • Amend Criteria for Borrowing Privileges • Collection Agency Regain Borrowing Privileges • Remove Collection Agency Fee • Approval of Emergency Chief Executive Officer Replacement • Approval of Probationary Period • Approval of Hiring Policy • Approval of Emergency Closings 	57 58-68 69-77 78 79 80 81 82-83 84-85 86-87 88-90	ROLL-CALL ACTION ACTION ACTION ACTION ACTION ACTION ACTION ACTION ACTION
9. Executive Session <ul style="list-style-type: none"> • Pending or Imminent Court Action 		ROLL-CALL
10. Reconvene from Executive Session		ROLL-CALL
11. Adjourn		ACTION

**CUYAHOGA COUNTY PUBLIC LIBRARY
BOARD OF TRUSTEES MEETING
MINUTES
28 March 2023**

The March 28, 2023, meeting of the Cuyahoga County Public Library Board of Trustees was held at the Cuyahoga County Public Library Administration Building Auditorium, 2111 Snow Road, Parma, Ohio. With a quorum of five (5) Board members present, President DePiero called the meeting to order at 5:00p.m.

Roll-Call: **Present:** Allyn Davies; Dean E. DePiero; William J. Leonard; Patricia A. Shlonsky; Amira Thomas – 5.

Absent: Edward H. Blakemore; Maria L. Spangler – 2.

Also present: Chief Executive Officer Tracy Strobel; Scott Morgan, Chief Operations Officer, Pamela Jankowski, Chief Public Services Officer, Hallie Rich, Chief Communications & External Relations Officer, Monique Good, Chief Human Resources Officer, Robert Dolan, Finance Director, Rebecca Ranallo, Literacy and Learning Division Director, Jessica Kanelos, Development Director, Lane Edwards, Branch Services Director – South, Caroline Vicchiarelli, Branch Services Director – West, Daniel Barden, Technical Services Director, Jeff Mori, Facilities Director, Jim Haprian, IT Director and Robert Rua, Marketing & Communications Director, and other interested observers.

In advance of this meeting President DePiero appointed Vice President Davies as Acting Secretary for this meeting in Trustee Spangler's absence.

Approval of Minutes:

President DePiero asked for a motion to approve the minutes of the February 28, 2023, Board meeting that were sent to the Board members in advance of this meeting.

01-03/2023

Trustee Leonard moved to approve the minutes, seconded by Trustee Davies. Seeing no corrections, omissions or additions, the minutes of the February 28, 2023, Board Meeting were approved by unanimous vote of the Board members present.

Public Comment:

There was no public comment.

Report of the Board President:

President DePiero stated he does not have a report for this month.

Report of the Chief Executive Officer:

Chief Executive Officer Strobel shared CCPL Spring Program Guide. This covers programs, classes, and events from March through May in our twenty-seven (27) branches. At CCPL this spring you can learn to write poetry, a new resume and computer code. Families can enjoy Storytime, learn new STEM skills, get ready for kindergarten, and learn about composting.

Chief Executive Officer Strobel commented that she is consistently blown away by the staff in our branches and the support from our Literacy and Learning Division team who offer hundreds of opportunities to Read, Learn, Create and Connect each season.

Chief Executive Officer Strobel stated that one of these great opportunities occurred on March 6th with the One Community Reads program culminating event that featured author Andrea Elliot speaking about her book, *Invisible Child*. This was a wonderful collaboration between all nine (9) library systems across our county, with the Center for Community Solutions, Playhouse Square and The City Club. She thanked Trustee Shlonsky and Trustee Davies for attending and showing their support.

Chief Executive Officer Strobel stated she and Hallie Rich, Chief Communications and External Relations Officer have been monitoring the action in Columbus as it relates to library funding. While we are pleased that the Governor's budget holds library funding at 1.7% of the General Revenue Fund. We have significant concerns about the potential impact of House Bill 1. It threatens a loss of over \$8million to our annual revenue. We have had conversations with Representatives Sweeny and Brennen as well as leaders from other potentially impacted organizations. Chief Executive Strobel mentioned on Friday, March 31st she will be meeting with her counterpart from the Akron Summit County Public Library and Representative Bill Roemer, who is the Chair of the House Ways and Means Committee and will be further advocating for holding public libraries harmless should legislators choose to act on tax reform.

Chief Executive Officer Strobel gave an update on CCPL Brooklyn Branch. Due to delays in the completion of the new Brooklyn City Hall, our groundbreaking ceremony for the new Brooklyn Branch will be delayed until July. We look forward to this event and will send you a "save the date" notice as soon as we know that date.

Chief Executive Officer Strobel was pleased to recognize Chief Rich to introduce the newest member of the Library's leadership team.

Chief Rich introduced Jessica Kanelos, CCPL new Development Director. She comes to us from the Center for Arts-Inspired Learning and, prior to that, Ohio Guidestone. She is Vice Chair of Membership for the Association of Fundraising Professionals (AFP) Greater Cleveland and leads their mentorship program.

Director Kanelos thanked everyone, and she is excited to be here on her day two and will come back tomorrow.

President DePiero welcomed Director Kanelos to the team and thanked her for being at the meeting.

Chief Executive Officer Strobel introduced CCPL HR Talent Manager, Alicia Caraballo, to present our new Performance Management System.

Ms. Caraballo thanked everyone for this opportunity to share. She stated it has been very clear that employees have a need for improved communication. It has been a consistent need for feedback on their performance, and a way to do that is through performance evaluations.

- **Objective:** short, simple, and informative form and process
- **Platform to be used:** Clear Company

The purpose of Performance Reviews is:

- They allow employees to continue to grow and develop in their role and the organization
- Strengthens engagement and job satisfaction
- They facilitate a transparent and regular flow of information on performance
- Continuous performance management improves individual & organizational results
- Goal planning drives engagement and focus



Trustee Leonard commented that the performance evaluation process includes the core values, some of the things that we are trying to do.

Chief Executive Officer Strobel commented that the core values are in there, and she is thrilled that this is happening and the work that Ms. Caraballo and the HR team have done.

Chief Executive Officer Strobel mentioned she emphasized keeping the performance evaluation simple, clear, direct, and straightforward because in the past, we have made it too elaborate, and it was not successful. Chief Executive Officer Strobel is excited that we are preparing staff to deliver high quality and well communicated performance reviews, and that we are doing the prep work this year to make sure that staff know how to and are comfortable delivering impactful evaluations.

President DePiero and Chief Executive Officer Strobel thanked Ms. Caraballo for her presentation.

Chief Executive Officer Strobel concluded her report with a reminder from the Finance Committee meeting that the April Board of Trustees meetings will be held in the Sari Feldman Auditorium in our Parma-Snow Branch, because our learning moment in April will be about our brand-new teaching kitchen.

Human Resources Report:

Human Resources Chief Good summarized the HR report. There are thirteen (13) new hires, six (6) increased in hours, two (2) acting positions ended, returned to SUB role, one (1) decrease in hours, and one (1) in new role.

02-03/2023

Trustee Davies moved approval, seconded by Trustee Shlonsky. Seeing no discussion, the Human Resources Report dated March 28, 2023, was approved as presented by unanimous vote of the Board members present. **(See pages 132-139)**

Finance Committee Report:

Finance Chairperson Davies reminded us that the Finance Committee met prior to the Board meeting, and Chief Morgan gave an in-depth review of the financials.

Chief Morgan gave highlights from the Finance report.

Chief Morgan stated we received additional advances for both of our property tax levies (2.5 and 1.0 mills) totaling just over \$21.6 million. The largest advance generally comes to us in February for the first half of the year.

Chief Morgan stated our monthly distribution for the Public Library Fund (PLF) was received in the amount of \$2,499,027. We will continue to track those amounts monthly, as we did last year. Based on a comparison to last year, this distribution was larger than the amount received in February 2022.

Chief Morgan stated patron fines and fees collected in February were up from last year due to a substantial increase in passport fees for the month based on what we saw last year. This was again one of the larger amounts received in a month since we began offering this service.

Chief Morgan stated the remainder of the revenue accounts are where we would expect them to be.

Chief Morgan stated the salaries and benefits accounts are within budget. The Insurance Benefits account shows over 20% spent. In January each year, the Library funds a portion of employee Health Savings Accounts (HSA) for those who chose that type of healthcare coverage. That amount will reflect a more normal percentage after a couple of months into our fiscal year.

Chief Morgan stated the library materials accounts reflect an overall expense of 30.7%. This is typical as January is a larger buying month for materials.

Chief Morgan stated some of the expense accounts show a larger percentage expensed and encumbered. This reflects the blanket purchase orders for the year, which increases those encumbrances.

(See Under FINANCE

Investments - February

Chief Morgan stated there were five purchases of Commercial Paper for the month as follows:

- Mufg Bank NY \$300,000 at a yield of 5.38%
- Natixis NY \$300,000 at a yield of 5.40%
- Toyota Mtr Cr Corp \$250,000 at a yield of 5.44%
- Ing US FDG LLC \$600,000 at a yield of 5.20%
- Toronto Dominion Bank \$600,000 at a yield of 5.41%

Chief Morgan stated we also purchased two Agency securities from Federal Home Loan Bank one for \$425,000 with a yield of 4.81% and the other also from Federal Home Loan Bank for \$1,000,000 with a yield of 5.02%.

Transfers

Chief Morgan stated there was no transfer or advances for the month.

03-03/2023

Trustee Shlonsky moved approval, seconded by Trustee Leonard. Seeing no additional discussion, the Investment Report Fiscal 2023 – February listing all Money Market Funds, Star Ohio Accounts, U.S. Treasury Investments, Certificates of Deposit and Agency Securities was approved as presented by roll-call vote. **(See Under FINANCE)**

Roll-Call: **Yea:** Allyn Davies; Dean E. DePiero; William J. Leonard; Patricia A. Shlonsky; Amira Thomas – 5.

Nea: – 0.

Purchase Approval List

Chief Morgan stated that the comprehensive Purchase Approval List (PAL) was reviewed in depth at the Finance Committee meeting and all participants here at this meeting were at the Finance Committee meeting.

04-03/2023

Trustee Leonard moved approval of Purchase Approval List, seconded by Trustee Shlonsky. Seeing no additional discussion, the Purchase Approval List dated March 28, 2023, was approved as presented by unanimous vote of the Board members present. **(See pages 140-142)**

Gift Report

Chief Morgan stated the report includes Friends gifts for branch programming supplies.

Chief Rich gave an in-depth report on the larger gifts at the Finance Committee meeting and all participants here at this meeting were at the Finance Committee meeting.

05-03/2023

Trustee Shlonsky moved for approval of the Gift Report, seconded by Trustee Leonard. The gift report was approved by unanimous vote of the Board members present. **(See page 143)**

- **Resolution Authorizing CCPL to Publicly Advertise for Bids to Make Interior and Exterior Improvements to the Brecksville Branch Library**

Director Mori stated CCPL entered into an agreement with Matt Ross Architects, Inc., to design the addition of new quiet study rooms they really need, renovate the staff work area, and install exterior drive-up book drops and a transaction window at CCPL Brecksville Branch. Cost: \$1,418,359.00.

06-03/2023

Trustee Davies moved approval, seconded by Trustee Shlonsky. Seeing no additional discussion, the Resolution Authorizing CCPL to Publicly Advertise for Bids to Make Interior and Exterior Improvements to the Brecksville Branch Library was approved by unanimous vote of the Board members present. **(See pages 144-145)**

- **Resolution Authorizing The Library to Enter Into an Agreement with CBLH Design for Design Services In Connection with the Addition and Renovation of The Solon Library**

Director Mori stated the board previously authorized to negotiate an agreement for design services for the addition and renovation of Library facilities located in the City of Solon. Based on responses to the Request for Professional Qualifications (RPQ) we did rank responders to the RPQ and proposed the contract with CBLH Design Firm for design services for the project in an amount, not to exceed \$321,750.00.

07-03/2023

Trustee Leonard moved approval, seconded by Trustee Davies. Seeing no additional discussion, the Resolution Authorizing The Library to Enter Into an Agreement with CBLH Design for Design Services In Connection with the Addition and Renovation of The Solon Library was approved by unanimous vote of the Board members present. **(See pages 146-175)**

- **Resolution Authorizing the Execution of a Contract for a New HRIS & Payroll Systems**

Director Dolan stated it was determined that the current HRIS & Payroll system needed to be replaced. The Library previously entered into a contract with Plante Moran to assist with the preparation of an RFP and distribution to approximately ten (10) providers for the purchase of the system. We received responses from four (4) providers and short listed two (2); The Ultimate Kronos Group (UKG) and Ceridian for on-site interviews. The company that the Library has determined would best fit our needs is UKG.

08-03/2023

Trustee Davies moved approval, seconded by Trustee Leonard. Seeing no additional discussion, the Resolution Authorizing the Execution of a Contract for a New HRIS & Payroll Systems was approved by unanimous vote of the Board members present. **(See pages 176-241)**

President DePiero commented on Chief Executive Officer Strobel's report regarding the State budget and how it affects libraries.

President DePiero mentioned about 10 years ago, the State wanted to cut funding the libraries, and the libraries stood up, made a lot of noise and were able to turn it around. It is a very powerful Lobby throughout the State.

President DePiero stated Chief Executive Officer Strobel is doing her best and if any Board member, or anyone who knows a State Legislator, should talk to them about library funding, because Legislators listen to the Library Lobby, and they know we see a lot of people and that we have influence. The way to make sure our funding stays where it is, is to exert our influence and now is the time to do so. As a former Legislator, it makes a big difference.

Motion to Adjourn.

Seeing no other business under consideration for vote, President DePiero asked for a motion to adjourn the meeting.

09-03/2022

Upon motion of Trustee Leonard, seconded by Trustee Davies, the March 28, 2023, meeting of the Cuyahoga County Public Library adjourned at 5:24 p.m.

Approved 25 April 2023

X _____
Dean E. DePiero
President

X _____
Maria L. Spangler
Secretary

of **Camille Graley**

WHEREAS,

Camille Graley has served with great loyalty as an employee of the Cuyahoga County Public Library since her hire on March 4, 1993, as a Branch Regional Clerk at the Brook Park; in 2006 there was a title change to Branch Clerk; on May 6, 2012, she added a second title as Sunday Staffing Assistant; on March 29, 2015, she had a title change to Branch Services Clerk, a position she held until her retirement on April 28, 2023; and,

WHEREAS,

Camille showed her dedication to CCPL and her devotion to library service, working tirelessly to support fellow staff and help customers. Every day, she brought her gentle, caring, and kind nature into her interactions with coworkers and customers, especially the Brook Park community; and,

WHEREAS,

Camille served as a diligent, friendly, and reliable Clerk and an expert in all union matters. She had a wealth of institutional knowledge that she was happy to share whenever asked, and she was always eager to research and learn new information on any topic. Camille was particularly skilled at promoting library services and upcoming programs to interested customers; and,

WHEREAS,

Camille will be greatly missed by all of the Brook Park staff and community, where she served as a front-desk fixture for many years.

NOW, THEREFORE, BE IT RESOLVED

that the Board of Library Trustees records its appreciation to Camille Graley for all the years of service she has rendered to the Library and the public and extends to her all good wishes for a happy, healthy, and rewarding life.

Dean E. DePiero, President
Board of Trustees
Cuyahoga County Public Library
Date: April 25, 2023

RESOLUTION OF THE BOARD OF TRUSTEES OF THE CUYAHOGA COUNTY PUBLIC LIBRARY



of **Barbara Isaacs**

WHEREAS,

Barbara Isaacs has served with great loyalty as an employee of the Cuyahoga County Public Library since her hire on March 28, 1990, as a Page at the Berea Branch; on August 2, 1990, she transferred to a Public Services Assistant I at the Strongsville Branch; on June 3, 1999, she was promoted to a Public Services Assistant II; on September 17, 2001, she received a promotion to Public Services Librarian I at the Parma Regional Branch; on May 23, 2005, she received a promotion to Acquisitions Manager at the Administrative Offices; on October 10, 2006, she had a title change to Acquisition and Processing Manager; on August 18, 2008, she transferred to the Bay Village Branch as a Branch Services Librarian Supervisor, a position she held until her retirement on April 30, 2023; and,

WHEREAS,

Barbara had a wealth of knowledge that served both customers and staff well in her various roles. She was called upon to be a systemwide trainer and many CCPL staff have benefited from her expertise in reader's advisory, reference, collection development, supervision, and adult programming; and,

WHEREAS,

CCPL continued to advance in technological services, Barbara adeptly adjusted to the necessary demands, learning the skillsets needed, and offering support and teamwork to her colleagues. Most recently she was an integral part of the success of the Innovation Center at the new Bay Village Branch during its inaugural year; and,

WHEREAS,

Barbara has demonstrated exemplary leadership and the utmost professionalism in everything she accomplished. Her unflappable PIC skills, mentorship to her many colleagues, reading recommendations and excellence in programming will be dearly missed at the Bay Village Branch.

NOW, THEREFORE, BE IT RESOLVED

that the Board of Library Trustees records its appreciation to Barbara Isaacs for all the years of service she has rendered to the Library and the public and extends to her all good wishes for a happy, healthy, and rewarding life.

Dean E. DePiero, President
Board of Trustees
Cuyahoga County Public Library
Date: April 25, 2023

of Sandra Stonitsch

WHEREAS,

Sandra Stonitsch has served with great loyalty as an employee of the Cuyahoga County Public Library since her hire on July 27, 1999, as a Branch Regional Clerk Substitute at the Parma Regional Branch; on July 9, 2001, she transferred to the Brook Park Branch as a Branch Regional Clerk; on March 29, 2015, she had a title change to Branch Services Clerk a position she held until her retirement on April 30, 2023; and,

WHEREAS,

Sandra's empathetic heart for staff and customers was evident each day as she smiled and conversed with everyone, a characteristic that earned her many friends. Her care and compassion for people inspired her pleasant assistance to all, and she enjoyed learning about people's lives; and,

WHEREAS,

Sandra was an enthusiastic, dependable, and hard worker, always wanting to be busy and giving forth her best effort. Sandra showed attention to detail, worked as a team player, and was especially talented at coordinating staff celebrations and inventing games. She was interested in signing children up for library cards, distributing mobile pantry items, and telling customers about upcoming programs; and,

WHEREAS,

Sandra will be greatly missed by all of the Brook Park staff and community, where she served as a front-desk fixture for many years.

NOW, THEREFORE, BE IT RESOLVED

that the Board of Library Trustees records its appreciation to Sandra Stonitsch for all the years of service she has rendered to the Library and the public and extends to her all good wishes for a happy, healthy, and rewarding life.

Dean E. DePiero, President
Board of Trustees
Cuyahoga County Public Library
Date: April 25, 2023



Chief Executive Officer's Message

There's More to the Story

April 23-29, 2023, is National Library Week, an annual observance sponsored by the American Library Association (ALA) and celebrated by libraries and library lovers across the nation. It's a time when the library community comes together to highlight the wide array of programs, classes and resources libraries have to offer and the critical role we play in the economic vitality of our communities by providing internet and technology access, early childhood literacy, and support for job seekers, small businesses and entrepreneurs.

National Library Week was established in the 1950's during a period of great anxiety over the booming growth of home TV sales. According to the Digital Public Library of America, only a few thousand American households owned TVs prior to 1947. By 1955 – less than a decade later – TVs were a fixture in half of all American homes. That same year the results of a Gallup poll were released with the news that almost two-thirds of adults had not read any book for pleasure in the previous year. Naturally, the library community was deeply alarmed.

Concerned about the long-term implications of Americans using their leisure time for TV viewing rather than reading, the ALA and the American Book Publishers Council formed a nonprofit organization called the National Book Committee (NBC) with the goal of encouraging Americans to reconnect with books. One of the NBC's early initiatives was the creation of a week-long observance aimed at motivating people to read – i.e., National Library Week. The observance was based on the idea that once people were motivated to read, they would support and use libraries. With the cooperation of ALA and with help from the Advertising Council, the first National Library Week was observed in 1958. The theme was “Wake Up and Read!”

The NBC disbanded in 1974 and the ALA has assumed full sponsorship of NLW ever since. The idea of giving NLW an annual theme, however, has persisted throughout the years. This year's theme is “There's More to the Story,” an appropriate slogan that not so subtly hints at the many ways we support our communities beyond books and the indispensable role we play in our country's democracy. This National Library Week I invite you to join the celebration in some way, whether its nominating your favorite library worker for an award (visit <https://ala-apa.org/nlwd/> to submit a nomination), contacting your local legislators to ask them to protect library funding, attending a program, posting a selfie on social media (#NLWD23) or simply checking out a book.

Tracy R. Strobel
Chief Executive Officer

Social Media

Facebook fans: 36,039

Instagram followers: 7,141

Twitter followers: 11,331

I'm still walking on air after a fantastic event at the @CuyahogaLib with @rsblock. The library staff was so welcoming, the audience was AMAZING. This gives me motivation to finish book three just so I can (hopefully!) get invited back to #Cleveland! @TallPoppyWriter #BookTour @juliecardalt, March 22, 2023

Soaking up the scribe vibe today at the 38th annual Western Reserve Writers' Conference at @CuyahogaLib. Gotta connect with your local tribe whenever you can. #WesternReserveWritersConference #CuyahogaCountyPublicLibrary #CCPL #amwriting #writingcommunity @jcbuening, March 25, 2023

Today's forum is part of our Authors in Conversation Series sponsored by @CuyahogaLib, the John P. Murphy Foundation and, in part, by the residents of Cuyahoga County through a public grant from @CuyArtsC. Thank you for your support! #CityClub @TheCityClub, March 22, 2023

Today's leader of the day is Courtney Conway who serves at the Communications & External Relations Supervisor (Marketing) @CuyahogaLib. Fun Fact: Courtney is a certified yoga teacher! #MeettheLeaders #OhioCertifiedPublicManagerProgram @CSU_LevinCPNM, March 21, 2023

@CuyahogaLib Make an appointment with Bryanta Spencer, a licensed social worker 216.398.3090 #comunidad #mentalhealth #SaludMental @brooklyncentre, March 18, 2023

Cleveland's libraries — like ULC members @CuyahogaLib and @Cleveland_PL are embracing technology to become community resources for all. Both libraries have popular spaces where patrons can utilize resources like computers, 3-D printers, lasers and more: <https://buff.ly/3mQOzi6> @UrbanLibCouncil, March 18, 2023

Our leader of the day is Alisha Caraballo (Talent Manager, @CuyahogaLib)! Fun fact: Alisha is a performer at Cleveland Public Theater. #MeettheLeaders #OhioCertifiedPublicManagerProgram @CSU_LevinCPNM, March 17, 2023

System Highlights

A mom of four young children heading to Florida for spring break asked **Orange Branch** Children's Librarian Maryanne Haller for audio book options to help the children pass the time in the car that has no CD player. Haller showed the mom the WonderBook Read Alongs. The mom was very grateful and excited for her children to be able to try the different format, commenting: "We made the same trip last year and I did not bring anything like this along. This year I am trying to be better prepared, and these are perfect."

Twenty-one girls and boys designed and built wells at Girls Engineering at the **Parma-Powers Branch** on March 23. The kids in grades 2 – 5 worked with BSL II Susannah Hamm and AECOM civil engineers to design a winch system to lower and raise a bucket filled first with cotton balls and then with water. Two fourth graders from Pleasant Valley Elementary STEM plan to demonstrate the well for their class. A teacher emailed, "My daughter joined the STEM program last night and absolutely enjoyed it. We grabbed a program guide to sign our other kiddos up for other programming."

This year, **Strongsville Branch** hosted its first Seed Library with the generous support of the Friends of Strongsville Branch Library. The Seed Library launched on the first day of spring, March 20. During the first week, we had 69 happy gardeners take home 310 seed packets to plant!

On March 30 at the **South Euclid-Lyndhurst Branch**, BSL I Emma Torell and BSL II Julie Gabb collaborated on an afternoon of environment-themed programs for school age children and teens. Gabb hosted a handmade paper workshop where youth recycled withdrawn newspaper, blended the paper into a paper pulp, and made new sheets of paper using screens and sponges. Eight youth and four adults attended. Torell had a Cleveland Metroparks naturalist come in to speak about wildlife. The ranger had a live owl, snake, and turtle. Then Torell had a planting workshop for youth to plant their own native seeds. Fifty youth and caregivers attended.

Fourteen crafty gardeners learned a new stencil technique at the DIY Garden Stakes Program. This program was taught by **Brecksville Branch** BSA II Noelle Tagliarini on Tuesday, March 28. Using a stencil, pyrography paste and a heat gun, they burned cute phrases onto bamboo garden stakes. One patron was very excited to learn she can use this technique to burn a wood cutting board for an upcoming wedding gift at one of our Innovation Centers.

InHarmony Therapeutic Services has partnered with Rock'n Read, a program series for grades PreK-2 and their caregivers. Each week, a board-certified music therapist presents lessons and musical activities that integrate music and literacy skills. When the presenter was out ill one week, **North Olmstead Branch** BSA II Lisa Woodruff presented an impromptu music program with books, shakers, ribbons, parachutes and bubbles that was enjoyed by 25 attendees! There were a total of 90 attendees that attended during five March sessions.

I am so proud of the impactful and engaging opportunities that we get to foster for people in the communities that we serve in the Innovation Centers @CuyahogaLib by combining technology and creativity.

@MattSkvasik, March 17, 2023

What can you do with an English Lit MA or creative writing MFA?

- Content Marketing Writer and Content Strategist
- Annual Fund Communications Coordinator for @CuyahogaLib
- Communications Director for @PolicyMattersOH
- All of the above

@NEOMFA, March 17, 2023

“Elstree 1976” Behind the scenes of one of the most iconic film series of all time: #StarWars.

The actors & extras who played aliens, storm troopers, rebels & #DarthVader. via

@CuyahogaLib on @KanoPy

@sos_jr, March 16, 2023

Today's leader of the day is Holly Camino (Branch Manager, @CuyahogaLib)! Holly loves teaching someone a new skill and watching them succeed. #MeettheLeaders #OhioCertifiedPublicManagerProgram

@CSU_LevinCPNM, March 15

I was all smiles Sunday evening. 12 of my colleagues (representing 7 different @CuyahogaLib branches/departments) joined my branch manager and I on Zoom as my manager moderated a staff book discussion about *Slow and Cerebral*. #BookDiscussion #WorkFamily #CerebralPalsyAwareness

@zacharyfenell, March 14, 2023

Clevelanders, are you looking for ways to help grow your baby's mind? The @CuyahogaLib is offering FREE Baby Club classes at its branches. The science-based strategies are for children aged 0-35 months. Sign up today!

@Ohio529Plan, March 8, 2023

System Highlights

The **Beachwood Branch's** two special language storytimes, Hebrew and Chinese were both well-attended in March with 19 and 12 attendees respectively.

Independence Branch BSL II Kathy Roach hosted two LEGO WeDo programs on March 22 and 23, with a total attendance of 26. Students spent the first 15 minutes building and coding a starter project together, then Roach showed them how to access directions for other projects. They could also choose to just build and code their own creations. Parents enjoyed watching their students work and cheered them on as their creations, blinked, whirred and moved.

On March 1, BSL I Andy Karp hosted three teens for an Anime and Manga Club meeting. In the very first meeting at the **Brook Park Branch**, the group discussed and recommended manga that the participants had read and watched a few episodes of several popular anime shows. Everyone enjoyed some light snacks during the club meeting as well. Karp decided to show the kids an anime show that was popular in his high school days. The show elicited a response from one of the teens who commented, “That show looks pretty cool, even though it's so old.” After the club meeting ended, he asked Karp to order in the first volume of the manga the show was based off.

The Maple Heights School district asked the **Maple Heights Branch** to host The Ohio Mid-Size Superintendent Consortium on March 1. Branch Services Director Enda Bracken and Branch Manager Deva Walker opened the branch at 7 am for over 75 people, representing leaders in the community and school districts throughout the state. Walker welcomed the audience to the branch and spoke about some of the programs the branch provides, as well as branch/school collaborations. All the Maple Heights principals were in attendance, which helped pave the way for more collaborations with the school district.

On Friday, March 3, **North Royalton Branch** Manager Becky Wendeln hosted a table at the North Royalton Elementary School's Literacy Night. The event was the culmination of the school's One School, One Book program, which centered around *The World According to Humphrey* by Betty Birney. Families visited the library's table to register for new library cards, explore reading suggestions curated by the branch's Children's staff, and enjoy CCPL giveaways. Most of all, they were thrilled to be able to check out more books about their favorite hamster, Humphrey.

Children's BSL Supervisor Rebecca Price-Donahue and BSA I Michele Barbato hosted a stuffed dog show for 30 participants at the **Middleburg Heights Branch**. Young handlers registered, groomed, and crafted leashes for their stuffed show pups. The dogs paraded around the show ring before having their speed and agility put to the test with a race and competitive obstacle course. After a tough deliberation, the judges awarded blue ribbons in 15 categories, including jumping champion and longest tail (a brachiosaurus snuck his way into the show).

System Highlights

The **Mayfield Branch** and the Mayfield Village Recreation Department teamed up for a weeklong celebration of St. Patrick's Day, a community partnership that got families outdoors and special visits to the library, too! The week of March 12 – 18, the Lucky the Leprechaun Treasure Hunt took families on a walk along the Bruce Rinker Greenway path, seeking St. Patrick themed objects along the way. BSL Stephanie Johnson created the riddles and clues and Rec Department staff set up all the locations (three of the locations were library related – along the Storywalk® and in the library children's department.) Submitted scavenger hunt sheets were entered into a raffle for a free household pool pass or a free pool party this summer, sponsored by the Mayfield Village Rec. The drawing took place at the culminating event on Saturday, March 18 at the library. There were 30 families that participated. The *Leprechauns at the Library* finale party was a huge success with over 200 people in attendance! The entire Children's Department helped coordinate the event with craft stations as well as activities featuring items from the toy library. Cookies and juice were provided by the Rec Department, and the Mayfield Friends of the Library purchased craft supplies and several volunteered. Mary, one of the Mayfield Friends, volunteered at the event and summed up the fun day... "I just wanted to tell you how much I enjoyed the St. Patrick's Day event yesterday at the library. The kids and their parents had such a great time! The families would stop at our table and make crafts after showing us everything they had made at other tables. A great time was had by all!"

Bedford Branch BSL II Paula Brosowski led a learn-to-crochet program on March 11 called "Crochet 101: Crochet Dishcloth." Eleven participants learned the ABCs of getting started with the craft of crochet. Learning to hold the yarn and crochet hook can feel quite awkward at first but by the end of the class, everyone had a grasp of the basics of the dishcloth pattern. With practice, crochet will become a relaxing and interesting hobby for them.

Brooklyn Branch BSA I Sarah Markovich represented the branch at two outreach events. On March 30, Markovich attended the Brooklyn City Schools Family Literacy night, where she guided the 80 children who stopped by the library table in a "Library Bingo" activity. Then, she interacted with approximately 200 people at the City of Brooklyn Easter Egg Hunt on April 1. Before the hunt, she handed out prizes from a treasure chest and got quite a few families interested in the "1,000 Books Before Kindergarten Challenge." After the kids claimed their eggs, about 40 families returned for an Easter egg themed craft. Both the Literacy Night participants and the egg hunters had many positive things to say about the library's services and the organizers from the school district and the city were very appreciative that the library participated.

Carrie Coblentz from Art Therapy Studio has been doing a great job with Artful Impact at the **Richmond Heights Branch**, her Artful Impact series providing a wonderful creative outlet for young scholars. Each week she is getting a mixture of kids coming specifically for the program but also kids from the Student Success Center who have finished all their homework. This month she had 4 sessions with a total attendance of 37.

The **Garfield Heights Branch's** Student Success Center Coordinator Amber Timmons and her team have done a wonderful job creating a supportive and fun atmosphere for our students. Not only has the attendance more than doubled since the beginning of the school year, but it's clear that students are excited to go there and spend time with our tutors. And the student's hard work is definitely paying off. The parent of one of our middle school students shared that her son placed third in state testing in his grade for math after the support he received at the Student Success Center!

Twenty-nine education students from Baldwin Wallace enjoyed a presentation at the **Berea Branch** about CCPL's resources for teachers and families as part of their Reading Across the Content Area class. BSL II Amy Dreger shared the library's services and digital resources with students and provided a variety of bookable items and toys for students to explore. The branch has partnered with professor Heather Marzenski for the past three years, offering this presentation to her class every semester.

System Highlights

Gates Mills Branch Teen BSL I Mia Cowan attended Mayfield High School's Career, Military, & Trade Fair on March 15, with Mayfield's BSL I Gigi Conte. The library booth was a popular stop with its raffle, treats, and freebies; the teens could not get enough of the CCPL sunglasses. They engaged 250 students about volunteer opportunities, library programs happening in Mayfield and Gates Mills, and the role of paging at CCPL.

On March 27, the **Parma-Snow Branch** held a Theatre 101 program for Thoreau Park Elementary's Discovery Center program. Thirty-six parents and students got to see the Sari Feldman Auditorium, be on stage doing drama and improv games and have a lot of fun learning to project their voices.

Children's Librarian Sue Grame instructed 18 kids in grades 1 – 4 at the **Olmsted Falls Branch** on designing and making their own T-shirts in celebration of National Crayon Day. Once they had their designs crayoned on sandpaper, they transferred them onto the T-shirts with the help of Adult Librarian Jodi Carlson at the iron.

On March 26, the **Warrensville Heights Branch** hosted "Let's Talk Art - A Panel Discussion" centered around the challenges and triumphs of art by African Americans and other people of color. The panel of six explored the heavy barriers from discrimination, funding disparities, censorship, and eventual legacy. They also discussed some of the best ways to combat some of those ills, other financial resources and opportunities, and ways to connect with like-minded individuals and artists. There were 141 in attendance, many of whom had never been to the Warrensville Heights Branch!

The **Parma Heights Branch** Seed Library started this month. It is a partnership with the City of Parma Heights, the Library and the Friends of the Parma Heights Branch. Customers can "check-out" five packets of vegetables each month to plant and grow. Twenty-five customers have utilized this new service.

The **Bay Village Branch** supported Normandy Elementary School's 10th Annual One School, One Book program by handing out 100 family take home kits with activities related to the book including a craft and two STEAM activities. The students read *The Mouse and the Motorcycle* by Beverly Cleary. Students could also sign up to win a 3D printed mouse at the library. There was lots of excitement about the activity kits and mouse raffle as kids came running in after school on the first day, and we were out of kits in two days! We were also a stop on the OSOB program's mystery word hunt where students look for mystery words from the book at various local businesses to turn in at school for raffle prizes.

The **Chagrin Falls Branch** regularly hosts a group of parents and children who come from all over Northeast Ohio to learn Farsi in our meeting room. The group's leader, Dr. Farshad Forouzandeh, let Branch Manager Maryann Penzvalto know that they would be celebrating Nowruz (Persian New Year) on March 19. Staff welcomed the 50 attendees with a display of Persian children's books about Nowruz and other topics and shared in their joyous celebration. The group thanked the library with some delicious sesame cupcakes!

The **Solon Branch** hosted National Park Service Ranger Jackie Teare and her group of volunteers brought their reenactment of The Flood of 1913 to the branch on March 20. Dressed in period costume and weaving throughout the 48 in attendance, the volunteers acted out the story of the statewide flood and the devastation it caused.

On March 9 **Fairview Park Branch** Manager Jesse Sanders and Teen BSL Ami Bray participated in Career night at Fairview Park High School. Sanders and Bray took the button-maker to encourage students to interact. By the end of the night, over 200 buttons had been made and several serious conversations about librarianship as a career were had with students. One parent remarked how impressed her son was when he learned about the education requirements, telling his mom "Oh my God, they have Master's Degrees! That's so cool!"

**CUYAHOGA COUNTY PUBLIC LIBRARY
REPORT OF THE CHIEF EXECUTIVE OFFICER
APRIL 25, 2023**

ACTIVITIES OF THE CHIEF EXECUTIVE OFFICER

March 29

- Met with Monique Good, CCPL Chief Human Resources Officer
- Met with Hallie Rich CCPL Chief Communications & External Relations Officer, and Jessica Kanelos, Development Director

March 30

- Meeting with CCPL Executive Leadership Team, Scott Morgan, Chief Operations Officer, Pamela Jankowski, CCPL Chief Public Services Officer, Hallie Rich CCPL Chief Communications & External Relations Officer, Monique Good, CCPL Chief Human Resources Officer

March 31

- Meeting with **Representative Bill Roemer, Chair of the House Ways and Means Committee**, and **Pam Hickson-Stevenson, Executive Director, Akron-Summit County Public Library**

April 3

- Participated in **CCPL Brooklyn Branch to discuss 25% Concept Review with Luci Creative**, with **Kiah Shapiro, Chief of Staff, Luci Creative, Justin Molloy, Project Strategy Director, Luci Creative, Sarah Anderson, Senior Art Director, Luci Creative**, and Pamela Jankowski, CCPL Chief Public Services Officer, Jefferey Mori, CCPL Facilities Director, and Kathleen Sullivan, CCPL Branch Manager, CCPL Brooklyn Branch, and Alex Ward, CCPL BSL Supervisor Children, CCPL Brooklyn Branch
- Met with Pamela Jankowski, CCPL Chief Public Services Officer

April 4

- Participated in CCPL Foundation Executive Committee meeting, with **CCPL Foundation Board members**, Hallie Rich, CCPL Chief Communications & External Relations Officer, and Jessica Kanelos, CCPL Development Director at CCPL Warrensville Heights Branch
- **Chaired Youth Opportunities Unlimited (Y.O.U.) Community Collaboration Committee Pre-Call**

April 5

- Met with Monique Good, CCPL Chief Human Resources Officer
- Participated in **Metro Directors** monthly conference call
- Met with **Craig Dorn, President, and CEO, Youth Opportunities Unlimited (Y.O.U.)** at **CCPL Bay Village Branch**

April 6

- Facilitated CCPL Foundation Meeting, with **CCPL Foundation Board members**
- Meeting with CCPL Executive Leadership Team, Pamela Jankowski, CCPL Chief Public Services Officer, Hallie Rich CCPL Chief Communications & External Relations Officer, Monique Good, CCPL Chief Human Resources Officer, and Bertha Arrington, Executive Division Manager
- Meeting with Union Leaders Heather Timko, BSL II, CCPL Strongsville Branch, and Mike Niederhausen, CCPL Technology Training Supervisor

April 10

- Met with Pamela Jankowski, Chief Public Services Officer

April 11

- Attended **Benefactor Reception** with **author Jonathan Franzen**
- Introduced the **William N. Skirball Writers Center Stage author Jonathan Franzen**

April 12

- Met with Monique Good, CCPL Chief Human Resources Officer
- Participated in **CCPL Brooklyn Branch to discuss Budget Guidance with Luci Creative**, with **Sarah Anderson, Senior Art Director, Luci Creative, Justin Molloy, Project Strategy Director, Luci Creative**, and Pamela Jankowski, CCPL Chief Public Services Officer, Jefferey Mori, CCPL Facilities Director

April 13

- Meeting with Scott Morgan, CCPL Chief Operations Officer, and Pamela Jankowski, CCPL Chief Public Services Officer
- Conference call with **Brooks Rainwater, President and CEO, Urban Libraries Council (ULC), and ULC Directors**

April 14

- Participated in **Youth Opportunities Unlimited (Y.O.U.) Community Solutions Board of Directors' Meeting**
- Meeting with **Felton Thomas, Director, Cleveland Public Library (CPL)**
- Met with Jessica Breslin, CCPL Branch Manager, **CCPL Bay Village Branch**

April 17

- Meeting with **Mike Foley, Director, Department of Sustainability, Cuyahoga County**, and Scott Morgan, CCPL Chief Operations Officer, and Jefferey Mori, CCPL Facilities Director
- Met with Pamela Jankowski, Chief Public Services Officer

April 19

- Met with **Carter Samuelraj, Medical Equity Partners at CCPL Garfield Heights Branch**
- Presented **Quarterly CCPL Update to staff**
- Met with Monique Good, CCPL Chief Human Resources Officer

April 20

- Meeting with CCPL Leadership Team, includes CCPL Executive Leadership Team, and Enda Bracken, CCPL Branch Services Director - East, Caroline Vicchiarelli, CCPL Branch Services Director – West, and Lane Edwards, CCPL Branch Services Director – South, Daniel Barden, TSD Director, Jim Haprian, IT Director, Jefferey Mori, CCPL Facilities Director, and Rebecca Ranallo, CCPL Literacy and Learning Director, Robert Rua, CCPL Marketing Director, Robert Dolan, CCPL Finance Director, and Izoduwa Ebose-Holt, Human Resources Director, and Terrance Echols, Director, Adult Education Services (AES)
- Met with Traci Haynes, CCPL Engagement, Diversity, Equity, and Inclusion Manager
- Attended **Matthew Desmond author event, CCPL Parma-Snow Branch**

April 24

- Met with **CCPL Trustee Patricia Shlonsky**
- Met with Camille Graley, CCPL Branch Services Clerk, CCPL Brook Park Branch
- Met with Pamela Jankowski, CCPL Chief Public Services Officer

April 25

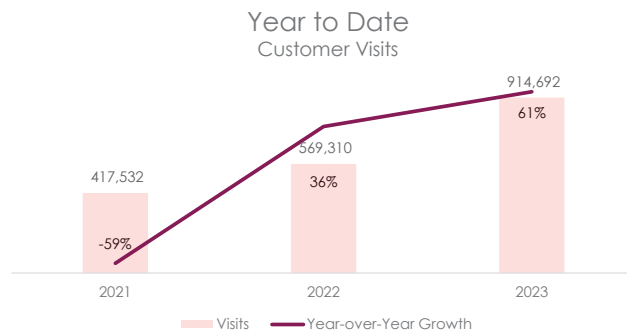
- Meeting with Traci Haynes, CCPL Engagement & DEI Manager, Courtney Conway, CCPL CER Supervisor, Kathleen Rak, CCPL BSL Supervisor, CCPL North Olmsted Branch, and Mary Schreiber, CCPL TSD Specialist - Collection Development
- Facilitated **CCPL Policy, Planning & External Relations (PPER) Committee meeting**
- Facilitated **CCPL Board of Trustees meeting**

A handwritten signature in black ink, appearing to read "Tracy R. Shlonsky". The signature is fluid and cursive, with the first name "Tracy" and last name "Shlonsky" clearly legible, and a middle initial "R." in between.

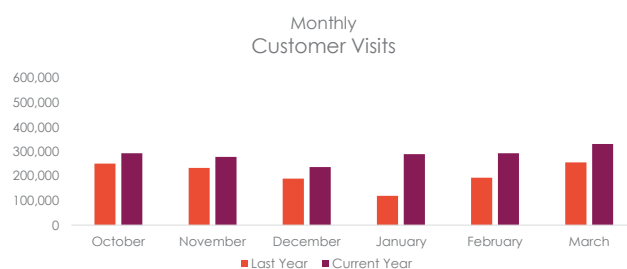
Chief Executive Officer

Visits | March 2023

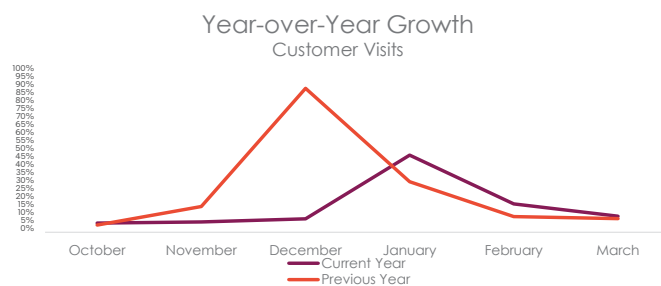
Year to Date



Monthly

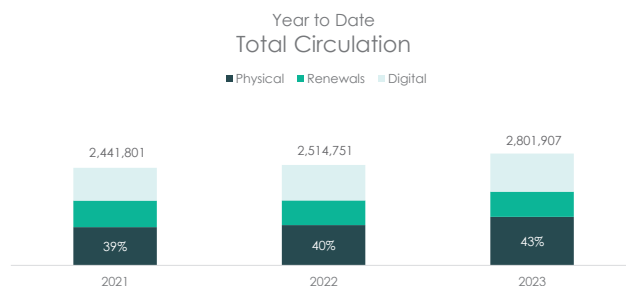


Year-over-Year Growth

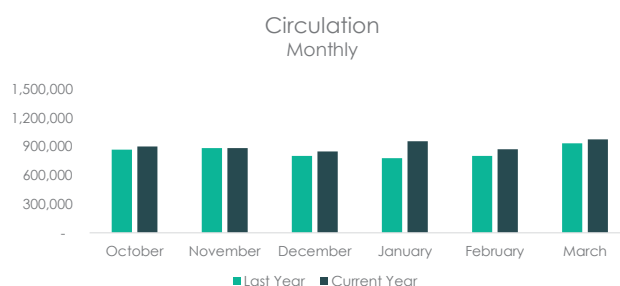


Circulation | March 2023

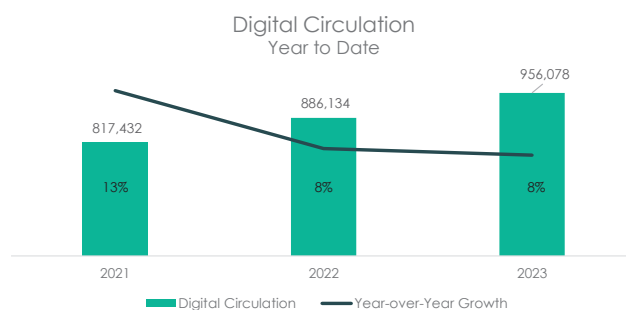
Year to Date Total Circulation



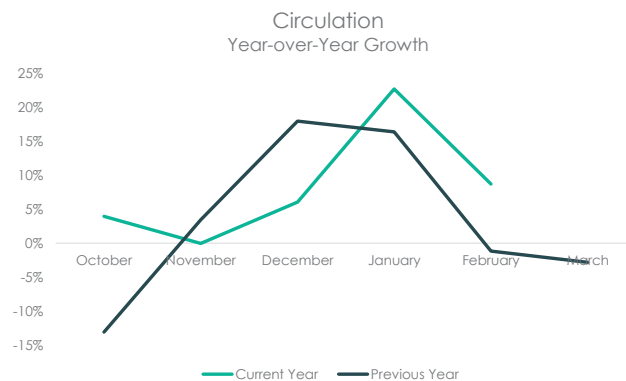
Monthly Total Circulation



Year to Date Digital Circulation

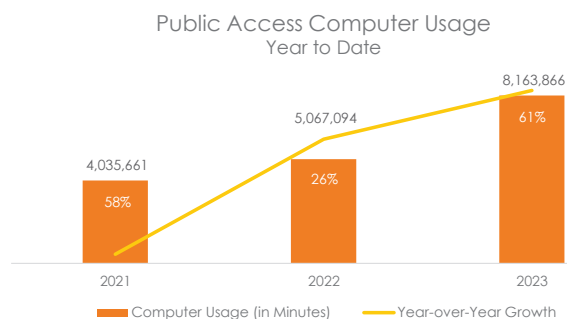


Year-over-Year Growth Total Circulation

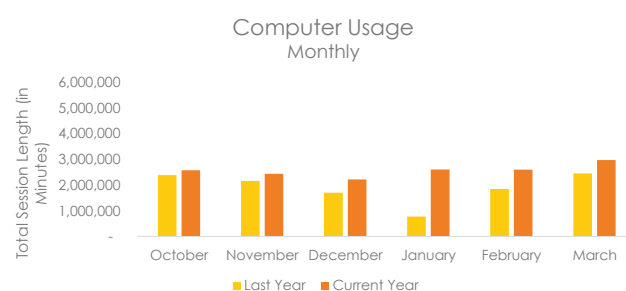


Computer Use | March 2023

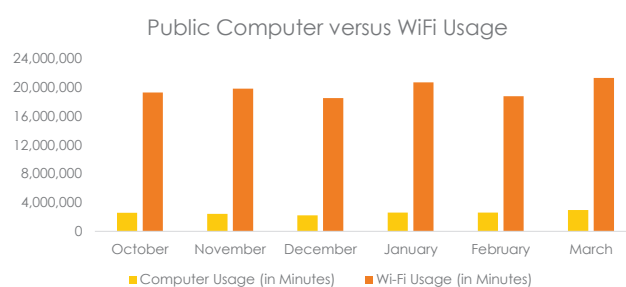
Year to Date



Monthly

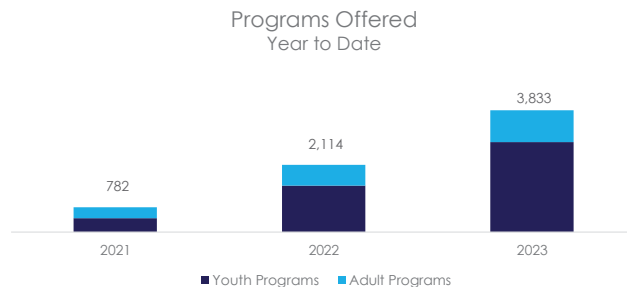


Public Computer VS. WiFi Usage

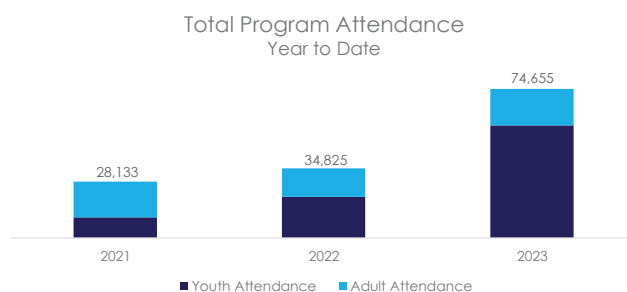


Programs | March 2023

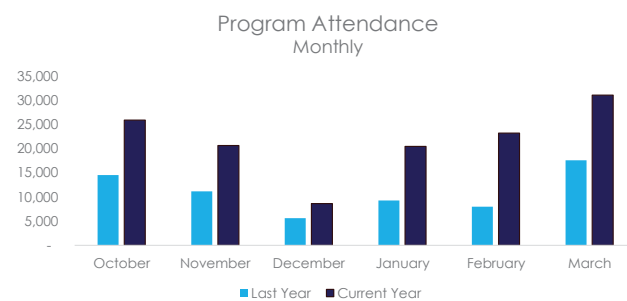
Year to Date Programs Offered



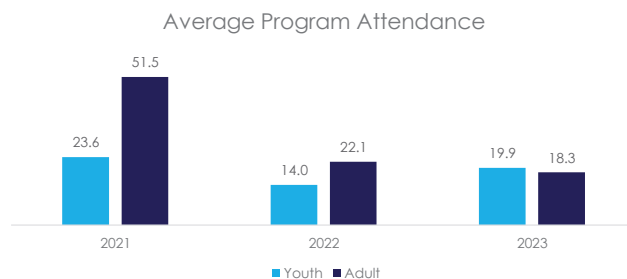
Year to Date Program Attendance



Monthly Program Attendance



Average Program Attendance



HUMAN RESOURCES DIVISION REPORT LIST NO. 2023-4

April 2023

APPOINTMENTS										
NAME	POSITION	GRADE	SALARY	HOURS WEEK	COST CENTER	REPLACES	SALARY	REASON	HOURS WEEK	EFFECTIVE DATE
Atassi, Samir	Monitor Mentor	OSM	\$22.24	10	NOL112		\$22.24	New Hire	10	3/20/2023
Bruening, Tyler	Branch Services Assistant I	207	\$20.09	20	BEA111	Kimberly Schroeder Perry	\$20.09	New Hire	20	3/20/2023
Colon, George	Shipping Receiving Clerk	205	\$16.16	40	605111	Joanna Money	\$16.16	New Hire	40	3/27/2023
Davenport, George	Youth Programming Tutor	OST	\$12.00	10	504113		\$12.00	New Hire	10	4/3/2023
Jandric, Slavka	Youth Programming Tutor	OST	\$12.00	10	504113		\$12.00	New Hire	10	3/20/2023
Jennings, Cathy	NBU Page	OEP	\$12.00	15	GFH113	Kayla Williams	\$12.00	New Hire	15	3/28/2023
Johnson, Cheryl	NBU Page	OSP	\$12.00	15	MPL113	Sophia Koo	\$12.00	New Hire	15	3/27/2023
Kanelos, Jessica	Development Director	50	\$52.88	40	401112	Bridget Hawes	\$52.88	New Hire	40	3/27/2023
Kolesar, Cameron	Youth Programming Tutor	OST	\$12.00	10	504113		\$12.00	New Hire	10	4/3/2023
May, Kaleigh	NBU Page	OSP	\$12.00	15	MPL113	Katherine Foerg	\$12.00	New Hire	15	3/27/2023
Randolph, Zachary	Youth Programming Tutor	OST	\$12.00	10	504113		\$12.00	New Hire	10	3/20/2023
Roosa, Halling	Branch Services Clerk	205	\$16.16	24	GFH111	Emina Mirvic	\$16.16	New Hire	24	4/3/2023
Scott, Elisha	NBU Page	OEP	\$12.00	15	SLN113	Kimberly Martin	\$12.00	New Hire	15	3/28/2023
Thomas, Nicholas	Youth Programming Tutor	OST	\$12.00	10	504113		\$12.00	New Hire	10	3/27/2023
Topalian, Margaret	Youth Programming Tutor	OST	\$12.00	10	504113		\$12.00	New Hire	10	3/20/2023
Wang, Linda	Monitor Mentor	OSM	\$22.24	10	NOL112	Jenna Kantorak	\$22.24	New Hire	10	3/20/2023
Watts, Natalie	Adult Education Instructor I	207	\$21.50	40	515112		\$21.50	New Hire	40	4/17/2023
Yoder, Rebecca	Family Advocate	OST	\$12.00	10	504113		\$12.00	New Hire	10	3/20/2023
Yoke, Nina	Youth Programming Tutor	OST	\$12.00	10	504113		\$12.00	New Hire	10	3/20/2023

HUMAN RESOURCES DIVISION REPORT LIST NO. 2023-4

April 2023

SEPARATIONS						
NAME	POSITION	COST CENTER	GRADE	SALARY	HRS WEEK	EFFECTIVE DATE
Baley, Jon	NBU Page	WVH113	OEP	\$13.00	15	3/27/2023
Breschini, Leah	Branch Services Clerk SUB	450114	205	\$16.16	1	4/3/2023
Brihn, Gabrielle	NBU Page	NRY113	OEP	\$13.00	12	4/13/2023
Chercourt, Kyla	NBU Page	MAY113	OEP	\$13.00	1	4/13/2023
Hotchkiss, Marlene	NBU Page	BPK113	OEP	\$12.00	12	3/18/2023
Johnson, Cheryl	NBU Page	MPL113	OEP	\$12.00	15	4/19/2023
Lojowsky, Alexis	Branch Services Assistant I SUB	450114	207	\$20.09	1	4/3/2023
Martin, Christina	Branch Services Clerk SUB	450114	205	\$16.16	1	4/3/2023
Masterson, Holly	NBU Page	NOL113	OEP	\$12.00	15	3/16/2023
Norman, Paris	Branch Services Assistant I SUB	450114	207	\$20.09	1	2/17/2023
Russell, Johnathan	NBU Page	WVH113	OSP	\$13.00	15	3/27/2023
Sawczak, Jeffery	Shipping Receiving Clerk	605111	205	\$22.63	40	3/13/2023
Stephan, Penelope	NBU Page	NRY113	OEP	\$13.00	12	4/13/2023
Teubl, Linda	Branch Services Clerk SUB	450114	205	\$16.16	1	3/31/2023
Thompson, Kayla	Branch Services Clerk SUB	450114	205	\$16.16	1	4/3/2023

HUMAN RESOURCES DIVISION REPORT LIST NO. 2023-4

April 2023

ANNIVERSARY PAY ADJUSTMENTS (Not Based on 2080 Hours)

NAME	POSITION	COST CENTER	GRADE OLD	GRADE NEW	HOURS	SALARY OLD	SALARY NEW	EFFECTIVE DATE
Pecnik, Stacey	NBU Page Branch Services Clerk SUB	MAY113 450114	OEP 205	OEP 205	15 1	\$12.50 \$16.16	\$13.00 \$16.16	3/19/2023

HUMAN RESOURCES DIVISION REPORT LIST NO. 2023-4

April 2023

RETIREMENTS							
NAME	POSITION	COST CENTER	GRADE	SALARY	HRS WEEK	HIRE DATE	LAST WORKING DAY
Graley, Camille	Branch Services Clerk	BPK111	208	\$22.63	36	3/4/1993	4/28/2023
Isaacs, Barbara	Branch Services Librarian Supervisor	BAY111	209	\$35.99	40	3/28/1990	4/30/2023
Stonitsch, Sandra	Branch Services Clerk	BPK111	205	\$22.63	28	7/27/1999	4/30/2023

HUMAN RESOURCES DIVISION REPORT LIST NO. 2023-4

April 2023

CHANGES IN HOURS/SALARY/TRANSFERS													
NAME	POSITION	COST CENTER OLD	COST CENTER NEW	GRADE OLD	GRADE NEW	HOURS OLD	HOURS NEW	SALARY OLD	SALARY NEW	REPLACES	REASON	HRS WEEK	EFFECTIVE DATE
Boersma, Emily	Branch Services Clerk	NRY113	NRY111	OEP	205	12	20	\$12.50	\$16.16	Kristin Colbaugh	New Role	20	4/16/2023
Carrillo, Claudia	NBU Page Branch Services Clerk SUB	MPL113	MPL113 450114	OEP	OEP 205	15	15 1	\$12.50	\$12.50 \$16.16		Add Second Rate	15 1	4/16/2023
Disterhof-Apperson, Shannon	Branch Services Assistant I Branch Services Clerk SUB	450114 450114	MDH111 450114	205 207	207 205	1 1	16 1	\$16.16 \$20.09	\$20.09 \$16.16	Cheryl Wires	New Role	16 1	4/16/2023
Eiben, Kathleen	Branch Services Assistant I Branch services Clerk SUB	PAS111 450114	PAS111 450114	207 205	207 205	32 1	32 1	\$25.96 \$22.63	\$25.96 \$22.63	Jeanne Hertzell	New Role	32 1	4/2/2023
Fagan, Audrey	Branch Services Clerk Branch Services Assistant SUB	IND111	IND111 450114	205	205 207	16	16 1	\$16.16	\$16.16 \$20.69		Add Second Rate	16 1	3/19/2023
Fenell, Zachary	Branch Services Clerk Branch Services Assistant SUB	SEU111 450114	SEU111 450114	205 207	205 207	24 1	32 1	\$17.83 \$20.69	\$17.83 \$20.69		Increase in Hours	32 1	4/2/2023
Jandric, Slavka	Homework Center Coordinator	504113	PWR112	OST	OSH	10	10	\$12.00	\$22.24		New Role	10	4/2/2023
Jones, Jacie	Branch Services Assistant II	BED111	BED111	207	207	24	24	\$22.16	\$22.83		Promoted to Branch Services Assistant II	24	4/3/2023
Krueger, Kristi	ILS Librarian Branch Services Librarian SUB Branch Services Clerk SUB	701111 450114	701111 450114 450114	210 208 208	210 208 205	40 1 1	40 1 1	\$29.92 \$29.92 \$29.92	\$29.92 \$29.92 \$22.63		Add Third Rate	40 1 1	3/19/2023
Luther, Isaac	Branch Services Clerk Branch Services Assistant SUB	STV111	STV111 450114	205	205 207	20	20 1	\$16.48	\$16.48 \$20.69		Add Second Rate	20 1	3/19/2023
Markovich, Sarah	Branch Services Assistant I	BKL111	BKL111	207	207	24	16	\$26.20	\$26.20		Decrease in Hours	16	4/2/2023
Morton, Ingrid	Branch Services Clerk Branch Services Assistant SUB	BED111	BED111 450114	205	205 207	24	24 1	\$16.48	\$16.48 \$20.69		Add Second Rate	24 1	3/31/2023
Otcasek, Daniel	NBU Page Branch Services Clerk SUB	BKL111	BKL111 450114	OEP	OEP 205	15	15 1	\$13.00	\$13.00 \$16.16		Add Second Rate	15 1	3/31/2023
Pierce, Lauren	Branch Services Clerk Branch Services Assistant SUB	GAT111	GAT111 450114	205	205 207	16	16 1	\$16.48	\$16.48 \$20.69		Add Second Rate	16 1	3/31/2023
Rambo, Christopher	Branch Services Clerk Branch Services Assistant SUB	IND111	IND111 450114	205	205 207	16	16 1	\$16.16	\$16.16 \$20.69		Add Second Rate	16 1	3/19/2023

CHANGES IN HOURS/SALARY/TRANSFERS													
NAME	POSITION	COST CENTER OLD	COST CENTER NEW	GRADE OLD	GRADE NEW	HOURS OLD	HOURS NEW	SALARY OLD	SALARY NEW	REPLACES	REASON	HRS WEEK	EFFECTIVE DATE
Salamon, Joseph	Discovery Services UX Manager	700111	700112	210	30	40	40	\$36.48	\$38.31		Promotion	40	4/3/2023
Sinnema, Amy	Branch Services Assistant I	FPR111	MDH111	207	207	24	28	\$22.61	\$23.74	Lisa Wurch	New Role	28	4/2/2023
Soper, Sarah	NBU Page Branch Services Clerk SUB	FPR113	FPR113 450114	OEP	OEP 205	10	10 1	\$13.00	\$13.00 \$16.16		Add Second Rate	10 1	3/19/2023
Story, Justin	Branch Services Assistant I	BKL111	BKL111	207	207	20	28	\$21.11	\$22.16		Increase in Hours	28	4/2/2023
Zivkovic, Steven	Branch Services Clerk SUB Branch Services Assistant SUB	NOL113	450114	OEP	205 207	15	1 1	\$12.00	\$16.16 \$20.09		Transfer to SUB Status	1	3/19/2023

HUMAN RESOURCES DIVISION REPORT LIST NO. 2023-4

April 2023

CONFERENCE AND MEETING ATTENDANCE				
NAME	DATE (\$)	AMOUNT	MILEAGE	MEETING
Andres, Heidi	3/29/2023 - 3/30/2023	\$322.54	\$ -	OLC Youth Services Conference / Ohio Library Council / Cambridge, OH
Arcuri, Melissa	5/9/2023	\$0.00	\$ -	Stress First Aid / Ohio Library Council / Virtual
Booth, Kaitlin	3/30/2023	\$0.00	\$ 137.55	LCO Content Advisory Committee Spring Meeting / OPLIN / Columbus, OH
Brinker, Grace	5/19/2023	\$65.87	\$ 16.38	NOTSL Migration in Motion: Managing Expectations / Northern Ohio Technical Services Librarians / Warrensville Heights, OH
Brown, Lisa	5/10/2023	\$69.00	\$ -	Akron SHRM Half-day Legislative Update / Akron SHRM / Akron, OH
Clancy, Robin	4/28/2023	\$100.00	\$ 7.73	Virginia Hamilton Conference on Multi-Cultural Literature / Kent State University / Kent, OH
Curry, Kaleb	4/25/2023 - 4/27/2023, 7/11/2023 - 7/13/2023, 10/17/2023 - 10/19/2023	\$300.00	\$ 542.34	ILEAD OHIO / State Library of Ohio / Newark, OH
DeLuke, Jen	3/29/2023 - 3/30/2023	\$353.10	\$ -	OLC Youth Services Conference / Ohio Library Council / Cambridge, OH
Dickerson, Eboni	5/10/2023, 5/17/2023, 5/24/2023	\$237.24	\$ -	Antiracism 201: Digging Deeper in Antiracist Library Culture / Library Journal / Virtual
Furino, Stephanie	3/30/2023	\$210.00	\$ 136.24	OLC Youth Services Conference / Ohio Library Council / Cambridge, OH
Jones, Jacie	4/27/2023	\$0.00	\$ -	Ohio Ready to Read Early Literacy 101 / Ohio Ready to Read / Warren, OH
Krueger, Kristi	5/19/2023	\$65.87	\$ 15.07	NOTSL Migration in Motion: Managing Expectations / Northern Ohio Technical Services Librarians / Warrensville Heights, OH
Penzvalto, Maryann	4/28/2023	\$100.00	\$ 58.75	Virginia Hamilton Conference on Multi-Cultural Literature / Kent State University / Kent, OH
Reeves, Morgan	3/30/2023	\$150.00	\$ 148.75	OLC Youth Services Conference / Ohio Library Council / Cambridge, OH
Retting, Kathryn	4/28/2023	\$100.00	\$ 20.83	Virginia Hamilton Conference on Multi-Cultural Literature / Kent State University / Kent, OH
Schultz, Morgan	3/30/2023	\$330.00	\$ 150.65	OLC Youth Services Conference / Ohio Library Council / Cambridge, OH
Slater, Mary	3/29/2023 - 3/30/2023	\$330.00	\$ 141.48	OLC Youth Services Conference / Ohio Library Council / Cambridge, OH
Smith, Sarah	4/28/2023	\$100.00	\$ 40.32	Virginia Hamilton Conference on Multi-Cultural Literature / Kent State University / Kent, OH
Thorrat, Lori	5/19/2023	\$0.00	\$ -	NOTSL Migration in Motion: Managing Expectations / Northern Ohio Technical Services Librarians / Warrensville Heights, OH
Todd, Michelle	3/29/2023 - 3/30/2023	\$270.00	\$ 172.92	OLC Youth Services Conference / Ohio Library Council / Cambridge, OH

HUMAN RESOURCES DIVISION REPORT LIST NO. 2023-4

April 2023

CONFERENCE AND MEETING ATTENDANCE				
NAME	DATE (\$)	AMOUNT	MILEAGE	MEETING
Toth, Gail	4/25/2023 - 4/27/2023, 7/11/2023 - 7/13/2023, 10/17/2023 -10/19/2023	\$0.00	\$ 447.63	ILEAD OHIO / State Library of Ohio / Newark, OH
Wheatley, Amia	5/10/2023, 5/17/2023, 5/24/2023	\$237.24	\$ -	Antiracism 201: Digging Deeper in Antiracist Library Culture / Library Journal / Virtual
Willoughby, Ginaya	4/28/2023	\$100.00	\$ 20.70	Virginia Hamilton Conference on Multi-Cultural Literature / Kent State University / Kent, OH
		\$3,440.86		

5% Union Increase April 2023

Name	Job Code	Job Description	Cost Center	Grade	Old Hourly Rate	Payout Top of Scale	Final Hourly Rate
Arcuri,Melissa M	816HRD	TRAINING COORDINATOR	800112	20	\$ 24.0385		\$ 25.2404
Arrington,Bertha A	432EXD	EXECUTIVE DIVISION MANAGER	400112	30	\$ 41.9026		\$ 43.9977
Barden,Daniel F	700TSD	TECHNICAL SERV DIR	700112	50	\$ 64.3750		\$ 67.5938
Barrett,Megan E	201GFH	BRANCH MANAGER	GFH112	47	\$ 42.0914		\$ 44.1960
Bartlett,Wendy K	505CDD	COLLECTION/ACQUISITIONS MGR	705112	40	\$ 50.3954	\$ 5,063.55	\$ 50.4808
Battista,Marie A	817HRD	HRIS COORDINATOR	800112	20	\$ 24.0385		\$ 25.2404
Block,Ronald S	201MDH	BRANCH MANAGER	MDH112	41	\$ 42.0914		\$ 44.1960
Boxler,Julia A	562LLD	YOUTH PROGRAMMING MGR	505112	40	\$ 42.0914		\$ 44.1960
Boycik,Stacey L	201PAS	BRANCH MANAGER	PAS112	47	\$ 47.0433		\$ 49.3955
Boyd,Ali J	201WVH	BRANCH MANAGER	WVH112	46	\$ 45.9765	\$ 412.68	\$ 48.0769
Bracken,Enda T	100ADM	BRANCH SERVICES DIRECTOR	500112	50	\$ 69.3269		\$ 72.7932
Breslin,Jessica J	201BAY	BRANCH MANAGER	BAY112	46	\$ 44.5674		\$ 46.7958
Brown,Lisa K	804HRD	HUMAN RESOURCES COORDINATOR	800112	20	\$ 29.9957		\$ 31.4955
Browne,Jennifer C	525FDD	GRANT COORDINATOR	413112	20	\$ 33.2201		\$ 34.8811
Caliguire,Marisa C	437MKD	CER DEVELOPMENT DATA ADMIN	413112	14	\$ 21.7668		\$ 22.8551
Camino,Holly L	201PWR	BRANCH MANAGER	PWR112	40	\$ 47.0433		\$ 49.3955
Caraballo,Alisha M	813HRD	TALENT MANAGER	800112	40	\$ 42.5826		\$ 44.7117
Chromik,George K	615FND	FINANCE ADMINISTRATIVE MANAGER	601112	40	\$ 45.9289		\$ 48.2253
Cronin,Patricia M	803HRD	HR ADMINISTRATIVE ASSISTANT	800112	10	\$ 19.1100		\$ 20.0655
Curry,Kaleb J	605LLD	STUDENT SUCCESS MANAGER	505112	30	\$ 26.9712		\$ 28.3198
Daily,Kelly M	622FCD	PROJECT MANAGER	602112	30	\$ 37.1394		\$ 38.9964
Davis,Darlene	201SLN	BRANCH MANAGER	SLN112	46	\$ 41.8910		\$ 43.9856
Dickerson,Eboni C	201BED	BRANCH MANAGER	BED112	40	\$ 38.8722		\$ 40.8158
Dionisos,Gus	622FCD	PROJECT MANAGER	602112	30	\$ 37.1394		\$ 38.9964
Dolan,Robert W	600FND	FINANCE DIRECTOR	601112	50	\$ 59.4232		\$ 62.3944
Dressel,Kimberly T	523BSD	ADMINISTRATIVE MANAGER	500112	40	\$ 42.7129		\$ 44.8485
Ebose-Holt,Izoduwa	800HRD	HUMAN RESOURCES DIRECTOR	800112	50	\$ 51.9952		\$ 54.5950
Echols,Terrance A	577LLD	ADULT EDUCATION SERVICES DIR	508112	50	\$ 51.9952		\$ 54.5950
Edwards II,Lane E	100ADM	BRANCH SERVICES DIRECTOR	500112	43	\$ 54.3480		\$ 57.0654
Furino,Anthony L	201ORG	BRANCH MANAGER	ORG112	41	\$ 39.8962		\$ 41.8910
Good,Monique D	400HRD	CHIEF HUMAN RESOURCES OFFICER	800112	60	\$ 69.3269		\$ 72.7932
Grame,Ryan G	418SEC	Security Manager	602112	30	\$ 41.6583		\$ 43.7412

5% Union Increase April 2023

Name	Job Code	Job Description	Cost Center	Grade	Old Hourly Rate	Payout Top of Scale	Final Hourly Rate
Haprian,James M	740ITD	INFORMATION TECHNOLOGY DIR	603112	50	\$ 64.3750		\$ 67.5938
Haynes,Traci S	815HRD	ENGAGEMENT AND DEI MANAGER	800112	30	\$ 37.9672		\$ 39.8656
Haynie,Steven V	201SEU	BRANCH MANAGER	SEU112	47	\$ 47.0433		\$ 49.3955
Jankowski,Pamela	400PSO	CHIEF PUBLIC SERVICES OFFICER	400112	60	\$ 81.7067		\$ 85.7920
Johnston,Robert	654SHP	SHIPPING & FLEET SERVICES MGR	605112	40	\$ 42.0914		\$ 44.1960
Kappelman,Kalyn L	201BEA	BRANCH MANAGER	BEA112	40	\$ 38.4615		\$ 40.3846
Kelly,William P	515LLD	ADULT PROGRAMMING MGR	515112	40	\$ 47.0433		\$ 49.3955
Kirschner,Sue E	561LLD	YTH LITERACY & OUTREACH MGR	504112	40	\$ 42.0914		\$ 44.1960
Liedtke,Julie	201MAY	BRANCH MANAGER	MAY112	40	\$ 47.0433		\$ 49.3955
Loggins III,Bossie	417SEC	SECURITY COORDINATOR	602112	20	\$ 36.0577	\$ 3,750.02	\$ 36.0577
Lurie,Aimee G	558LLD	TECHNOLOGY & INFO LITERACY MGR	506112	40	\$ 44.5674		\$ 46.7958
McLaughlin,James P	630FCD	MAINTENANCE MANAGER	602112	40	\$ 47.0433		\$ 49.3955
Meyers,Donna R	201STV	BRANCH MANAGER	STV112	47	\$ 50.3954	\$ 5,063.55	\$ 50.4808
Mondok,Larisse Jem H	524FDD	ANNUAL FUND COORDINATOR	413112	20	\$ 29.3012		\$ 30.7663
Morgan,Scott A	400OPD	CHIEF OPERATIONS OFFICER	400112	60	\$ 94.0866	\$ 5,485.13	\$ 96.1538
Mori,Jeffery J	602FCD	FACILITIES DIRECTOR	604112	50	\$ 66.8510		\$ 70.1936
Muckerheide,Shayna M	201NOL	BRANCH MANAGER	NOL112	40	\$ 43.9152		\$ 46.1110
Olexa,Kathleen T	759ITD	TECHNOLOGY SUPPORT MGR	613112	40	\$ 44.5674		\$ 46.7958
Penzvalto,Maryann	201GAT	BRANCH MANAGER	GAT112	41	\$ 37.8822		\$ 39.7763
Pucci,Kathleen M	524BSD	Circulation Manager	500112	30	\$ 36.3669		\$ 38.1852
Ragheb,Mohamed A	757ITD	SOFTWARE & APPLICATIONS MGR	610112	40	\$ 42.0914		\$ 44.1960
Ranallo,Rebecca J	560LLD	LITERACY & LEARNING DIRECTOR	503112	50	\$ 56.9472		\$ 59.7946
Rapp-Weiss,Melanie A	201BRV	BRANCH MANAGER	BRV112	47	\$ 50.3954	\$ 5,063.55	\$ 50.4808
Riccelli,Karyn M	614FND	PAYROLL MANAGER	601112	30	\$ 36.5084		\$ 38.3338
Rich,Hallie S	400CER	CHIEF COMM & EXT RELAT OFFICER	401112	60	\$ 81.7067		\$ 85.7920
Rua,Robert J	401MKD	MARKETING DIRECTOR	404112	50	\$ 54.4712		\$ 57.1948
Sanders III,Jesse B	201FPR	BRANCH MANAGER	FPR112	47	\$ 47.0433		\$ 49.3955
Spencer,Bryanta L	525BSD	SOCIAL WORK MANAGER	500112	30	\$ 36.0577		\$ 37.8606
Stroup,Ronald W	758ITD	NETWORK MANAGER	611112	40	\$ 47.0433		\$ 49.3955
Sullivan,Kathleen T	201BKL	BRANCH MANAGER	BKL112	46	\$ 49.4073	\$ 5,138.36	\$ 49.4073
Tharp,Denise N	417SEC	SECURITY COORDINATOR	604112	36	\$ 30.5745		\$ 32.1032
Thorratt,Lori Ann	761CAT	CATALOG/PROCESSING MGR	701112	40	\$ 47.0433		\$ 49.3955

5% Union Increase April 2023

Name	Job Code	Job Description	Cost Center	Grade	Old Hourly Rate	Payout Top of Scale	Final Hourly Rate
Tokarz,Krista M	201PAH	BRANCH MANAGER	PAH112	41	\$ 41.3103		\$ 43.3758
Venditti,Gabriel L	201BPK	BRANCH MANAGER	BPK112	40	\$ 36.0577		\$ 37.8606
Vicchiarelli,Caroline	100ADM	BRANCH SERVICES DIRECTOR	500112	50	\$ 69.3269		\$ 72.7932
Wagner,Bradley A	744ITD	SERVER MANAGER	612112	36	\$ 31.4904		\$ 33.0649
Walker,Deva	201MPL	BRANCH MANAGER	MPL112	40	\$ 42.0914		\$ 44.1960
Walker,Hillary E	420CER	SPECIAL EVENTS COORDINATOR	413112	20	\$ 29.3012		\$ 30.7663
Wendeln,Rebecca E	201NRY	BRANCH MANAGER	NRY112	40	\$ 38.4616		\$ 40.3847
Wheatley,Amia C	201BCH	BRANCH MANAGER	BCH112	46	\$ 39.6154		\$ 41.5962
Kanelos, Jessica L	436CER	DEVELOPMENT DIRECTOR	413112	50	\$ 52.8846		\$ 55.5288
Salamon, Joseph	747TSD	DISCOVERY SERVICES UX MANAGER	700112	30	\$ 38.3129		\$ 40.2285

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Alessandro,Elizabeth R	559LLD	TECHNOLOGY TRAINER	506111	209	40.00	\$ 27.5562		\$ 28.9340	28.934	28.13	
Aloi,Katherine M	107NOL	BRANCH SERVICES ASSISTANT I	NOL111	207	16.00	\$ 22.6093		\$ 23.7398	23.7398		
Alvarez Jr,Ramon F	118MAY	BRANCH SERVICES ASSISTANT II	MAY111	207	40.00	\$ 26.5391		\$ 27.8661	27.8661		
Anderson,Darlene G	612FND	OPD ASSISTANT - ACCOUNTING	601111	206	40.00	\$ 22.9411		\$ 24.0882	24.0882	22.63	24.0882
Anderson,William S	623ITD	ITD ELECTRONIC EQUIPMENT TECH	611111	208	40.00	\$ 25.2090		\$ 27.3466	27.3466		
Andry,Kimberly S	109PAH	BRANCH SERVICES CLERK	PAH111	205	40.00	\$ 18.6278		\$ 19.9593	19.9593		
Arthur,Adam W	203PAS	BRANCH SERVICES CLK SUPERVISOR	PAS111	207	40.00	\$ 24.6051		\$ 25.8354	25.8354		
Axelrod,Andrea L	107MAY	BRANCH SERVICES ASSISTANT I	MAY111	207	20.00	\$ 20.4918		\$ 21.5164	21.5164		
Baer,Tessa L	102WVH	BRANCH SERV LIBN I GENERALIST	WVH111	208	40.00	\$ 25.3160		\$ 26.5818	26.5818	26.5818	
Bailey,Tammy L	118NOL	BRANCH SERVICES ASSISTANT II	NOL111	207	32.00	\$ 25.9616		\$ 27.2597	27.2597		
Balduff,Bradley D	102FPR	BRANCH SERV LIBN I GENERALIST	FPR111	208	40.00	\$ 22.8480		\$ 23.9904	23.9904		
Baldwin,Rebecca M	105NRY	BRANCH SERVICES LIBRARIAN	NRY111	208	40.00	\$ 28.3192		\$ 29.7352	29.7352		
Banks,Leslie M	103SEU	BRANCH SERV LIBN SUPERVISOR	SEU111	209	40.00	\$ 27.5362		\$ 28.9130	28.913		
Bar,Skye B	109FPR	BRANCH SERVICES CLERK	FPR111	205	20.00	\$ 16.9777		\$ 17.8266	17.8266		
Barbato,Michele	107MDH	BRANCH SERVICES ASSISTANT I	MDH111	207	24.00	\$ 26.3130		\$ 27.6287	27.6287		
Barbour,Scott M	118SEU	BRANCH SERVICES ASSISTANT II	SEU111	207	36.00	\$ 25.1503		\$ 26.4078	26.4078	26.4078	
Bates,Linda M	203BRV	BRANCH SERVICES CLK SUPERVISOR	BRV111	207	40.00	\$ 23.1702		\$ 24.3287	24.3287		
Becker,Brenna K	103CHF	BRANCH SERV LIBN SUPERVISOR	CHF111	209	40.00	\$ 32.4541		\$ 34.0768	34.0768		
Begin Campbell,Barbara A	107FPR	BRANCH SERVICES ASSISTANT I	FPR111	207	16.00	\$ 20.0900		\$ 21.0945	21.0945		
Begin,Susan M	107PAS	BRANCH SERVICES ASSISTANT I	PAS111	207	20.00	\$ 20.4918		\$ 21.5164	21.5164	21.5164	
Beleske,Nicole J	565CER	CER ASSISTANT-VOLUNTEER COORD	401111	207	40.00	\$ 25.3300		\$ 26.5965	26.5965	26.5965	
Benites-Galvez,Tania M	566LLD	LLD ASSIST - ADULT PROGRAMMING	515111	207	40.00	\$ 22.6093		\$ 23.7398	23.7398		
Berkey,Barbara J	109STV	BRANCH SERVICES CLERK	STV111	205	24.00	\$ 20.5841		\$ 21.6133	21.6133		
Bessner,Amber L	107GFH	BRANCH SERVICES ASSISTANT I	GFH111	207	32.00	\$ 22.1618		\$ 23.2699	23.2699		
Biby,Noelle C	109PAS	BRANCH SERVICES CLERK	PAS111	205	24.00	\$ 16.9777		\$ 17.8266	17.8266		
Bickley,Kelly P	118MDH	BRANCH SERVICES ASSISTANT II	MDH111	207	20.00	\$ 22.1618		\$ 23.2699	23.2699		
Bistriz,Martina B	109SLN	BRANCH SERVICES CLERK	SLN111	205	16.00	\$ 20.4751		\$ 21.4989	21.4989	21.4989	
Bohurjak,Therese M	109BRV	BRANCH SERVICES CLERK	BRV111	205	16.00	\$ 16.9777		\$ 17.8266	17.8266		
Bonadio,Josephine	109STV	BRANCH SERVICES CLERK	STV111	205	40.00	\$ 21.2052		\$ 22.2655	22.2655		
Booth,Kaitlin M	555CDD	TSD SPEC - COLLECTION DEVELOP	705111	210	40.00	\$ 30.4254		\$ 31.9467	31.9467		
Bowen,Jeffrey C	559LLD	TECHNOLOGY TRAINER	506111	209	40.00	\$ 27.5562		\$ 28.9340	28.934		
Bracher,Victoria C	105BED	BRANCH SERVICES LIBRARIAN	BED111	208	40.00	\$ 22.4000		\$ 23.5200	23.52		
Bradley,Angela C	107BEA	BRANCH SERVICES ASSISTANT I	BEA111	207	20.00	\$ 24.6112		\$ 25.8418	25.8418		
Bray,Ami L	105FPR	BRANCH SERVICES LIBRARIAN	FPR111	208	40.00	\$ 24.0000		\$ 25.2000	25.2		
Brennan,Kristin A	107PAS	BRANCH SERVICES ASSISTANT I	PAS111	207	16.00	\$ 27.0536	\$ 230.02	\$ 28.1298	28.1298		
Brightman,Theresa G	564LLD	LLD CLERK - ADULT PROGRAMMING	515111	205	40.00	\$ 19.9616		\$ 20.9597	20.9597	20.9597	
Brinker,Grace M	720CAT	TSD Supervisor - Catalog	701111	210	40.00	\$ 29.4522		\$ 30.9248	30.9248		
Britt-Jackson,Temah M	107SEU	BRANCH SERVICES ASSISTANT I	SEU111	207	20.00	\$ 20.5000		\$ 21.5250	21.525		
Brouillette,Elizabeth M	118BPK	BRANCH SERVICES ASSISTANT II	BPK111	207	20.00	\$ 22.1646		\$ 23.2728	23.2728	23.2728	

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Bruening, Tyler J	107BEA	BRANCH SERVICES ASSISTANT I	BEA111	207	20.00	\$ 20.0900		\$ 21.0945	21.0945		
Bucey, Jennifer M	589LLD	AES INSTRUCTOR I - UNLICENSED	508111	207	40.00	\$ 21.1066		\$ 22.1619	22.1619		
Buck, Sherri A	109SLN	BRANCH SERVICES CLERK	SLN111	205	32.00	\$ 20.2812		\$ 21.2953	21.2953		
Burks, Shon R	410GFX	GRAPHIC DESIGNER	402111	208	40.00	\$ 29.2058		\$ 30.6661	30.6661		
Buryanek, Rebecca L	103PAS	BRANCH SERV LIBN SUPERVISOR	PAS111	209	40.00	\$ 28.9736		\$ 30.9455	30.9455		
Busch, Denise R	109OLF	BRANCH SERVICES CLERK	OLF111	205	16.00	\$ 17.9891		\$ 18.8886	18.8886		
Cadesky, Amy P	107ORG	BRANCH SERVICES ASSISTANT I	ORG111	207	20.00	\$ 26.3130		\$ 27.6287	27.6287		
Cangemi, Claudia G	109BKL	BRANCH SERVICES CLERK	BKL111	205	24.00	\$ 16.4832		\$ 17.3074	17.3074		
Carlson, Jodi A	105OLF	BRANCH SERVICES LIBRARIAN	OLF111	208	40.00	\$ 29.0071		\$ 30.4575	30.4575		
Carpenter, Sarah T	105PAH	BRANCH SERVICES LIBRARIAN	PAH111	208	40.00	\$ 25.8162		\$ 27.1070	27.107		
Carroll, Andrea L	102BAY	BRANCH SERV LIBN I GENERALIST	BAY111	208	20.00	\$ 25.1552		\$ 26.4130	26.413	26.413	
Carroll, Donald S	626FCD	MAINTENANCE TECHNICIAN	607111	208	40.00	\$ 24.1638		\$ 25.3720	25.372		
Cawley, Ian T	203BEA	BRANCH SERVICES CLK SUPERVISOR	BEA111	207	40.00	\$ 21.5118		\$ 22.5874	22.5874		
Cecil, Molly R	109NRY	BRANCH SERVICES CLERK	NRY111	205	20.00	\$ 16.4832		\$ 17.3074	17.3074		
Chapline, Robert L	626FCD	MAINTENANCE TECHNICIAN	607111	208	40.00	\$ 26.5645		\$ 28.0583	28.0583		
Chatlos, Jeffrey	707ITD	ITD SYSTEMS SUPPORT TECH	613111	208	40.00	\$ 30.2971	\$ 918.87	\$ 31.3702	31.3702		
Chokan, Robin T	745PRO	TSD LEAD CLERK - PROCESSING	702111	206	40.00	\$ 23.5610		\$ 24.7391	24.7391	24.7391	
Cilik, Peter E	109MPL	BRANCH SERVICES CLERK	MPL111	205	24.00	\$ 16.9777		\$ 17.8266	17.8266	20.6927	
Clancy, Robin E	107SLN	BRANCH SERVICES ASSISTANT I	SLN111	207	20.00	\$ 21.1066		\$ 22.1619	22.1619	23.072	22.1619
Clark, Crestian J	109SEU	BRANCH SERVICES CLERK	SEU111	205	40.00	\$ 18.6278		\$ 19.9593	19.9593		
Clark, Tristan C	109MAY	BRANCH SERVICES CLERK	MAY111	205	40.00	\$ 18.3489		\$ 19.8129	19.8129		
Clifton, Karmar I	596LLD	AES INSTRUCTOR ASSISTANT	508111	207	20.00	\$ 22.5124		\$ 23.6380	23.638	23.638	22.63
Collins, Deborah C	109PAS	BRANCH SERVICES CLERK	PAS111	205	24.00	\$ 21.2052		\$ 22.2655	22.2655		
Colon, George E	650SHP	SHIPPING RECEIVING CLK	605111	205	40.00	\$ 16.1600		\$ 16.9680	16.968		
Comer, Tameka L	107GFH	BRANCH SERVICES ASSISTANT I	GFH111	207	40.00	\$ 21.1066		\$ 22.1619	22.1619		
Conti, Gianna C	105MAY	BRANCH SERVICES LIBRARIAN	MAY111	208	40.00	\$ 24.1638		\$ 25.3720	25.372		
Conway, Courtney L	418MKD	CER SUPERVISOR - MARKETING	404111	209	40.00	\$ 31.2522		\$ 32.8148	32.8148		
Conway, Ryan	102NOL	BRANCH SERV LIBN I GENERALIST	NOL111	208	40.00	\$ 24.7101		\$ 25.9456	25.9456		
Cook, Christine M	109BRV	BRANCH SERVICES CLERK	BRV111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074		
Cooke, Caitlin M	109PWR	BRANCH SERVICES CLERK	PWR111	205	28.00	\$ 20.2812		\$ 21.2953	21.2953	21.2953	
Costello, Regina A	107NRY	BRANCH SERVICES ASSISTANT I	NRY111	207	20.00	\$ 20.0900		\$ 21.0945	21.0945		
Cottrill, Jean E	105BAY	BRANCH SERVICES LIBRARIAN	BAY111	208	40.00	\$ 26.3387		\$ 27.6556	27.6556		
Cowan, Mia B	105GAT	BRANCH SERVICES LIBRARIAN	GAT111	208	20.00	\$ 24.1784		\$ 25.3873	25.3873	25.3873	
Cox, Benjamin J	118BPK	BRANCH SERVICES ASSISTANT II	BPK111	207	40.00	\$ 26.0549		\$ 27.3576	27.3576	27.3576	
Craig, Brianna D	203SLN	BRANCH SERVICES CLK SUPERVISOR	SLN111	207	40.00	\$ 22.1618		\$ 23.2699	23.2699		
Crea, Gretchen M	107PWR	BRANCH SERVICES ASSISTANT I	PWR111	207	28.00	\$ 25.9273		\$ 27.2237	27.2237		
Cross, Toni J	107BED	BRANCH SERVICES ASSISTANT I	BED111	207	20.00	\$ 21.4200		\$ 22.4910	22.491		
Daily, Shawn O	626FCD	MAINTENANCE TECHNICIAN	607111	207	40.00	\$ 23.4600		\$ 24.6330	24.633		
Davies, Laura M	109NOL	BRANCH SERVICES CLERK	NOL111	205	20.00	\$ 16.4832		\$ 17.3074	17.3074		

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Davis, Crystal B	203WVH	BRANCH SERVICES CLK SUPERVISOR	WVH111	207	40.00	\$ 25.3950		\$ 26.6648	26.6648		
Dean, Kevin J	109BKL	BRANCH SERVICES CLERK	BKL111	205	28.00	\$ 16.4832		\$ 17.3074	17.3074		
Dehrmann, Sharon	109MDH	BRANCH SERVICES CLERK	MDH111	205	24.00	\$ 21.8280	\$ 361.41	\$ 22.6298	22.6298		
DeLuke, Jennifer A	105GFH	BRANCH SERVICES LIBRARIAN	GFH111	208	40.00	\$ 25.0677		\$ 26.3211	26.3211		
Deming, Matthew C	109CHF	BRANCH SERVICES CLERK	CHF111	205	32.00	\$ 16.9777		\$ 17.8266	17.8266		
DePenti, Annmarie	107IND	BRANCH SERVICES ASSISTANT I	IND111	207	16.00	\$ 24.1668		\$ 25.3751	25.3751		
Desvari, Diane M	109NOL	BRANCH SERVICES CLERK	NOL111	205	32.00	\$ 20.4751		\$ 21.4989	21.4989		
DiGeronimo, Leslie F	109GAT	BRANCH SERVICES CLERK	GAT111	205	20.00	\$ 16.9777		\$ 17.8266	17.8266		
Dornback, Christin A	107MPL	BRANCH SERVICES ASSISTANT I	MPL111	207	32.00	\$ 20.0900		\$ 21.0945	21.0945		
Doughty, Angel S	107WVH	BRANCH SERVICES ASSISTANT I	WVH111	207	40.00	\$ 21.1066		\$ 22.1619	22.1619		
Douglass, Sharon	102SEU	BRANCH SERV LIBN I GENERALIST	SEU111	208	40.00	\$ 24.4800		\$ 25.7040	25.704		
Doyle, Julia G	107ORG	BRANCH SERVICES ASSISTANT I	ORG111	207	28.00	\$ 27.8684	\$ 1,648.21	\$ 28.1298	28.1298		
Dreger, Amy E	103BEA	BRANCH SERV LIBN SUPERVISOR	BEA111	209	40.00	\$ 32.1387		\$ 33.7456	33.7456		
Ehrman, Gina m	426GFX	PRINT PRODUCTION ASSISTANT	402111	206	40.00	\$ 21.0960		\$ 22.1508	22.1508		
Eiben, Kathleen D	107PAS	BRANCH SERVICES ASSISTANT I	PAS111	207	32.00	\$ 24.7253		\$ 25.9616	25.9616		
Eiben, Marcella D	589LLD	AES INSTRUCTOR I - UNLICENSED	508111	207	32.00	\$ 22.4400		\$ 23.5620	23.562		
Erlenbach, Heather A	109SLN	BRANCH SERVICES CLERK	SLN111	205	16.00	\$ 18.1904		\$ 19.0999	19.0999		
Ewell, Zanetta F	109MPL	BRANCH SERVICES CLERK	MPL111	205	20.00	\$ 17.8265		\$ 18.7178	18.7178		
Fabian, Joseph J	570LLD	LLD LIBRARIAN -YTH PROGRAMMING	505111	208	40.00	\$ 25.8223		\$ 27.6687	27.6687	27.6687	
Fagan, Audrey M	109IND	BRANCH SERVICES CLERK	IND111	205	16.00	\$ 16.1600		\$ 16.9680	16.968		
Fahey, Danette M	103BRV	BRANCH SERV LIBN SUPERVISOR	BRV111	209	40.00	\$ 26.7444		\$ 28.0816	28.0816		
Fartouchna, Oksana	582LLD	AES INSTRUCTOR 1	508111	207	35.00	\$ 25.7642		\$ 27.0524	27.0524		
Feikert, Tina	109BED	BRANCH SERVICES CLERK	BED111	205	20.00	\$ 18.1865		\$ 19.0958	19.0958		
Fenell, Zachary C	109SEU	BRANCH SERVICES CLERK	SEU111	205	24.00	\$ 16.9777		\$ 17.8266	17.8266		
Filippi, Allyson L	118MAY	BRANCH SERVICES ASSISTANT II	MAY111	207	24.00	\$ 22.1618		\$ 23.2699	23.2699	23.2699	
Flinn, Sarah	103BKL	BRANCH SERV LIBN SUPERVISOR	BKL111	209	40.00	\$ 26.7500		\$ 28.0875	28.0875		
Ford, Grace C	107BKL	BRANCH SERVICES ASSISTANT I	BKL111	207	20.00	\$ 21.1066		\$ 22.1619	22.1619		
Forsberg, Bethany L	105PAS	BRANCH SERVICES LIBRARIAN	PAS111	208	40.00	\$ 28.5973		\$ 30.0272	30.0272		
Foster, Faye M	716ACQ	TSO ASSIST - ACQUISITIONS	703111	206	40.00	\$ 24.6553	\$ 1,369.18	\$ 25.2298	25.2298	25.2298	
Frank, Jamie S	105GAT	BRANCH SERVICES LIBRARIAN	GAT111	208	16.00	\$ 26.3387		\$ 27.9398	27.9398		
Freedman, Elyssa R	105MPL	BRANCH SERVICES LIBRARIAN	MPL111	208	40.00	\$ 25.3158		\$ 26.5816	26.5816	26.5816	
Frey, Lisa A	109GAT	BRANCH SERVICES CLERK	GAT111	205	16.00	\$ 16.1600		\$ 16.9680	16.968		
Fried, Aaron J	107SEU	BRANCH SERVICES ASSISTANT I	SEU111	207	40.00	\$ 22.6093		\$ 24.5277	24.5277		
Froliklong, William M	103BED	BRANCH SERV LIBN SUPERVISOR	BED111	209	40.00	\$ 27.3156		\$ 28.6814	28.6814		
Furino, Stephanie H	103MAY	BRANCH SERV LIBN SUPERVISOR	MAY111	209	40.00	\$ 27.6557		\$ 29.0385	29.0385		
Futryk, Linda M	109PAH	BRANCH SERVICES CLERK	PAH111	205	28.00	\$ 20.4751		\$ 21.4989	21.4989	21.4989	
Gabb, Julie A	103SEU	BRANCH SERV LIBN SUPERVISOR	SEU111	209	40.00	\$ 31.6441		\$ 33.2263	33.2263		
Gaffney, Emily R	107GFH	BRANCH SERVICES ASSISTANT I	GFH111	207	40.00	\$ 22.6093		\$ 23.7398	23.7398		
Galarza, Ramon A	694FCD	OPD SUPERVISOR - MAINTENANCE	607111	210	40.00	\$ 31.3425		\$ 32.9096	32.9096		

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Gallagher, Meghan E	109CHF	BRANCH SERVICES CLERK	CHF111	205	16.00	\$ 16.1600		\$ 16.9680	16.968		
Gardner, Jason R	107WVH	BRANCH SERVICES ASSISTANT I	WVH111	207	40.00	\$ 22.6093		\$ 23.7398	23.7398	22.63	
Germani, Patricia A	109STV	BRANCH SERVICES CLERK	STV111	205	32.00	\$ 20.4751		\$ 21.4989	21.4989		
Gerrity, Regina M	107BAY	BRANCH SERVICES ASSISTANT I	BAY111	207	20.00	\$ 24.6132		\$ 25.8439	25.8439		
Gessler, Karly M	109SLN	BRANCH SERVICES CLERK	SLN111	205	20.00	\$ 16.9777		\$ 17.8266	17.8266		
Gibbs, Geneva M	109SEU	BRANCH SERVICES CLERK	SEU111	205	16.00	\$ 16.6448		\$ 17.4770	17.477		
Giehler, Emily E	107BRV	BRANCH SERVICES ASSISTANT I	BRV111	207	16.00	\$ 22.6093		\$ 23.7398	23.7398	22.63	
Giffin, Mary	107SLN	BRANCH SERVICES ASSISTANT I	SLN111	207	16.00	\$ 20.4918		\$ 21.5164	21.5164		
Gorby, Shawna L	107NOL	BRANCH SERVICES ASSISTANT I	NOL111	207	32.00	\$ 22.6054		\$ 23.7357	23.7357		
Gornall, Stephanie F	118STV	BRANCH SERVICES ASSISTANT II	STV111	207	24.00	\$ 27.3240	\$ 699.37	\$ 28.1298	28.1298	28.1298	
Grame, Susan M	105OLF	BRANCH SERVICES LIBRARIAN	OLF111	208	40.00	\$ 30.4519	\$ 1,256.95	\$ 31.3702	31.3702		
Greene, Arlene M	109BED	BRANCH SERVICES CLERK	BED111	205	28.00	\$ 20.5841		\$ 21.6133	21.6133		
Grosso, Bernadette A	107PAS	BRANCH SERVICES ASSISTANT I	PAS111	207	28.00	\$ 25.5530		\$ 26.8307	26.8307		
Haag, Jennifer A	103FPR	BRANCH SERV LIBN SUPERVISOR	FPR111	209	40.00	\$ 34.1111	\$ 1,760.64	\$ 34.9702	34.9702		
Haas, Stephen J	103MDH	BRANCH SERV LIBN SUPERVISOR	MDH111	209	40.00	\$ 33.7780	\$ 1,033.15	\$ 34.9702	34.9702		
Hajek, Nicolaus J	118MAY	BRANCH SERVICES ASSISTANT II	MAY111	207	28.00	\$ 21.7397		\$ 22.8267	22.8267	22.63	
Hall, James	626FCD	MAINTENANCE TECHNICIAN	607111	208	40.00	\$ 24.8887		\$ 26.1331	26.1331		
Haller, Maryanne B	103ORG	BRANCH SERV LIBN SUPERVISOR	ORG111	209	40.00	\$ 28.9349		\$ 30.3816	30.3816		
Hamilton, Michelle L	109BKL	BRANCH SERVICES CLERK	BKL111	205	32.00	\$ 18.1865		\$ 19.0958	19.0958		
Hamilton, Rachel E	426GFX	PRINT PRODUCTION ASSISTANT	402111	206	40.00	\$ 18.3804		\$ 19.2994	19.2994		
Hammond, Nicholas F	109BRV	BRANCH SERVICES CLERK	BRV111	205	24.00	\$ 16.9777		\$ 17.8266	17.8266		
Haneberg, Susan M	107FPR	BRANCH SERVICES ASSISTANT I	FPR111	207	20.00	\$ 20.6927		\$ 21.7273	21.7273		
Hargate, Faye W	107GFH	BRANCH SERVICES ASSISTANT I	GFH111	207	20.00	\$ 20.4918		\$ 21.5164	21.5164	21.5164	
Harris, Jami L	590LLD	AES CORRECTION SPECIALIST	508111	210	40.00	\$ 31.8779		\$ 34.2815	34.2815		
Harris, Mark A	203MAY	BRANCH SERVICES CLK SUPERVISOR	MAY111	207	40.00	\$ 23.9575		\$ 25.2355	25.2355	25.2355	
Haseley, Karen M	580LLD	AES CLERK II	515112	205		\$ 18.5217		\$ 19.4478	19.4478	19.4478	
Hasenohrl, Kate E	720ITD	ITD SPEC - PROGRAMMER/ANALYST	610111	210	40.00	\$ 31.8779		\$ 34.2815	34.2815		
Hawkins, Dorrian A	109ORG	BRANCH SERVICES CLERK	ORG111	205	40.00	\$ 17.6398		\$ 18.5218	18.5218		
Hehir-Brewer, Patricia M	103PAH	BRANCH SERV LIBN SUPERVISOR	PAH111	209	40.00	\$ 31.6779		\$ 33.2618	33.2618		
Heinz, Anna I	103NOL	BRANCH SERV LIBN SUPERVISOR	NOL111	209	40.00	\$ 33.1157		\$ 34.7715	34.7715		
Hereford, Sabrina M	109GFH	BRANCH SERVICES CLERK	GFH111	205	32.00	\$ 18.1865		\$ 19.0958	19.0958		
Hilfiker, Stephanie A	105STV	BRANCH SERVICES LIBRARIAN	STV111	208	40.00	\$ 23.4600		\$ 24.6330	24.633		
Hirsimaki, Amy B	103SLN	BRANCH SERV LIBN SUPERVISOR	SLN111	209	40.00	\$ 31.6796		\$ 33.2636	33.2636		
Hogan, Ebony M	133BSD	CAREER SERVICES SUPERVISOR	508111	210	40.00	\$ 33.1157		\$ 34.9313	34.9313		
Howell, Amy B	410GFX	GRAPHIC DESIGNER	402111	208	40.00	\$ 28.6314		\$ 30.0630	30.063		
Howell, Maxine J.	203GFH	BRANCH SERVICES CLK SUPERVISOR	GFH111	207	40.00	\$ 27.6668	\$ 1,914.29	\$ 28.1298	28.1298		
Hull, Margaret V	105BCH	BRANCH SERVICES LIBRARIAN	BCH111	208	40.00	\$ 26.3387		\$ 27.9398	27.9398		
Hull, Quinn M	118MPL	BRANCH SERVICES ASSISTANT II	MPL111	207	16.00	\$ 21.0945		\$ 22.1492	22.1492		
Hunt, Heather M	107BRV	BRANCH SERVICES ASSISTANT I	BRV111	207	16.00	\$ 20.0900		\$ 21.0945	21.0945		

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Hunt, Yvette	580LLD	AES CLERK II	508111	205	40.00	\$ 18.0040		\$ 18.9042	18.9042		
Hurley, Ruairi	107SEU	BRANCH SERVICES ASSISTANT I	SEU111	207	40.00	\$ 24.3888		\$ 25.6082	25.6082		
Iammarino, Sarah	118BCH	BRANCH SERVICES ASSISTANT II	BCH111	207	24.00	\$ 23.4922		\$ 24.2352	24.2352		
Ikimis, Elias C	105OLF	BRANCH SERVICES LIBRARIAN	OLF111	208	40.00	\$ 28.5944		\$ 30.0241	30.0241		
Iyer, Lavanya	603LLD	Digital Navigator	506111	207	30.00	\$ 22.1618		\$ 23.2699	23.2699	23.2699	
Jackson, Elayne M	559LLD	TECHNOLOGY TRAINER	506111	209	40.00	\$ 28.9736		\$ 30.9455	30.9455		
Jackson, Mary E	109PAS	BRANCH SERVICES CLERK	PAS111	205	40.00	\$ 20.4751		\$ 21.4989	21.4989		
Jakuszeit, Jacob T	203FPR	BRANCH SERVICES CLK SUPERVISOR	FPR111	207	40.00	\$ 21.5373		\$ 22.6142	22.6142		
James, Angeline V	563LLD	LLD SPEC- ADULT PROGRAMMING	515111	210	40.00	\$ 33.9666		\$ 35.6649	35.6649		
James, Jeffrey	707ITD	ITD SYSTEMS SUPPORT TECH	613111	208	40.00	\$ 31.0712	\$ 2,609.50	\$ 31.3702	31.3702		
Johanni, Angelique M	109SLN	BRANCH SERVICES CLERK	SLN111	205	20.00	\$ 16.4832		\$ 17.3074	17.3074		
Johns, Eleanor K	102STV	BRANCH SERV LIBN I GENERALIST	STV111	208	40.00	\$ 23.9904		\$ 25.1899	25.1899	25.1899	
Johnson, Jennifer D	107SLN	BRANCH SERVICES ASSISTANT I	SLN111	207	32.00	\$ 22.6093		\$ 23.7398	23.7398	23.7398	
Johnson, Mark M	109BCH	BRANCH SERVICES CLERK	BCH111	205	40.00	\$ 20.4751		\$ 21.4989	21.4989		
Johnson, Stephanie L	102MAY	BRANCH SERV LIBN I GENERALIST	MAY111	208	40.00	\$ 25.3160		\$ 26.5818	26.5818	26.5818	
Jones, Jacie L	107BED	BRANCH SERVICES ASSISTANT I	BED111	207	24.00	\$ 21.1066		\$ 22.1619	22.1619		
Jones, Regan E	107ORG	BRANCH SERVICES ASSISTANT I	ORG111	207	20.00	\$ 20.4918		\$ 21.5164	21.5164		
Kacica, Lauren S	596LLD	AES INSTRUCTOR ASSISTANT	508111	207	20.00	\$ 21.8000		\$ 22.8900	22.89	22.89	
Kafer, Molly A	109PAH	BRANCH SERVICES CLERK	PAH111	205	32.00	\$ 16.1600		\$ 16.9680	16.968		
Kahoe Arthur, Elizabeth A	103BPK	BRANCH SERV LIBN SUPERVISOR	BPK111	209	40.00	\$ 32.9001		\$ 34.5451	34.5451		
Kalal, Abigale M	755TSD	TSD CLERK	702111	204	40.00	\$ 15.7590		\$ 16.5470	16.547		
Karaffa, Michael J	102MAY	BRANCH SERV LIBN I GENERALIST	MAY111	208	40.00	\$ 24.7101		\$ 25.9456	25.9456		
Karp, Andrew J	105BPK	BRANCH SERVICES LIBRARIAN	BPK111	208	40.00	\$ 28.3192		\$ 29.7352	29.7352		
Kay, Megan E	107NOL	BRANCH SERVICES ASSISTANT I	NOL111	207	20.00	\$ 20.0900		\$ 21.0945	21.0945		
Kazimir, Brandon M	109BPK	BRANCH SERVICES CLERK	BPK111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074		
Kell, Alexandra L	109BKL	BRANCH SERVICES CLERK	BKL111	205	20.00	\$ 16.4832		\$ 17.3074	17.3074		
Khadige, Jonathan J	584LLD	AES PROGRAM SPECIALIST	508111	210	40.00	\$ 30.6400		\$ 32.1720	32.172		
Khalid, Nadeem	107PAH	BRANCH SERVICES ASSISTANT I	PAH111	207	28.00	\$ 24.3867		\$ 25.6060	25.606		
Khan, Deena I	109BAY	BRANCH SERVICES CLERK	BAY111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074		
Kiel, Katherine M	109BAY	BRANCH SERVICES CLERK	BAY111	205	32.00	\$ 16.4832		\$ 17.3074	17.3074		
Kish, Eric R	707ITD	ITD SYSTEMS SUPPORT TECH	613111	208	40.00	\$ 23.9904		\$ 25.1899	25.1899	22.63	
Klein, Isabel G	103WVH	BRANCH SERV LIBN SUPERVISOR	WVH111	209	40.00	\$ 28.3462		\$ 29.7635	29.7635		
Koch, Rewa M	435MKD	CER MEDIA SERVICES COORDINATOR	404111	207	40.00	\$ 25.0721		\$ 26.3257	26.3257		
Koo, Young J	102GFH	BRANCH SERV LIBN I GENERALIST	GFH111	208	40.00	\$ 25.1514		\$ 26.4090	26.409	26.409	
Koustis, Lisa H	109BAY	BRANCH SERVICES CLERK	BAY111	205	36.00	\$ 21.8280	\$ 542.12	\$ 22.6298	22.6298	22.6298	
Kowalski, Zachary S	109STV	BRANCH SERVICES CLERK	STV111	205	28.00	\$ 16.4832		\$ 17.3074	17.3074		
Koziol, Tracy L.	713CAT	TSD ASSISTANT - CATALOGING	701111	206	40.00	\$ 24.6553	\$ 1,369.18	\$ 25.2298	25.2298		
Kraus, Karen M. Kelly	107FPR	BRANCH SERVICES ASSISTANT I	FPR111	207	16.00	\$ 26.0553		\$ 27.3581	27.3581		
Krejny, Michele R	203PAH	BRANCH SERVICES CLK SUPERVISOR	PAH111	207	40.00	\$ 23.9575		\$ 25.2355	25.2355	25.2355	

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Kreutzke, Kelly M	107STV	BRANCH SERVICES ASSISTANT I	STV111	207	20.00	\$ 22.6093		\$ 23.7398	23.7398		
Krieger, Jennie L	298MDH	PAGE BARGAINING UNIT	MDH111	203	16.00	\$ 17.2088		\$ 18.0692	18.0692		
Kroh, Nicholas M	603LLD	Digital Navigator	506111	207	20.00	\$ 20.0900		\$ 21.0945	21.0945	21.0945	
Krozser, Lauren E	107MPL	BRANCH SERVICES ASSISTANT I	MPL111	207	24.00	\$ 22.6093		\$ 23.7398	23.7398		
Krueger, Kristi J	721CAT	TSD Specialist ILS Librarian	701111	210	40.00	\$ 29.9166		\$ 31.4124	31.4124	31.37	
Krul, Katy A	203BED	BRANCH SERVICES CLK SUPERVISOR	BED111	207	40.00	\$ 21.5118		\$ 22.5874	22.5874	22.5874	
Krusoczky, Janice L	107STV	BRANCH SERVICES ASSISTANT I	STV111	207	36.00	\$ 25.9270		\$ 27.2234	27.2234		
Lachowski, Kris R	534LLD	LLD SPEC -INFO & TECH LITERACY	506111	210	40.00	\$ 33.6267		\$ 35.3080	35.308		
Lagunzad, Ashley H	203BKL	BRANCH SERVICES CLK SUPERVISOR	BKL111	207	40.00	\$ 22.1618		\$ 23.2699	23.2699		
Lally, William T	109BCH	BRANCH SERVICES CLERK	BCH111	205	24.00	\$ 21.2052		\$ 22.2655	22.2655		
Lang, Warren J	707ITD	ITD SYSTEMS SUPPORT TECH	613111	208	40.00	\$ 28.0745		\$ 29.4782	29.4782		
Leigh, Brendan E	741ITD	ITD SPECIALIST-SYSTEMS SUPPORT	613111	210	40.00	\$ 29.8274		\$ 31.3188	31.3188		
Lenson, Heather N	118SLN	BRANCH SERVICES ASSISTANT II	SLN111	207	16.00	\$ 21.7397		\$ 22.8267	22.8267		
Lewis, Mary	109BEA	BRANCH SERVICES CLERK	BEA111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074	17.3074	
Liberatore, Caroline M	109PAS	BRANCH SERVICES CLERK	PAS111	205	20.00	\$ 16.9777		\$ 17.8266	17.8266		
Lordan, Christina S	109CHF	BRANCH SERVICES CLERK	CHF111	205	24.00	\$ 16.9777		\$ 17.8266	17.8266		
Loughlin, Cara A	604FND	PURCHASING AGENT	601111	209	40.00	\$ 31.0664		\$ 32.6197	32.6197		
Lowther, Chad W	103PWR	BRANCH SERV LIBN SUPERVISOR	PWR111	209	40.00	\$ 25.4796		\$ 26.7536	26.7536		
Lumbus, Faith R	109GFH	BRANCH SERVICES CLERK	GFH111	205	20.00	\$ 16.4832		\$ 17.3074	17.3074		
Luther, Isaac E	109STV	BRANCH SERVICES CLERK	STV111	205	20.00	\$ 16.4832		\$ 17.3074	17.3074		
Macesich, Amanda N	109MDH	BRANCH SERVICES CLERK	MDH111	205	24.00	\$ 16.1600		\$ 16.9680	16.968		
Magda, Timothy R	652SHP	DELIVERY DRIVER II	605111	205	40.00	\$ 22.4722	\$ 2,009.28	\$ 22.6298	22.6298		
Magpoc, Kevin R	109PAS	BRANCH SERVICES CLERK	PAS111	205	40.00	\$ 20.4751		\$ 21.4989	21.4989		
Maimin, Raisa	582LLD	AES INSTRUCTOR 1	508111	207	40.00	\$ 25.7642		\$ 27.0524	27.0524		
Manders, Celia Y	109BCH	BRANCH SERVICES CLERK	BCH111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074		
Manley, Norman J	694FCD	OPD SUPERVISOR - MAINTENANCE	607111	210	40.00	\$ 35.1134		\$ 36.8691	36.8691		
Markovich, Sarah J	107BKL	BRANCH SERVICES ASSISTANT I	BKL111	207	24.00	\$ 24.9563		\$ 26.2041	26.2041		
Marshall, Colin F	103GFH	BRANCH SERV LIBN SUPERVISOR	GFH111	209	40.00	\$ 26.7444		\$ 28.0816	28.0816		
Martin, Amy L	118STV	BRANCH SERVICES ASSISTANT II	STV111	207	16.00	\$ 23.9575		\$ 25.2355	25.2355	25.2355	
Marting, Aimee E	107CHF	BRANCH SERVICES ASSISTANT I	CHF111	207	24.00	\$ 24.1668		\$ 25.3751	25.3751		
Masella, Megan E	111LLD	LLD CLERK	504111	205	40.00	\$ 18.1690		\$ 19.0775	19.0775		
Mason, Susan G	103BEA	BRANCH SERV LIBN SUPERVISOR	BEA111	209	40.00	\$ 29.4079		\$ 31.1735	31.1735		
Matera, Arlie J	107BPK	BRANCH SERVICES ASSISTANT I	BPK111	207	28.00	\$ 22.6093		\$ 24.5277	24.5277	22.63	
Mayer, Linda M	107BEA	BRANCH SERVICES ASSISTANT I	BEA111	207	24.00	\$ 20.4918		\$ 21.5164	21.5164		
Mazur, Michelle M	109BEA	BRANCH SERVICES CLERK	BEA111	205	24.00	\$ 16.9777		\$ 17.8266	17.8266		
McGuinness, Tara A	107BAY	BRANCH SERVICES ASSISTANT I	BAY111	207	20.00	\$ 25.1923		\$ 26.4519	26.4519		
McLellan, Laura R	109WVH	BRANCH SERVICES CLERK	WVH111	205	28.00	\$ 16.4832		\$ 17.3074	17.3074		
McNeely, Brigid E	103FPR	BRANCH SERV LIBN SUPERVISOR	FPR111	209	40.00	\$ 32.8998		\$ 34.5448	34.5448		
McRill, Michele K	109SLN	BRANCH SERVICES CLERK	SLN111	205	16.00	\$ 18.1865		\$ 19.0958	19.0958		

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Merlene,Katherine R	103ORG	BRANCH SERV LIBN SUPERVISOR	ORG111	209	40.00	\$ 34.1111	\$ 1,760.64	\$ 34.9702	34.9702		
Meslovich,Janet A	118MPL	BRANCH SERVICES ASSISTANT II	MPL111	207	16.00	\$ 25.1503		\$ 26.4078	26.4078	26.4078	
Miller Jr.,Paul A	695FCD	HVAC MAINTENANCE ASSISTANT	602111	206	40.00	\$ 18.9318		\$ 19.8784	19.8784		
Miller,Laura M	109FPR	BRANCH SERVICES CLERK	FPR111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074		
Minich,Stacy A.	713CAT	TSD ASSISTANT - CATALOGING	701111	206	40.00	\$ 24.6553	\$ 1,369.18	\$ 25.2298	25.2298		
Mirvic,Emina	203BPK	BRANCH SERVICES CLK SUPERVISOR	BPK111	207	40.00	\$ 21.5000		\$ 22.5750	22.575	22.575	
Morris,Melissa C	118MPL	BRANCH SERVICES ASSISTANT II	MPL111	207	40.00	\$ 26.8307	\$ 88.25	\$ 28.1298	28.1298		
Morris,Timothy J	591LLD	AES INSTRUCTOR II-CORRECTIONS	508111	208	40.00	\$ 24.8249		\$ 26.0661	26.0661	26.0661	
Morrison,Bennett P	592LLD	CAREER SERVICES COACH	508111	207	40.00	\$ 26.5813		\$ 27.9104	27.9104		
Morton,Ingrid H	109BED	BRANCH SERVICES CLERK	BED111	205	24.00	\$ 16.4832		\$ 17.3074	17.3074		
Mullin,Gregory P	435MKD	CER MEDIA SERVICES COORDINATOR	404111	207	40.00	\$ 23.5368		\$ 24.7136	24.7136		
Myers,Rebecca R	603LLD	Digital Navigator	506111	207	20.00	\$ 26.3387		\$ 27.6556	27.6556		
Napoli,Samuel D	623ITD	ITD ELECTRONIC EQUIPMENT TECH	611111	208	40.00	\$ 23.5334		\$ 24.7101	24.7101		
Narron,Dracyn C	109ORG	BRANCH SERVICES CLERK	ORG111	205	24.00	\$ 16.1600		\$ 16.9680	16.968		
Nay,Kyra L	103MPL	BRANCH SERV LIBN SUPERVISOR	MPL111	209	24.00	\$ 29.2576		\$ 30.7205	30.7205		
Niederhausen,Jennifer C	107STV	BRANCH SERVICES ASSISTANT I	STV111	207	24.00	\$ 25.9270		\$ 27.2234	27.2234		
Niederhausen,Michael R	601LLD	Technology Training Supervisor	506111	210	40.00	\$ 32.4085		\$ 34.0289	34.0289	31.37	
Novak,Amanda S	107BED	BRANCH SERVICES ASSISTANT I	BED111	207	40.00	\$ 22.6093		\$ 24.5277	24.5277	22.63	
Olexo,Kurtis T	729ACQ	TSD ASSIST - RETURNS	703111	206	40.00	\$ 24.0791	\$ 110.75	\$ 25.2298	25.2298		
Orlowski,Joseph P.	651SHP	DELIVERY DRIVER I	605111	205	40.00	\$ 20.7735		\$ 21.8122	21.8122	21.8122	
Overton,Dionne T	595LLD	AES LEAD CLERK	508111	206	40.00	\$ 20.2797		\$ 21.2937	21.2937	21.2937	
Palcisko,Carina L	435MKD	CER MEDIA SERVICES COORDINATOR	404111	207	40.00	\$ 25.0721		\$ 26.3257	26.3257		
Palker,Karen L.	707ITD	ITD SYSTEMS SUPPORT TECH	613111	208	40.00	\$ 30.2971	\$ 918.87	\$ 31.3702	31.3702		
Panevnyk,Volodymyr	653SHP	SORTER	605111	203	40.00	\$ 16.9280		\$ 17.7744	17.7744		
Papcum,Erica C	109PAS	BRANCH SERVICES CLERK	PAS111	205	16.00	\$ 16.1600		\$ 16.9680	16.968		
Parker,Riley R	109BAY	BRANCH SERVICES CLERK	BAY111	205	28.00	\$ 16.4832		\$ 17.3074	17.3074		
Patterson,Leslie J	103MPL	BRANCH SERV LIBN SUPERVISOR	MPL111	209	40.00	\$ 24.9800		\$ 26.2290	26.229		
Paulett,Nancy M	131MPL	CAREER CENTER COUNSELOR	508111	209	40.00	\$ 31.8177		\$ 33.4086	33.4086	31.37	
Pease,Christina R	741ITD	ITD SPECIALIST-SYSTEMS SUPPORT	613111	210	40.00	\$ 29.4168		\$ 30.8876	30.8876		
Peltier,Michael T	427MKD	CER COORDINATOR-COMMUNICATIONS	404111	208	40.00	\$ 27.8543		\$ 29.2470	29.247		
Penny,Nanette T	107PWR	BRANCH SERVICES ASSISTANT I	PWR111	207	32.00	\$ 25.7642		\$ 27.0524	27.0524	27.0524	
Perkins,Sharmayne P	589LLD	AES INSTRUCTOR I - UNLICENSED	508111	207	16.00	\$ 25.2144		\$ 26.4751	26.4751	26.4751	
Perzel,David M	118NOL	BRANCH SERVICES ASSISTANT II	NOL111	207	24.00	\$ 23.0317		\$ 24.1833	24.1833	24.1833	
Pettigrew,Christopher J	203OLF	BRANCH SERVICES CLK SUPERVISOR	OLF111	207	40.00	\$ 21.5164		\$ 22.5922	22.5922		
Phillips,Magdalene A	107BAY	BRANCH SERVICES ASSISTANT I	BAY111	207	20.00	\$ 21.5164		\$ 22.5922	22.5922	22.5922	
Pierce,Lauren E	109GAT	BRANCH SERVICES CLERK	GAT111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074		
Polace,Sarah M	103BAY	BRANCH SERV LIBN SUPERVISOR	BAY111	209	40.00	\$ 31.8825		\$ 33.4766	33.4766		
Power,Katie M	105NOL	BRANCH SERVICES LIBRARIAN	NOL111	208	40.00	\$ 23.0000		\$ 24.1500	24.15		
Price,Carol L	109BED	BRANCH SERVICES CLERK	BED111	205	24.00	\$ 16.4832		\$ 17.3074	17.3074		

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Price-Donahue, Rebecca L	103MDH	BRANCH SERV LIBN SUPERVISOR	MDH111	209	40.00	\$ 27.3022		\$ 28.6673	28.6673		
Radovanic, Frank G	626FCD	MAINTENANCE TECHNICIAN	607111	208	40.00	\$ 27.0724		\$ 28.4260	28.426		
Rafal, Richard C.	425GFX	CER PRODUCTION SUPVR GRAPHICS	402111	209	40.00	\$ 30.8666		\$ 32.4099	32.4099		
Raffa, Alicia D	109MAY	BRANCH SERVICES CLERK	MAY111	205	32.00	\$ 16.9777		\$ 17.8266	17.8266		
Rak, Kathleen R	103NOL	BRANCH SERV LIBN SUPERVISOR	NOL111	209	40.00	\$ 26.7536		\$ 28.0913	28.0913		
Rambo, Christopher M	109IND	BRANCH SERVICES CLERK	IND111	205	16.00	\$ 16.1600		\$ 16.9680	16.968		
Raymond, Lynn M	107IND	BRANCH SERVICES ASSISTANT I	IND111	207	40.00	\$ 26.3130		\$ 27.6287	27.6287		
Reeves, Morgan E	103BCH	BRANCH SERV LIBN SUPERVISOR	BCH111	209	40.00	\$ 33.1213		\$ 34.7774	34.7774		
Regan, Kaitlyn M	107PAH	BRANCH SERVICES ASSISTANT I	PAH111	207	20.00	\$ 22.1618		\$ 23.2699	23.2699		
Retting, Kathryn W	118BCH	BRANCH SERVICES ASSISTANT II	BCH111	207	32.00	\$ 22.1618		\$ 23.2699	23.2699	23.2699	
Reynolds, Mark A	650SHP	SHIPPING RECEIVING CLK	605111	205	40.00	\$ 20.2911		\$ 21.3057	21.3057	21.3057	
Rias, Avis M	107MPL	BRANCH SERVICES ASSISTANT I	MPL111	207	20.00	\$ 21.0000		\$ 22.0500	22.05		
Rini, Denise M	707ITD	ITD SYSTEMS SUPPORT TECH	613111	208	40.00	\$ 30.2971	\$ 918.87	\$ 31.3702	31.3702		
Roach, Kathleen M	103IND	BRANCH SERV LIBN SUPERVISOR	IND111	209	40.00	\$ 34.1110	\$ 1,760.42	\$ 34.9702	34.9702		
Robinson, Jessica L	118PWR	BRANCH SERVICES ASSISTANT II	PWR111	207	24.00	\$ 22.0626		\$ 23.1657	23.1657	23.1657	
Robinson, Tanisha L	584LLD	AES PROGRAM SPECIALIST	515111	210	40.00	\$ 29.2425		\$ 30.7046	30.7046		
Rodriguez, Kimberly A	203BCH	BRANCH SERVICES CLK SUPERVISOR	BCH111	207	40.00	\$ 25.8211		\$ 27.1122	27.1122		
Rogaliner, Michael J	109BCH	BRANCH SERVICES CLERK	BCH111	205	32.00	\$ 20.5841		\$ 21.6133	21.6133		
Roush, Janine M	109BRV	BRANCH SERVICES CLERK	BRV111	205	32.00	\$ 21.2052		\$ 22.2655	22.2655		
Russo, Rene C	109FPR	BRANCH SERVICES CLERK	FPR111	205	24.00	\$ 17.9926		\$ 18.8922	18.8922		
Ruvolo, Lynn A	107PWR	BRANCH SERVICES ASSISTANT I	PWR111	207	20.00	\$ 25.5530		\$ 26.8307	26.8307		
Sabo, Joseph J	107IND	BRANCH SERVICES ASSISTANT I	IND111	207	16.00	\$ 22.6093		\$ 23.7398	23.7398	23.7398	
Sadler, Donna J	109FPR	BRANCH SERVICES CLERK	FPR111	205	40.00	\$ 20.8834		\$ 21.9276	21.9276		
Salvo, Aymie L	109CHF	BRANCH SERVICES CLERK	CHF111	205	40.00	\$ 20.4751		\$ 21.4989	21.4989	21.4989	
Sand, Joni R	105CHF	BRANCH SERVICES LIBRARIAN	CHF111	208	24.00	\$ 25.3160		\$ 26.5818	26.5818		
Sanicki, Brian P	203MDH	BRANCH SERVICES CLK SUPERVISOR	MDH111	207	40.00	\$ 23.4877		\$ 24.6621	24.6621	24.662	
Saunders, Gerard A	109FPR	BRANCH SERVICES CLERK	FPR111	205	20.00	\$ 16.9777		\$ 17.8266	17.8266		
Schalk, Hannah L	109ORG	BRANCH SERVICES CLERK	ORG111	205	32.00	\$ 16.9777		\$ 17.8266	17.8266		
Schalk, Maggie J	118BCH	BRANCH SERVICES ASSISTANT II	BCH111	207	32.00	\$ 23.2875		\$ 24.4519	24.4519		
Schmitt, Bradley J	109BCH	BRANCH SERVICES CLERK	BCH111	205	32.00	\$ 18.1865		\$ 19.0958	19.0958		
Schreiber, Mary E	555CDD	TSD SPEC - COLLECTION DEVELOP	705111	210	40.00	\$ 35.8255		\$ 37.6168	37.6168		
Schroeder, Emily C	107BCH	BRANCH SERVICES ASSISTANT I	BCH111	207	16.00	\$ 22.6032		\$ 23.7334	23.7334	23.7334	
Schultz, Henry H	626FCD	MAINTENANCE TECHNICIAN	607111	207	40.00	\$ 23.4600		\$ 24.6330	24.633		
Schultz, Morgan L	107CHF	BRANCH SERVICES ASSISTANT I	CHF111	207	16.00	\$ 21.1066		\$ 22.1619	22.1619		
Sedlacko, Jamie A	107SEU	BRANCH SERVICES ASSISTANT I	SEU111	207	20.00	\$ 20.4918		\$ 21.5164	21.5164		
Selzer, Theresa M	107MPL	BRANCH SERVICES ASSISTANT I	MPL111	207	20.00	\$ 25.5530		\$ 26.8307	26.8307		
Seppelt-Paige, Emily E	555CDD	TSD SPEC - COLLECTION DEVELOP	705111	210	32.00	\$ 34.7595		\$ 36.4975	36.4975		
Shafer, Janelle A	109SEU	BRANCH SERVICES CLERK	SEU111	205	40.00	\$ 20.5841		\$ 21.6133	21.6133	21.6133	
Shaw, Peggy L	537LLD	LLD CLK YTH LITERACY&OUTREACH	504111	205	40.00	\$ 21.7203	\$ 367.14	\$ 22.6298	22.6298		

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Shimko,Judith A	109IND	BRANCH SERVICES CLERK	IND111	205	32.00	\$ 22.4955	\$ 1,648.14	\$ 22.6298	22.6298		
Shinkim,Young Hee	107ORG	BRANCH SERVICES ASSISTANT I	ORG111	207	28.00	\$ 27.8685	\$ 1,648.36	\$ 28.1298	28.1298		
Siegel,Scott	118MPL	BRANCH SERVICES ASSISTANT II	MPL111	207	32.00	\$ 23.0271		\$ 24.1785	24.1785	24.1785	
Simmons,Mallory K	107WVH	BRANCH SERVICES ASSISTANT I	WVH111	207	20.00	\$ 20.4918		\$ 21.5164	21.5164	21.5164	
Simone,Valerie K	109STV	BRANCH SERVICES CLERK	STV111	205	20.00	\$ 16.4832		\$ 17.3074	17.3074		
Singh,Jessica A	118IND	BRANCH SERVICES ASSISTANT II	IND111	207	16.00	\$ 20.6927		\$ 21.7273	21.7273		
Sinnema,Amy K	107MDH	BRANCH SERVICES ASSISTANT I	MDH111	207	28.00	\$ 22.6093		\$ 23.7398	23.7398		
Skapura,Maria C	107NRY	BRANCH SERVICES ASSISTANT I	NRY111	207	28.00	\$ 25.1923		\$ 26.4519	26.4519		
Skvasik,Matthew J	575LLD	LLD SPECIALIST - INNOVATION	506111	210	40.00	\$ 35.1399		\$ 36.8969	36.8969		
Slater,Mary A	105ORG	BRANCH SERVICES LIBRARIAN	ORG111	208	40.00	\$ 25.1552		\$ 26.4130	26.413		
Slobodchikova,Irina	582LLD	AES INSTRUCTOR 1	508111	207	35.00	\$ 25.7642		\$ 27.0524	27.0524	27.0524	
Smith,David J	118SEU	BRANCH SERVICES ASSISTANT II	SEU111	207	20.00	\$ 20.6927		\$ 21.7273	21.7273		
Smith,Laura J	118PAH	BRANCH SERVICES ASSISTANT II	PAH111	207	20.00	\$ 25.1503		\$ 26.4078	26.4078	26.4078	
Smith,Sarah M	105GAT	BRANCH SERVICES LIBRARIAN	GAT111	208	24.00	\$ 24.7101		\$ 25.9456	25.9456	25.9456	
Spreng,Erin K	109NOL	BRANCH SERVICES CLERK	NOL111	205	40.00	\$ 20.4750		\$ 21.4988	21.4988	21.4988	
Stahl,Wayne T	203PWR	BRANCH SERVICES CLK SUPERVISOR	PWR111	207	40.00	\$ 25.5731		\$ 26.8518	26.8518		
Starcovic,Elizabeth A	109NRY	BRANCH SERVICES CLERK	NRY111	205	28.00	\$ 20.8834		\$ 21.9276	21.9276		
Stefanowicz,Sean M	109OLF	BRANCH SERVICES CLERK	OLF111	205	36.00	\$ 17.9926		\$ 18.8922	18.8922		
Steiner,Sandra M	109MAY	BRANCH SERVICES CLERK	MAY111	205	28.00	\$ 21.8280	\$ 421.65	\$ 22.6298	22.6298		
Sterba,Christie A	118BED	BRANCH SERVICES ASSISTANT II	BED111	207	20.00	\$ 22.8036		\$ 23.9438	23.9438	23.9438	
Stergar,Michelle A	109NOL	BRANCH SERVICES CLERK	NOL111	205	32.00	\$ 21.2052		\$ 22.2655	22.2655		
Story,Justin T	107BKL	BRANCH SERVICES ASSISTANT I	BKL111	207	20.00	\$ 21.1066		\$ 22.1619	22.1619		
Stupica,Dominik M	692FCD	OPD SUPERVISOR- HVAC	607111	210	40.00	\$ 36.4697		\$ 38.2932	38.2932		
Sutter,Bridget C	105SLN	BRANCH SERVICES LIBRARIAN	SLN111	208	40.00	\$ 22.8480		\$ 23.9904	23.9904		
Svigelj,Anna T	203BAY	BRANCH SERVICES CLK SUPERVISOR	BAY111	207	40.00	\$ 24.8032		\$ 26.0434	26.0434	26.0434	
Taft,Virginia J	107CHF	BRANCH SERVICES ASSISTANT I	CHF111	207	20.00	\$ 24.1668		\$ 25.3751	25.3751		
Tagliarini,Noelle M	118BRV	BRANCH SERVICES ASSISTANT II	BRV111	207	32.00	\$ 23.7398		\$ 24.9268	24.9268		24.9268
Taylor,Joseph E	203NOL	BRANCH SERVICES CLK SUPERVISOR	NOL111	207	40.00	\$ 24.5930		\$ 25.8227	25.8227	25.8227	
Taylor,Michele L	109NOL	BRANCH SERVICES CLERK	NOL111	205	32.00	\$ 17.9926		\$ 18.8922	18.8922		
Todd,Michelle E	103BPK	BRANCH SERV LIBN SUPERVISOR	BPK111	209	40.00	\$ 29.4104		\$ 31.1748	31.1748		
Tomek,Peggy A	107BAY	BRANCH SERVICES ASSISTANT I	BAY111	207	40.00	\$ 25.1923		\$ 26.4519	26.4519		
Torell,Emma L	105SEU	BRANCH SERVICES LIBRARIAN	SEU111	208	40.00	\$ 23.5334		\$ 24.7101	24.7101		
Toth,Gail M	105BEA	BRANCH SERVICES LIBRARIAN	BEA111	208	40.00	\$ 30.1051	\$ 499.54	\$ 31.3702	31.3702		
Trivisonno,Maria F.	604LLD	LLD SPEC - FAMILY ENGAGEMENT	505111	210	40.00	\$ 31.4976		\$ 33.0725	33.0725		
Turko,William	651SHP	DELIVERY DRIVER I	605111	205	40.00	\$ 18.4434		\$ 19.8625	19.8625		19.8625
Turner,Maureen A	203IND	BRANCH SERVICES CLK SUPERVISOR	IND111	207	40.00	\$ 22.5758		\$ 23.7046	23.7046	23.7046	
Turner,Shawn A	427MKD	CER COORDINATOR-COMMUNICATIONS	404111	208	40.00	\$ 26.6018		\$ 27.9319	27.9319		
Ubinas,Harry	696FCD	MECHANIC	607111	207	40.00	\$ 26.0771		\$ 27.3810	27.381		
Untch,Jessica L	584LLD	AES PROGRAM SPECIALIST	508111	210	40.00	\$ 31.8781		\$ 34.2816	34.2816		

5% Union Increase April 2023

Name	Jobe Code	Job Description	Cost Center	Grade	Standard Hours	Old Hourly Rate	Payout Over Max	New Hourly Rate	Reformatted New Hourly Rate	2nd Rate Increase	3rd Rate Increase
Van Der Schalie, Beate	102WVH	BRANCH SERV LIBN I GENERALIST	WVH111	208	40.00	\$ 24.7487		\$ 25.9861	25.9861	25.9861	
Vapenik, Michele J	109NRY	BRANCH SERVICES CLERK	NRY111	205	40.00	\$ 16.9777		\$ 17.8266	17.8266		
Vargas, Anna O	109BEA	BRANCH SERVICES CLERK	BEA111	205	28.00	\$ 16.9777		\$ 17.8266	17.8266		
Venable, Moriah A	109BKL	BRANCH SERVICES CLERK	BKL111	205	40.00	\$ 18.3525		\$ 19.8148	19.8148		
Verlie, Sarah M	103NRY	BRANCH SERV LIBN SUPERVISOR	NRY111	209	40.00	\$ 28.2819		\$ 29.6960	29.696		
Villanueva, Samantha R	109BPK	BRANCH SERVICES CLERK	BPK111	205	16.00	\$ 16.9777		\$ 17.8266	17.8266		
Villhauer, Meghan M	107ORG	BRANCH SERVICES ASSISTANT I	ORG111	207	16.00	\$ 24.3867		\$ 25.6060	25.606		
Wade, Elizabeth A	109NRY	BRANCH SERVICES CLERK	NRY111	205	20.00	\$ 18.1865		\$ 19.0958	19.0958		
Wadge, Genevieve M	105WVH	BRANCH SERVICES LIBRARIAN	WVH111	208	40.00	\$ 22.4000		\$ 23.5200	23.52		
Walker, Jade A	103MAY	BRANCH SERV LIBN SUPERVISOR	MAY111	209	40.00	\$ 26.4740		\$ 27.7977	27.7977		
Wallace, Holly R	109PAS	BRANCH SERVICES CLERK	PAS111	205	16.00	\$ 16.4832		\$ 17.3074	17.3074	17.3074	
Ward, Alex J	103BKL	BRANCH SERV LIBN SUPERVISOR	BKL111	209	40.00	\$ 26.7444		\$ 28.0816	28.0816		
Ward, Carol D	107SLN	BRANCH SERVICES ASSISTANT I	SLN111	207	40.00	\$ 24.7253		\$ 25.9616	25.9616		
Watkins, Hannah V	107NRY	BRANCH SERVICES ASSISTANT I	NRY111	207	20.00	\$ 22.6093		\$ 23.7398	23.7398	23.7398	22.63
Weiss, Jeremy B	591LLD	AES INSTRUCTOR II-CORRECTIONS	508111	208	32.00	\$ 23.7150		\$ 24.9008	24.9008	24.9008	
Wells, Lanson W	118CHF	BRANCH SERVICES ASSISTANT II	CHF111	207	16.00	\$ 21.7273		\$ 22.8137	22.8137	22.63	
White, Lynne M	118BRV	BRANCH SERVICES ASSISTANT II	BRV111	207	40.00	\$ 23.7398		\$ 24.9268	24.9268	24.9268	
Wilkins, Stacey M	556CDD	TSD ASST COLLECTION DEVELOP	705111	206	40.00	\$ 22.4093		\$ 23.5298	23.5298	22.63	23.5298
Willoughby, Ginaya D	103GFH	BRANCH SERV LIBN SUPERVISOR	GFH111	209	40.00	\$ 27.5562		\$ 28.9340	28.934		
Wilson, Alvin C	592LLD	CAREER SERVICES COACH	508111	207	40.00	\$ 27.3841	\$ 1,296.87	\$ 28.1298	28.1298		
Winstead, Lakeisha C	107GFH	BRANCH SERVICES ASSISTANT I	GFH111	207	20.00	\$ 22.1618		\$ 23.2699	23.2699		
Wlodarczak, Benjamin J	118NRY	BRANCH SERVICES ASSISTANT II	NRY111	207	40.00	\$ 27.3662	\$ 1,257.78	\$ 28.1298	28.1298		
Woznicki, Marie A	109PWR	BRANCH SERVICES CLERK	PWR111	205	20.00	\$ 21.2052		\$ 22.2655	22.2655		
Wright, Brian D	651SHP	DELIVERY DRIVER I	605111	205	40.00	\$ 16.9777		\$ 17.8266	17.8266		
Wurch, Lisa	763ITD	ITD ASSISTANT	611111	206	40.00	\$ 25.1503	\$ 2,450.26	\$ 25.2298	25.2298	25.2298	
Young, Beth W	107WVH	BRANCH SERVICES ASSISTANT I	WVH111	207	20.00	\$ 20.4918		\$ 21.5164	21.5164		
Zakes, Ashlei M	102FPR	BRANCH SERV LIBN I GENERALIST	FPR111	208	40.00	\$ 23.9700		\$ 25.1685	25.1685		

This page intentionally left blank.

Financial Statement Analysis

March 2023

Revenues

We received additional advances for both of our property tax levies (2.5 and 1.0 Mills) totaling \$7.3 million. The largest advance generally comes to us in February for the first half of the year, as it did last month.

Our monthly distribution for the PLF was received in the amount of \$1,882,649. We will continue to track those amounts monthly, as we did last year. Based on a comparison to last year, this distribution was larger than the amount received in March 2022.

Patron Fines and Fees collected in March were up from last year. Once again, we saw an increase in passport fees for the month based over what we saw last year. This was again one of our larger amounts received in a month since we began offering this service.

The remainder of the revenue accounts are where we would expect them to be one month into our fiscal year.

Expenses

The Salaries and Benefits accounts for three months into our fiscal year are within budget. The Insurance Benefits account shows over 27% spent. In January each year, the Library funds a portion of employee health savings accounts for those who chose that type of healthcare coverage. That amount will reflect a more normal percentage after a couple of months into our fiscal year.

The Library Materials accounts reflect an overall expense and encumbrance of 38.5%. This is typical as the beginning of the year is a larger buying time for materials.

Some of the expense accounts show a larger percentage expensed and encumbered. This reflects the blanket purchase orders for the year, which increases the encumbrances.

Investments

There were four purchases of Commercial Paper and one Agency security purchased for the month as follows:

Rbc Capital Markets \$300,000 at a yield of 5.12%

JP Morgan Securities \$250,000 at a yield of 5.10%

JP Morgan Securities \$260,000 at a yield of 5.21%

Bny Capital Markets \$425,000 at a yield of 5.24%

Federal Home Loan Bank \$250,000 at a yield of 5.37%

Transfers and Advances

There were three transfers for the month:

\$5,305.00 and \$958.46 from the General Fund into ASPIRE for matches for the SNAP program.

\$4,456,508.00 from the General Fund into the Debt Service Fund to pay the first half interest payment on the bonds.

CUYAHOGA COUNTY PUBLIC LIBRARY								General Fund		
REVENUE								25% of Year		
Fiscal 2023 -March										
Acct. No.	General Fund Line Item Description	2023 Revenue	2022 Final Revenue	2023 MTD Received	2022 MTD Received	2023 YTD Received	2022 YTD Received	2023 % Received	2023 Balance	Notes
1200	General Property Taxes	\$58,128,450.00	\$58,211,919.16	\$7,317,114.94	\$5,174,677.29	\$32,293,029.49	\$31,640,677.29	55.6%	(\$25,835,420.51)	
	Gen Prop Taxes-Rel Estate 2.5 Mills	\$39,428,450.00	\$39,468,008.53	\$5,125,851.33	\$3,616,657.15	\$21,956,765.88	\$21,501,657.15	55.7%	(\$17,471,684.12)	
	Gen Prop Taxes-Rel Estate 1.0 Mills	\$18,700,000.00	\$18,743,910.63	\$2,191,263.61	\$1,558,020.14	\$10,336,263.61	\$10,139,020.14	55.3%	(\$8,363,736.39)	
1250	Intergovernmental	\$30,654,620.75	\$31,116,767.95	\$1,882,649.05	\$1,759,437.01	\$6,525,838.62	\$6,193,536.21	21.3%	(\$24,128,782.13)	
	Public Library Fund	\$25,883,070.75	\$26,345,222.57	\$1,882,649.05	\$1,759,437.01	\$6,524,121.06	\$6,193,536.21	25.2%	(\$19,358,949.69)	
	Property Taxes	\$4,771,550.00	\$4,771,545.38	\$0.00	\$0.00	\$1,717.56	\$0.00	0.0%	(\$4,769,832.44)	
2200	Grants	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
2300	Local Government	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
3100	Patron Fines & Fees	\$800,000.00	\$903,319.09	\$145,348.56	\$117,304.28	\$422,201.08	\$225,602.72	52.8%	(\$377,798.92)	
	Fines and Fees Income	\$50,000.00	\$50,060.47	\$3,649.81	\$2,409.28	\$6,018.33	\$19,682.72	12.0%	(\$43,981.67)	
	Passport Fee	\$559,400.00	\$627,570.00	\$103,845.00	\$85,085.00	\$306,495.00	\$153,230.00	54.8%	(\$252,905.00)	
	Passport Photo Fee	\$180,000.00	\$216,220.00	\$35,710.00	\$28,560.00	\$103,130.00	\$51,390.00	57.3%	(\$76,870.00)	
	Electric Vehicle Charging	\$600.00	\$562.37	\$0.00	\$0.00	\$69.75	\$0.00	0.0%	(\$530.25)	
	Meeting Room Rental Fees	\$10,000.00	\$8,906.25	\$2,143.75	\$1,250.00	\$6,488.00	\$1,300.00	64.9%	(\$3,512.00)	
4000	Interest	\$300,000.00	\$332,469.88	\$64,733.19	\$4,154.58	\$96,326.85	\$5,761.88	32.1%	(\$203,673.15)	
5500	Services Provided Other Entities	\$5,000.00	\$6,006.00	\$871.40	\$4,215.00	\$1,136.15	\$4,254.00	22.7%	(\$3,863.85)	
6100	Restricted Gifts	\$0.00	\$149,414.22	\$0.00	\$0.00	\$0.00	\$68.43	0.0%	\$0.00	
6500	Unrestricted Gifts	\$100,000.00	\$1,158.04	\$0.00	\$124.22	\$9,333.25	\$124.22	9.3%	(\$90,666.75)	
8100	Sale of Property	\$25,000.00	\$21,432.77	\$191.23	\$0.00	\$4,041.23	\$120.00	16.2%	(\$20,958.77)	
8200	Sale of Resale Supplies	\$87,220.00	\$83,754.94	\$9,374.68	\$8,352.76	\$26,952.65	\$16,100.38	30.9%	(\$60,267.35)	
8300	Rental of Real Property	\$23,110.00	\$21,180.50	\$0.00	\$1,925.50	\$3,851.00	\$3,851.00	0.0%	(\$19,259.00)	
8700	Refunds and Reimbursements	\$152,670.00	\$233,593.94	\$19,520.17	\$11,572.92	\$31,158.46	\$20,110.81	20.4%	(\$121,511.54)	
8900	Miscellaneous	\$12,000.00	\$18,620.39	\$2,316.92	\$2,197.56	\$2,461.92	\$2,380.81	20.5%	(\$9,538.08)	
9800	Advances In	\$45,540.85	\$146,396.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	(\$45,540.85)	
9900	Transfers In	\$0.00	\$68,881.01	\$0.00	\$653.47	\$0.00	\$653.47	0.0%	\$0.00	
	Carryover	\$500,000.00	\$500,000.00	\$0.00	\$0.00	\$500,000.00	\$500,000.00	100.0%	\$0.00	
TOTAL -- General Fund		\$90,833,611.60	\$91,814,913.89	\$9,442,120.14	\$7,084,614.59	\$39,916,330.70	\$38,613,241.22	43.9%	(\$50,917,280.90)	
TOTAL -- Capital Fund - 402		\$750,000.00	\$19,514,789.94	\$106,631.60	\$85,756.81	\$328,967.36	\$205,948.07	43.9%	(\$421,032.64)	
TOTAL -- Note Retirement Fund - 301		\$4,497,008.77	\$4,481,224.54	\$4,462,110.87	\$0.00	\$4,462,343.25	\$0.00	99.2%	(\$34,665.52)	
TOTAL -- Trust Fund (Regular) - 701		\$25,000.00	\$102,194.12	\$712.77	\$29,992.19	\$5,347.12	\$33,245.41	21.4%	(\$19,652.88)	
TOTAL -- Trust Fund (Special) - 702		\$65,000.00	\$69,759.16	\$5,783.12	\$348.59	\$18,223.84	\$657.02	28.0%	(\$46,776.16)	
TOTAL -- Endowment Fund - 801		\$250.00	\$326.63	\$72.86	\$4.55	\$204.94	\$8.57	82.0%	(\$45.06)	
TOTAL -- Agency Fund (FSA) - 901		\$80,000.00	\$86,002.50	\$8,765.20	\$7,377.00	\$26,047.60	\$21,797.68	32.6%	(\$53,952.40)	
TOTAL -- Libraries Accelerated Learning - 222		\$428,157.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	(\$428,157.56)	
TOTAL -- Project Build - 223		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
TOTAL -- My Com Neighborhood - 242		\$0.00	\$32,499.67	\$0.00	\$10,832.93	\$0.00	\$32,499.67	0.0%	\$0.00	
TOTAL -- Memory Lab Grant - 243		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
TOTAL -- WVH Garden Grant - 244		\$0.00	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
TOTAL -- Adult Education Services - 247		\$922,356.62	\$1,670,824.11	\$191,023.30	\$207,886.92	\$371,556.45	\$376,938.73	40.3%	(\$550,800.17)	
TOTAL -- Family Engagement - 249		\$272,152.00	\$147,299.05	\$2,000.00	\$0.00	\$58,081.34	\$32,000.00	21.3%	(\$214,070.66)	
TOTAL -- IPAD Lab - 253		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
TOTAL -- Food & Culinary Literacy Program		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
TOTAL -- Hotspot Lending Program		\$120,000.00	\$255,170.28	\$0.00	\$125,000.00	\$0.00	\$125,000.00	0.0%	(\$120,000.00)	
TOTAL --Digital Literacy- 265		\$0.00	\$91,000.00	\$0.00	\$0.00	\$33,250.00	\$33,250.00	0.0%	\$33,250.00	
TOTAL --OH EPA Charging Station- 266		\$0.00	\$26,806.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	
TOTAL --SLN Innovaton Center- 267		\$850,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	(\$850,000.00)	
TOTAL -- Student Success - 270		\$279,917.25	\$211,726.90	\$0.00	\$0.00	\$55,000.00	\$60,000.00	19.6%	(\$224,917.25)	
TOTAL -- Summer Camps - 280		\$0.00	\$98,946.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.0%	\$0.00	
TOTAL -- Special School Program. - 293		\$39,297.25	\$118,567.15	\$0.00	\$5,596.09	\$15,839.84	\$7,596.09	40.3%	(\$23,457.41)	
GRAND TOTAL -- All Funds		\$99,162,751.05	\$118,724,049.94	\$14,219,219.86	\$7,557,409.67	\$45,291,192.44	\$39,552,182.46	45.7%	(\$53,871,558.61)	

CUYAHOGA COUNTY PUBLIC LIBRARY												
BUDGET EXPENDITURE STATUS												
Fiscal 2023 March												
25% of Year												
Acct. No.	General Fund Line Item Description	2023 Appropriation	2022 C/O Encumbrance	2022 Final Expended	2023 MTD Expended	2022 MTD Expended	2023 YTD Expended	2022 YTD Expended	2023 Enc + PY Enc	2023 Exp+Enc	2023% Exp+Enc	2023 Balance
1000s	SALARIES & BENEFITS	46.6%										
1110	Salaries	\$30,800,000.00	\$0.00	\$29,339,850.22	\$3,478,058.36	\$3,322,595.59	\$8,148,651.43	\$7,618,856.83	\$0.00	\$8,148,651.43	26.5%	\$22,651,348.57
1400	Retirement Benefits-Employer	\$4,311,302.00	\$0.00	\$4,101,309.03	\$490,270.86	\$470,244.74	\$1,141,569.80	\$1,076,037.01	\$0.00	\$1,141,569.80	26.5%	\$3,169,732.20
1600	Insurance Benefits-Employer	\$7,116,260.00	\$0.00	\$6,597,211.16	\$526,061.91	\$532,136.26	\$1,949,602.29	\$1,983,900.49	\$0.00	\$1,949,602.29	27.4%	\$5,166,657.71
1900	Other Employee Benefits	\$72,438.00	\$0.00	\$23,378.67	\$612.50	\$1,765.00	\$21,544.69	\$3,321.75	\$0.00	\$21,544.69	29.7%	\$50,893.31
	SUBTOTAL -- SALARIES & BENEFITS	\$42,300,000.00	\$0.00	\$40,061,749.08	\$4,495,003.63	\$4,326,741.59	\$11,261,368.21	\$10,682,116.08	\$0.00	\$11,261,368.21	26.6%	\$31,038,631.79
2000s	SUPPLIES	1.7%										
2100	General Administrative Supplies	\$922,450.00	\$69,065.15	\$769,369.23	\$71,844.58	\$50,292.10	\$179,246.18	\$158,815.88	\$303,970.77	\$483,216.95	48.7%	\$508,298.20
2200	Property Maintenance & Repair Supplies	\$427,805.00	\$1,958.38	\$327,216.72	\$49,369.03	\$24,981.76	\$113,488.99	\$72,223.80	\$315,981.45	\$429,470.44	99.9%	\$292.94
2300	Motor Equipment Fuel & Supplies	\$102,680.00	\$700.00	\$88,557.77	\$10,133.38	\$7,952.60	\$26,001.89	\$21,594.23	\$77,175.38	\$103,177.27	99.8%	\$202.73
2500	Supplies for Resale	\$60,065.00	\$0.00	\$60,065.00	\$0.00	\$0.00	\$0.00	\$4,060.00	\$50,000.00	\$50,000.00	83.2%	\$10,065.00
	SUBTOTAL -- SUPPLIES	\$1,513,000.00	\$71,723.53	\$1,245,208.72	\$131,346.99	\$83,226.46	\$318,737.06	\$256,693.91	\$747,127.60	\$1,065,864.66	67.3%	\$518,858.87
3000s	PURCHASED & CONTRACTED SERVICES	16.5%										
3100	Travel & Meeting Expenses	\$180,185.00	\$0.00	\$122,327.10	\$3,757.06	\$437.70	\$11,251.38	\$9,338.19	\$0.00	\$11,251.38	6.2%	\$168,933.62
3200	Communications-Printing & Publications	\$1,313,315.00	\$0.00	\$1,398,864.02	\$141,021.73	\$88,710.46	\$360,825.83	\$250,648.55	\$641,252.19	\$1,002,078.02	76.3%	\$311,236.98
3300	Property Maintenance & Repair Service	\$5,368,587.00	\$428,508.76	\$5,785,426.62	\$621,289.18	\$448,504.51	\$1,463,484.11	\$910,529.54	\$3,204,474.80	\$4,667,958.91	80.5%	\$1,129,136.85
3400	Insurance	\$377,300.00	\$0.00	\$362,738.44	\$4,184.00	\$52,192.00	\$5,370.00	\$56,382.00	\$371,930.00	\$377,300.00	100.0%	\$0.00
3500	Rents and Leases	\$1,158,285.00	\$24,500.00	\$612,860.85	\$104,369.70	\$36,774.90	\$363,000.26	\$260,454.53	\$817,451.68	\$1,180,451.94	99.8%	\$2,333.06
3600	Utilities	\$1,697,025.00	\$0.00	\$1,425,946.05	\$146,686.03	\$137,853.42	\$398,713.85	\$369,332.00	\$0.00	\$398,713.85	23.5%	\$1,298,311.15
3700	Professional Services	\$2,478,042.00	\$495,427.17	\$3,067,294.75	\$695,868.67	\$679,528.42	\$913,803.18	\$867,568.05	\$1,965,386.89	\$2,879,190.07	96.8%	\$94,279.10
3900	Other Contracted Services	\$2,401,261.00	\$274,025.00	\$2,058,335.57	\$274,853.18	\$114,676.96	\$1,074,082.39	\$920,961.93	\$1,459,888.12	\$2,533,970.51	94.7%	\$141,315.49
	SUBTOTAL -- CONTRACTED SERVICES	\$14,974,000.00	\$1,222,460.93	\$14,833,793.40	\$1,992,029.55	\$1,558,678.37	\$4,590,531.00	\$3,645,214.79	\$8,460,383.68	\$13,050,914.68	80.6%	\$3,145,546.25
4000s	LIBRARY MATERIALS & INFORMATION	11.0%										
4100	Books & Pamphlets	\$6,774,000.00	\$346,645.84	\$7,552,274.61	\$535,649.81	\$959,685.49	\$2,385,589.62	\$2,359,180.61	\$849,428.92	\$3,235,018.54	45.4%	\$3,885,627.30
4200	Periodicals	\$160,000.00	\$0.00	\$175,194.91	\$412.00	\$412.00	\$13,485.62	\$1,953.08	\$0.00	\$13,485.62	8.4%	\$146,514.38
4300	Audiovisual Material	\$1,729,000.00	\$150,781.82	\$1,038,259.67	\$135,075.83	\$108,643.99	\$334,727.95	\$272,163.36	\$186,232.25	\$520,960.20	27.7%	\$1,358,821.62
4500	Computer Services & Information	\$1,300,000.00	\$0.00	\$1,226,758.65	\$53,509.02	\$117,320.46	\$261,546.55	\$371,737.29	\$0.00	\$261,546.55	20.1%	\$1,038,453.45
4700	Library Material Repair & Restoration	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00
4900	Library Materials-Other	\$37,000.00	\$7,010.00	\$55,585.45	\$2,300.61	\$5,618.02	\$11,058.69	\$7,537.91	\$7,021.44	\$18,080.13	41.1%	\$25,929.87
	SUBTOTAL -- LIBRARY MATERIALS	\$10,000,000.00	\$504,437.66	\$10,048,073.29	\$726,947.27	\$1,191,679.96	\$3,006,408.43	\$3,012,572.25	\$1,042,682.61	\$4,049,091.04	38.5%	\$6,455,346.62
5000s	CAPITAL OUTLAY	7.6%										
5100	Purchase of Land	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00
5400	Building Improvements	\$512,280.00	\$49,627.00	\$218,285.88	\$8,081.00	\$0.00	\$10,405.00	\$5,500.00	\$551,502.00	\$561,907.00	100.0%	\$0.00
5500	Furniture & Equipment	\$6,148,780.00	\$1,219,564.42	\$1,279,607.57	\$193,770.94	\$80,040.99	\$273,986.52	\$168,690.91	\$2,718,488.55	\$2,992,475.07	40.6%	\$4,375,869.35
5700	Motor Vehicles	\$251,940.00	\$38,085.00	\$63,706.05	\$26,532.20	\$0.00	\$125,002.20	\$0.00	\$164,480.00	\$289,482.20	0.0%	\$542.80
	SUBTOTAL -- CAPITAL OUTLAY	\$6,913,000.00	\$1,307,276.42	\$1,561,599.50	\$228,384.14	\$80,040.99	\$409,393.72	\$174,190.91	\$3,434,470.55	\$3,843,864.27	46.8%	\$4,376,412.15
7000s	OTHER OBJECTS	0.1%										
7100	Dues and Memberships	\$61,950.00	\$0.00	\$67,547.92	\$20,220.00	\$1,552.00	\$40,484.03	\$41,562.92	\$6,400.00	\$46,884.03	75.7%	\$15,065.97
7200	Taxes and Assessments	\$31,945.00	\$0.00	\$29,889.54	\$2,605.22	\$1,442.88	\$13,180.59	\$8,643.90	\$0.00	\$13,180.59	41.3%	\$18,764.41
7500	Refunds and Reimbursements	\$3,310.00	\$0.00	\$3,347.95	\$2,079.76	\$85.44	\$2,179.50	\$1,667.44	\$0.00	\$2,179.50	65.8%	\$1,130.50
7900	Other Miscellaneous Expenses	\$2,795.00	\$2,000.00	\$2,607.71	\$2,661.39	\$399.21	\$2,784.24	\$419.21	\$2,000.00	\$4,784.24	99.8%	\$10.76
	SUBTOTAL -- OTHER OBJECTS	\$100,000.00	\$2,000.00	\$103,393.12	\$27,566.37	\$3,479.53	\$58,628.36	\$52,293.47	\$8,400.00	\$67,028.36	65.7%	\$34,971.64
8000s	CONTINGENCY	0.1%										
8999	Contingency	\$133,611.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$133,611.60
	SUBTOTAL -- CONTINGENCY	\$133,611.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$133,611.60
9000s	TRANSFERS OUT	16.4%										
9899	Advances to Other Funds	\$0.00	\$0.00	\$45,540.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00
9999	Transfers to Other Funds	\$14,900,000.00	\$0.00	\$23,457,520.92	\$4,462,771.46	\$69,113.22	\$4,462,771.46	\$94,306.46	\$0.00	\$4,462,771.46	30.0%	\$10,437,228.54
	SUBTOTAL -- TRANSFERS OUT	\$14,900,000.00	\$0.00	\$23,503,061.77	\$4,462,771.46	\$69,113.22	\$4,462,771.46	\$94,306.46	\$0.00	\$4,462,771.46	30.0%	\$10,437,228.54
	GRAND TOTAL -- General Fund	\$90,833,611.60	\$3,107,898.54	\$91,356,878.88	\$12,064,049.41	\$7,312,960.12	\$24,107,838.24	\$17,917,387.87	\$13,693,064.44	\$37,800,902.68	40.2%	\$56,140,607.46

CUYAHOGA COUNTY PUBLIC LIBRARY												
BUDGET EXPENDITURE STATUS												
Fiscal 2023 March												25% of Year
FUND	Line Item Description	2023 Appropriation	2022 C/O Encumbrance	2022 Final Expended	2023 MTD Expended	2022 MTD Expended	2023 YTD Expended	2022 YTD Expended	2023 ENC + PY Enc	2023 Exp+Enc	2023 % Exp+Enc	2023 Balance
222	TOTAL -- Libraries Accelerated Learning	\$428,157.56	\$0.00	\$0.00	\$25,371.90	\$0.00	\$31,684.48	\$0.00	\$29,539.71	\$61,224.19	14.3%	\$366,933.37
223	TOTAL -- Project Build	\$25,622.89	\$0.00	\$14,990.20	\$0.00	\$0.00	\$0.00	\$1,318.17	\$35.98	\$35.98	0.1%	\$25,586.91
242	TOTAL -- MyCom Neighborhood	\$1,154.61	\$0.00	\$80,351.51	\$0.00	\$39,903.83	\$1,154.61	\$80,351.51	\$0.00	\$1,154.61	0.0%	\$0.00
244	TOTAL -- WVH Garden Grant	\$1,075.86	\$0.00	\$1,970.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$1,075.86
247	TOTAL -- Adult Education Services	\$1,186,254.75	\$0.00	\$1,599,840.58	\$159,743.63	\$206,487.45	\$377,542.01	\$390,584.54	\$51,198.79	\$428,740.80	36.1%	\$757,513.95
249	TOTAL -- Family Engagement	\$309,066.50	\$0.00	\$165,384.55	\$24,372.96	\$18,187.65	\$49,502.38	\$24,675.89	\$74,577.28	\$124,079.66	0.0%	\$184,986.84
253	TOTAL -- IPAD Lab	\$0.00	\$0.00	\$33.73	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$0.00
256	TOTAL -- Food & Culinary Literacy Programs	\$32,001.35	\$0.00	\$1,064.08	\$389.53	\$0.00	\$1,509.53	\$0.00	\$0.00	\$1,509.53	4.7%	\$30,491.82
257	TOTAL -- Hotspot Lending Program	\$130,170.28	\$0.00	\$245,000.00	\$9,980.00	\$10,000.00	\$29,963.33	\$28,619.60	\$60,036.67	\$90,000.00	69.1%	\$40,170.28
265	TOTAL --Digital Literacy	\$101,808.65	\$0.00	\$222,668.71	\$11,594.32	\$9,895.28	\$26,404.00	\$89,809.62	\$0.00	\$26,404.00	25.9%	\$75,404.65
266	TOTAL --OH EPA Charging Station Grant	\$0.00	\$0.00	\$26,806.00	\$0.00	\$0.00	\$0.00	\$15,930.00	\$0.00	\$0.00	0.0%	\$0.00
267	TOTAL -- SLN Innovation Center	\$850,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$850,000.00
270	TOTAL -- Student Success	\$280,417.25	\$0.00	\$215,204.29	\$35,986.63	\$34,700.37	\$95,629.35	\$65,123.28	\$8,792.32	\$104,421.67	37.2%	\$175,995.58
280	TOTAL -- Summer Camps	\$61,067.82	\$0.00	\$37,878.18	\$0.00	\$0.00	\$0.00	\$0.00	\$6,322.51	\$6,322.51	0.0%	\$54,745.31
293	TOTAL -- Special School Programming	\$39,297.25	\$0.00	\$182,764.37	\$0.00	\$21,299.53	\$7,500.00	\$34,420.81	\$0.00	\$7,500.00	19.1%	\$31,797.25
301	TOTAL -- Note Retirement Fund	\$4,527,878.00	\$0.00	\$4,498,249.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$4,527,878.00
402	TOTAL -- Capital Fund	\$10,000,000.00	\$1,568,874.76	\$4,789,536.46	\$464,030.67	\$500,294.29	\$630,882.15	\$1,363,695.90	\$1,052,290.13	\$1,683,172.28	14.5%	\$9,885,702.48
701	TOTAL -- Trust Fund (Regular)	\$140,000.00	\$2,352.98	\$324,591.31	\$10,491.78	\$15,254.54	\$16,167.26	\$17,890.95	\$11,313.91	\$27,481.17	19.3%	\$114,871.81
702	TOTAL -- Trust Fund (Special)	\$850,000.00	\$0.00	\$158,969.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	\$850,000.00
801	TOTAL -- Endowment Fund	\$2,500.00	\$322.19	\$2,094.09	\$575.68	\$574.66	\$1,220.41	\$574.66	\$1,298.10	\$2,518.51	89.2%	\$303.68
901	TOTAL -- Agency Fund (FSA)	\$100,000.00	\$0.00	\$117,085.27	\$14,926.48	\$6,282.74	\$34,516.68	\$18,724.91	\$0.00	\$34,516.68	34.5%	\$65,483.32
	GRAND TOTAL -- All Funds	\$19,066,472.77	\$1,571,549.93	\$12,684,482.70	\$757,463.58	\$862,880.34	\$1,303,676.19	\$2,131,719.84	\$1,295,405.40	\$2,599,081.59	12.6%	\$18,038,941.11

CUYAHOGA COUNTY PUBLIC LIBRARY							
Capital Fund Balances							
Fiscal 2023 -March							
FUND	CC	Project Budget	2023 Expenditures	Expenditures To Date (1)	Encumbered & Unpaid (2)	Project Balance (3)	STATUS
Capital Fund - 402							
Brecksville	013	\$800,000.00	\$1,540.00	\$8,250.00	\$34,580.00	\$757,170.00	
Brooklyn	019	\$17,500,000.00	\$343,823.75	\$645,481.52	\$662,207.98	\$16,192,310.50	
North Olmsted	046	\$382,000.00	\$77,741.90	\$115,632.96	\$200,603.55	\$65,763.49	
Total Capital Fund - 402		\$18,682,000.00	\$423,105.65	\$769,364.48	\$897,391.53	\$17,015,243.99	

CUYAHOGA COUNTY PUBLIC LIBRARY				
All Funds Cash Balance				
Fiscal 2023 --March				
Fund	Beginning Cash Balance	Receipts To Date	Expenditures To Date	Cash Balance
General Fund	\$3,607,898.54	\$39,416,330.70	\$24,107,838.24	\$18,916,391.00
Debt Service	\$30,869.23	\$4,462,343.25	\$0.00	\$4,493,212.48
Capital Fund - 402	\$48,515,463.59	\$328,967.36	\$630,882.15	\$48,213,548.80
Trust Fund - Regular	\$271,514.37	\$5,347.12	\$16,167.26	\$260,694.23
Trust Fund - Special	\$1,389,245.20	\$18,223.84	\$0.00	\$1,407,469.04
Endowment Fund	\$17,503.65	\$204.94	\$1,220.41	\$16,488.18
Agency Fund	\$21,199.57	\$26,047.60	\$34,516.68	\$12,730.49
Libraries Accelerated Learning	\$0.00	\$0.00	\$31,684.48	(\$31,684.48)
Project Build	\$25,622.89	\$0.00	\$0.00	\$25,622.89
Keybank FNDTH College Prep/Entrepreneurship	\$0.00	\$0.00	\$0.00	\$0.00
MyCom Neighborhood	\$1,154.61	\$0.00	\$1,154.61	(\$0.00)
Memory Lab Grant	\$0.00	\$0.00	\$0.00	\$0.00
WVH Garden Grant	\$1,075.86	\$0.00	\$0.00	\$1,075.86
Adult Education Services (AES)	\$263,898.13	\$371,556.45	\$377,542.01	\$257,912.57
Family Engagement	\$36,914.50	\$58,081.34	\$49,502.38	\$45,493.46
IPAD Lab	(\$0.00)	\$0.00	\$0.00	(\$0.00)
Food & Culinary Literacy Programs	\$32,001.35	\$0.00	\$1,509.53	\$30,491.82
Hotspot Lending Program	\$10,170.28	\$0.00	\$29,963.33	(\$19,793.05)
Digital Literacy	\$101,808.65	\$33,250.00	\$26,404.00	\$108,654.65
SLN Innovation Center	\$0.00	\$0.00	\$0.00	\$0.00
Student Success	\$500.00	\$55,000.00	\$95,629.35	(\$40,129.35)
Summer Camps	\$61,067.82	\$0.00	\$0.00	\$61,067.82
Kindergarten and Baby Kits	\$0.00	\$0.00	\$0.00	\$0.00
Special School Programming	\$0.00	\$15,839.84	\$7,500.00	\$8,339.84
SUBTOTAL	\$54,387,908.24	\$44,791,192.44	\$25,411,514.43	\$73,767,586.25

CUYAHOGA COUNTY PUBLIC LIBRARY						
Investments Approval						
Fiscal 2023 - March						
Description	Institution of Deposit	Par Value/Qty.	Purchase Yield	Purchase Date	Maturity Date	% of Assets
Money Market Funds						
Sweep Account	Key Bank	\$5,542,299.89	0.40%	n/a	n/a	7.33%
Money Market Fund	Northwest Bank	\$0.00	0.00%	n/a	n/a	0.00%
Money Market Fund	US Bank	\$17,226.83	4.67%	n/a	n/a	0.02%
Money Market Fund	Fifth Third	\$15,443.97	4.65%	n/a	n/a	0.02%
ICS Account	TriState Capital	\$0.00	0.00%	n/a	n/a	0.00%
Star Ohio Accounts						
Star Ohio Accounts	Star Ohio	\$36,453,438.55	4.87%	n/a	n/a	48.23%
US Treasury Notes						
US Treasury	Wells Fargo Securities, LLC	\$570,000.00	0.42%	June 30, 2021	April 15, 2024	0.75%
US Treasury	Morgan Stanley & Co LLC	\$550,000.00	3.45%	August 31, 2022	August 31, 2024	0.73%
US Treasury Bills						
Municipal Bonds						
City of Columbus, OH	BofA Securities, Inc.	\$500,000.00	2.96%	May 17, 2022	April 1, 2025	0.66%
Commercial Paper						
Natixis NY	Dbtc Americas	\$500,000.00	3.49%	July 8, 2022	April 3, 2023	0.66%
Toronto	BofA Securities, Inc.	\$500,000.00	3.94%	August 11, 2022	May 8, 2023	0.66%
JP Morgan Secs LLC	JP Morgan Securities LLC	\$400,000.00	3.78%	August 15, 2022	May 10, 2023	0.53%
Societe Generale 4 A2	BofA Securities, Inc.	\$500,000.00	3.91%	August 31, 2022	May 1, 2023	0.66%
Toronto Dominion Bank	BofA Securities, Inc.	\$500,000.00	4.88%	October 11, 2022	July 7, 2023	0.66%
Royal Bk Cda Ny	Rbc Capital Markets LLC	\$1,070,000.00	4.82%	October 13, 2022	June 15, 2023	1.42%
Bank Amer Secs Inc Disc	BofA Securities, Inc.	\$1,000,000.00	5.07%	October 17, 2022	June 23, 2023	1.32%
Mufg Bank Ltd NY BRA	Usbna/Cp	\$500,000.00	5.24%	October 19, 2022	July 14, 2023	0.66%
Toronto Dominion Bank	Td Securities (USA)	\$510,000.00	5.31%	October 31, 2022	June 29, 2023	0.67%
Natixis NY	Dbtc Americas	\$500,000.00	5.38%	November 3, 2022	July 5, 2023	0.66%
Bank Amer Secs Inc Disc	BofA Securities, Inc.	\$250,000.00	5.46%	November 7, 2022	August 2, 2023	0.33%
Toronto Dominion Bank	Td Securities (USA)	\$250,000.00	5.00%	November 7, 2022	April 6, 2023	0.33%
Natixis NY	Dbtc Americas	\$250,000.00	5.38%	November 14, 2022	August 7, 2023	0.33%
Citigroup Global Mkts	Citigroup Global Markets, Inc	\$270,000.00	5.51%	November 28, 2022	August 22, 2023	0.36%
Citigroup Global Mkts	Citigroup Global Markets, Inc	\$500,000.00	5.51%	December 5, 2022	August 30, 2023	0.66%
National Bk Cda Disc	BofA Securities, Inc.	\$500,000.00	5.22%	December 5, 2022	June 7, 2023	0.66%
BofA Securities Inc	BofA Securities, Inc.	\$400,000.00	5.15%	January 12, 2023	August 15, 2023	0.53%
Lymh Moet Hennessy	Mizuho Securities USA Fxd Inc	\$715,000.00	5.02%	January 12, 2023	July 11, 2023	0.95%
Mufg Bk NY Brh	BofA Securities, Inc.	\$250,000.00	4.92%	January 17, 2023	May 1, 2023	0.33%
National Bk Cda Disc	JP Morgan Securities LLC	\$1,800,000.00	4.99%	January 20, 2023	July 19, 2023	2.38%
Natixis NY	Wells Fargo Securities, LLC	\$1,200,000.00	5.15%	January 20, 2023	October 6, 2023	1.59%
Toyota Mtr Cr Corp	Citibank	\$2,500,000.00	4.93%	January 24, 2023	June 29, 2023	3.31%
Ing US Fdg LLC	JP Morgan Securities LLC	\$2,000,000.00	5.08%	January 25, 2023	August 22, 2023	2.65%
Mufg Bk NY Brh	Wells Fargo Securities, LLC	\$600,000.00	5.03%	January 27, 2023	July 20, 2023	0.79%
Mufg Bk NY Brh	Usbna/Cp	\$300,000.00	5.38%	February 21, 2023	November 14, 2023	0.40%
Natixis NY	Dbtc Americas	\$300,000.00	5.40%	February 21, 2023	November 17, 2023	0.40%
Toyota Mtr Cr Corp	Citibank	\$250,000.00	5.44%	February 22, 2023	November 17, 2023	0.33%
Ing US Fdg LLC	Wells Fargo Securities, LLC	\$600,000.00	5.20%	February 24, 2023	August 22, 2023	0.79%
Toronto Dominion Bank	Citigroup Global Markets, Inc	\$600,000.00	5.41%	February 27, 2023	November 24, 2023	0.79%
Royal Bk Cda Ny	Rbc Capital Markets LLC	\$300,000.00	5.12%	March 13, 2023	July 14, 2023	0.40%
Lymh Moet Hennessy	JP Morgan Securities LLC	\$250,000.00	5.10%	March 15, 2023	August 10, 2023	0.33%
Canadian Imperial Bk	JP Morgan Securities LLC	\$260,000.00	5.21%	March 24, 2023	November 1, 2023	0.34%
Bank of Montreal M	Bny Capital Markets Inc	\$425,000.00	5.24%	March 29, 2023	October 10, 2023	0.56%
Certificate of Deposit						
Certificate of Deposit	Multi-Bank Securities Inc	\$249,000.00	2.65%	May 22, 2019	May 15, 2023	0.33%
Certificate of Deposit	Bankwell Bk New	\$249,000.00	0.49%	July 6, 2020	July 6, 2023	0.33%
Certificate of Deposit	Beal Bank, USA	\$244,000.00	2.10%	June 15, 2022	June 14, 2023	0.32%
Certificate of Deposit	John Marshall Bank	\$89,000.00	2.30%	June 17, 2022	October 17, 2023	0.12%
Certificate of Deposit	Goldman Sachs Bank, USA	\$246,000.00	2.50%	June 15, 2022	December 15, 2023	0.33%
Certificate of Deposit	Capital One Bank (USA) National Assoc	\$246,000.00	2.85%	June 15, 2022	June 17, 2024	0.33%
Certificate of Deposit	The Dart Bank	\$250,000.00	3.10%	June 21, 2022	December 22, 2025	0.33%
Certificate of Deposit	Bangor Svgs Bk	\$244,000.00	4.85%	November 23, 2022	May 23, 2024	0.32%
Agency Securities						
Federal National Mortgage Assoc	BofA Securities Inc/FXD Inc	\$350,000.00	0.25%	May 28, 2020	May 22, 2023	0.46%
Federal Home Loan Mortgage Company	Keybanc Capital Markets, Inc.	\$305,000.00	0.57%	September 30, 2020	September 24, 2025	0.40%
Federal Home Loan Mortgage Company	Wells Fargo Securities, LLC	\$300,000.00	0.27%	October 8, 2020	August 24, 2023	0.40%
Federal Farm Credit Bank	Intl Fcstone Financial Inc	\$250,000.00	0.50%	October 29, 2020	January 27, 2025	0.33%
Federa Farm Credit Bank	JP Morgan Securities LLC	\$250,000.00	0.40%	November 19, 2020	May 16, 2024	0.33%
Federal Home Loan Mortgage Company	Multi-Bank Securities Inc.	\$390,000.00	0.25%	December 4, 2020	December 4, 2023	0.52%
Federal Home Loan Mortgage Company	Citigroup Global Markets, Inc	\$500,000.00	0.27%	January 22, 2021	March 28, 2024	0.66%

Federal Home Loan Mortgage Company	Intl Fcstone Financial Inc	\$500,000.00	0.65%	January 28, 2021	January 28, 2026	0.66%
Federal Farm Credit Bank	Mizuho Securities USA Inc.	\$500,000.00	0.22%	February 12, 2021	February 12, 2024	0.66%
Federal Home Loan Mortgage Company	Keybanc Capital Markets, Inc.	\$300,000.00	0.65%	February 26, 2021	February 26, 2026	0.40%
Federal Home Loan Mortgage Company	Rbc Capital Markets, LLC	\$390,000.00	1.00%	March 23, 2021	March 23, 2026	0.52%
Federal Home Loan Mortgage Company	Rbc Capital Markets, LLC	\$240,000.00	0.50%	May 27, 2021	August 27, 2024	0.32%
Federal Home Loan Mortgage Company	Toronto Dominion Securities	\$250,000.00	0.63%	May 28, 2021	November 27, 2024	0.33%
Federal Home Loan Mortgage Company	Wells Fargo Securities, LLC	\$140,000.00	0.33%	July 29, 2021	December 29, 2023	0.19%
Federal Home Loan Mortgage Company	Great Pacific Securities	\$255,000.00	1.10%	August 30, 2021	August 24, 2026	0.34%
Federal Home Loan Mortgage Company	Baird, Robert W. & Company In	\$200,000.00	0.60%	October 8, 2021	January 7, 2025	0.26%
Federal Home Loan Mortgage Company	Stonex Financial Inc	\$150,000.00	1.50%	February 28, 2022	February 23, 2024	0.20%
Federal Farm Credit Bank	Amherst Pierpont Securities	\$250,000.00	3.37%	May 26, 2022	May 26, 2026	0.33%
Federal Home Loan Mortgage Company	First Tennessee Bank	\$205,000.00	3.12%	May 27, 2022	May 23, 2025	0.27%
Federal Farm Credit Bank	Stonex Financial Inc	\$250,000.00	3.96%	August 17, 2022	August 17, 2026	0.33%
Federal Home Loan Mortgage Company	Wells Fargo Securities, LLC	\$250,000.00	3.35%	August 17, 2022	March 8, 2024	0.33%
Federal Farm Credit Bank	Wells Fargo Securities, LLC	\$500,000.00	3.29%	August 24, 2022	August 24, 2026	0.66%
Federal Home Loan Mortgage Company	Stonex Financial Inc	\$120,000.00	5.00%	October 18, 2022	October 18, 2027	0.16%
Federal Home Loan Mortgage Company	BofA Securities Inc/FXD Inc	\$265,000.00	5.00%	October 20, 2022	October 20, 2025	0.35%
Federal Home Loan Mortgage Company	JP Morgan Securities LLC	\$300,000.00	4.79%	November 2, 2022	March 8, 2024	0.40%
Federal Home Loan Mortgage Company	Morgan Stanley & Co LLC	\$250,000.00	5.37%	March 8, 2023	September 13, 2024	0.33%
US Government Agency Discount Notes						
Federal Home Loan Bank	BofA Securities Inc	\$1,000,000.00	5.02%	February 9, 2023	December 1, 2023	1.32%
Federal Home Loan Bank	Mizuho Securities USA Fxd Inc	\$700,000.00	5.08%	February 28, 2023	August 25, 2023	0.93%
TOTAL PORTFOLIO						100.00%

CUYAHOGA COUNTY PUBLIC LIBRARY
Purchase Approval List
April 25, 2023

<i>Item</i>	<i>Quantity</i>	<i>Description</i>	<i>Supplier</i>	<i>Unit Cost</i>	<i>Total Amount</i>
		NEW PURCHASES			
1		Laser engraver system			
		SUMMARY: Necessary equipment for Mayfield Hts Innovation Center. As requested by the Information Technologies Division.	Buckeye Educational System		\$28,620.00
2		Parking Lot seal & stripe			
		SUMMARY: Necessary to repair parking lots at 4 branches. As requested by the Operations-Facilities Division.	All Ways Construction LLC		\$31,565.00
3		Fall protection & roof ladders			
		SUMMARY: Necessary to install safety features at Parma-Powers branch. As requested by the Operations-Facilities Division.	City Wide Facility Solutions		\$40,648.00
		CAPITAL FUND NEW PURCHASES			
4		Land survey, ground boring, & environmental testing			
		SUMMARY: Necessary to preview location for new Parma Hts building. As requested by the Operations-Facilities Division.	GPD Group		\$36,000.00

[illegible]

This page intentionally left blank.

Cuyahoga County Public Library

Resolution To Amend Official Certificate of Estimated Resources and Amend Appropriations

Whereas, the current Certificate of Estimated Resources and Appropriations need to be amended for the year ending December 31, 2023.

Now therefore be it resolved, by the Board of Trustees of Cuyahoga County Public Library amend the Official Certificate of Estimated Resources and Amend the Appropriations as follows:

Official Certificate of Estimated Resources

Special Revenue Fund:

265 – Digital Literacy	\$	440,404.00
------------------------	----	------------

Appropriations Amendment

Special Revenue Fund:

265—Digital Literacy	\$	440,404.00
----------------------	----	------------

Approved 25 April 2023

Dean E. DePiero
President

Maria L. Spangler
Secretary

Cuyahoga County Public Library

RESOLUTION AUTHORIZING THE LIBRARY TO ENTER INTO A PROJECT LABOR AGREEMENT FOR THE CONSTRUCTION OF THE REPLACEMENT BROOKLYN BRANCH LIBRARY

Whereas, the Cuyahoga County Public Library (the “Library”) is a county library district and political subdivision of the State of Ohio organized under the Ohio Revised Code and this Board of Library Trustees (this “Board”) is body politic and corporate organized and acting under relevant provisions of the Ohio Revised Code, including sections 3375.22 and 3375.40 of the Ohio Revised Code; and

Whereas, the Chief Operations Officer is requesting authorization to enter into a Project Labor Agreement for the construction of a replacement for the Brooklyn Branch Library; and

Whereas, the agreement is a three way agreement between Panzica Construction Company and The Cleveland Building and Construction Trades Council and its Affiliates.

Now therefore be it resolved by the Cuyahoga County Public Library:

The Board of Trustees hereby authorizes the Library to enter into a three way Project Labor Agreement for the construction of a replacement for the Brooklyn Branch Library.

Approved April 25, 2023

Dean E. DePiero, President

Maria L. Spangler, Secretary

[Type here]

**PROJECT LABOR AGREEMENT
BY AND BETWEEN
PANZICA CONSTRUCTION COMPANY
AND
THE CLEVELAND BUILDING AND CONSTRUCTION
TRADES COUNCIL AND ITS AFFILIATES**

INTRODUCTION AND SCOPE

- A. This Project Labor Agreement ("Agreement") is entered into this 19 day of April, 2023, by and between Panzica Construction Company, its successors or assigns ("Panzica") and the Cleveland Building and Construction Trades Council ("CBCTC"), acting on its own behalf and on behalf of its affiliates (collectively, "Unions"), with respect to the construction of a new Cuyahoga County Library located at 7619 Memphis Ave., in Brooklyn, Ohio 44144 ("Project)."
- B. The term "Employers" shall collectively refer to and include all employers and entities, including but not limited to, construction contractors and subcontractors of whatever tier engaged in onsite construction work within the scope of this Agreement, including Panzica when it performs construction and related work within the scope of this Agreement. Such work shall include site preparation work and dedicated off-site work. The conditions of this Agreement shall be binding for all construction work under the direction of and performed by the Employers. The only work excluded from this Agreement is as follows: (1) FF&E (i.e., Furniture, Fixtures and Equipment not attached to the building) including the children's area interactives, including fabrication and installation of such FF&E; (2) Low Voltage contractors, such as camera installation (except that the wiring shall be done by the Union trades under this Agreement); and (3) Shelving including the installation of LED lighting for shelving.
- C. Panzica, the Employers and the Unions agree that the timely construction of this Project will require substantial numbers of employees from construction and supporting crafts possessing skills and qualifications that are vital to its completion. They will work together to furnish skilled, efficient craft workers for the construction of the Project.
- D. To maintain a spirit of harmony, labor-management peace, and stability during the term of this Agreement and to avoid workplace disruptions that may be caused by union and nonunion workers employed on the same jobsite, the parties agree to abide by the terms and conditions in this Agreement, and to establish effective and binding methods for the settlement of all misunderstandings, disputes or grievances which may arise.

- E. Panzica shall assure compliance with this Agreement by Employers. Where there is a conflict, the terms and conditions of this Agreement shall supersede and override terms and conditions of any and all other national, area, or local collective bargaining agreements, except for all work performed under the NTL Articles of Agreement, the National Stack/Chimney Agreement, the National Cooling Tower Agreement, all instrument calibration work and loop checking shall be performed under the terms of the UA/IBEW Joint National Agreement for Instrument and Control Systems Technicians, and the National Agreement of the International Union of Elevator Constructors, with the exception of Paragraphs I, N and R, which shall apply to such work.
- F. This Agreement shall only be binding on the signatory parties hereto and shall not apply to their parents, affiliates or subsidiaries.
- G. Liability of any Employer and the liability of the Unions shall be several and not joint.

UNION RECOGNITION AND SUBCONTRACTING

- H. Panzica shall require that all work be performed by Employers who are or become signatory to a collective bargaining agreement with the appropriate craft union signatory to this Agreement. Panzica agrees that neither it nor any of its contractors or subcontractors will subcontract any work to be done on the Project except to a person, firm or corporation who is bound by the terms of this Agreement. Any Employer who is not already signatory to a collective bargaining agreement with the appropriate craft union signatory to this Agreement and chooses not to become signatory for the duration of the collective bargaining agreement, hereby agrees to become signatory to the collective bargaining agreement but only for work performed on the Project or covered within the scope of the Project. For any Employer that is not signatory to a collective bargaining agreement with the appropriate craft union(s), upon request from the appropriate craft union(s), the Employer immediately shall complete and sign Exhibit A ("Letter of Assent") attached to this Agreement. Neither Panzica nor its contractors or subcontractors will use leasing, temporary employment or brokering as a substitute for performance of obligations under this Paragraph H.

WORK STOPPAGES AND LOCKOUTS

- I. During the term of this Agreement there shall be no strikes, sympathy strikes, jurisdictional strikes, picketing, work stoppages, slowdowns or other disruptive activity for any reason by the Unions or by any employee, and there shall be no lockout by Panzica or any Employer.
- J. If wage negotiations are scheduled during the course of the Project, the Employers agree to abide by all the terms and conditions as may be negotiated by the Unions and their respective employer association and the Employers agree to pay said wages to all employees working and employed by the Employer and its

subcontractors for the work, retroactive to the date said increase and wage adjustments become effective. Said payments shall be made within ten (10) days of the date of the new collective bargaining agreement. In consideration of such agreement by the Employers and their subcontractors to pay wages retroactive to the date such wage increases and adjustments become effective, the Unions will permit employees to continue to work for the Employers and their subcontractors during the pendency of negotiations, and the Unions will further agree that there will be no work stoppages, strikes or interferences with the work during the course of said negotiations, subject, however, to full compliance on the part of the Employers and their subcontractors with the retroactive agreement as to wages and working conditions as set forth above.

EMERGENCY INJUNCTIVE RELIEF

- K. In the event of an alleged violation of the contractual commitments set forth in Paragraphs H and/or I, the aggrieved party shall not be required to resort to the normal settlement procedures. Instead, the aggrieved party shall have the right to enforce these commitments by seeking an immediate injunction in the court of common pleas in Cuyahoga County, Ohio. The Parties hereby agree that in the case of a violation of Paragraphs H and/or I, the aggrieved party will have no adequate remedy at law, cannot be made whole by money damages and will be irreparably harmed by the conduct. Furthermore, once the injunction has been issued, the aggrieved party shall retain the right to full legal and equitable relief, including appropriate financial damages against any violating party. Should an Employer fail to pay any wages and/or employee benefits, the Employer shall also be liable for interest, reasonable attorney fees and court costs, in addition to other remedies the Union and/or its related fringe benefit funds may have.

FRINGE BENEFIT CONTRIBUTIONS

- L. If a Fringe Benefit Trust Fund or a Union provide Panzica with written notice that one of the Employers is delinquent in making benefit contributions for a period of at least fifteen (15) days after said contributions are payable for work performed on the Project, Panzica will withhold any work-in-progress payments owed to said Employer until the Fund or Union notifies Panzica that the benefit contributions have been paid and made current. Panzica's obligation is limited only to the amount of unpaid work-in-progress payments owed to the Employer at the time the Fund or Union notifies it of any delinquent contributions, and Panzica assumes no liability for payments of delinquent benefit contributions. Good faith disputes between the Fringe Benefit Trust Fund and an Employer over the amount of money owed to the fund are excluded from coverage under this procedure.

JURISDICTIONAL DISPUTES

- M. Upon request, each direct-hire Employer of any tier shall conduct a jurisdictional pre-job meeting prior to the commencement of the work for the purpose of discussing the scope and schedule of the work and intended work assignments by

Union. Panzica or Panzica's representative shall have the right to participate in such meetings. Except in emergency situations, no Employer may commence work without conducting the jurisdictional pre-job meeting. Following the pre-job meeting, crafts shall be given the opportunity to submit evidence in support of a claim to the work. The Employer will make its final assignments to a particular Union or Unions in writing prior to the commencement of the work. The initial and final assignments are the sole responsibility of the Employer performing the work involved.

- N. All work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor Plan.
- O. All jurisdictional disputes on this Project, between or among Building and Construction Trades Unions and employers, parties to this Agreement, shall be settled and adjusted according to the present Plan established by the Building and Construction Trades Department or any other plan or method of procedure that may be adopted in the future by the Building and Construction Trades Department. Decisions rendered shall be final, binding and conclusive on the Employers and Unions parties to this Agreement.
- P. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slow-down of any nature and the Employer's assignment shall be adhered to until the dispute is resolved. Individuals violating this section shall be subject to immediate discharge.

DISPUTES AND GRIEVANCES

- Q. Jurisdictional disputes must be resolved in the manner provided above in this Agreement. Disputes arising under the terms of an individual Union's collective bargaining agreement must be resolved in the manner provided under the individual Union's collective bargaining agreement. All other disputes arising under the terms and/or application of this Agreement that require an interpretation of this Agreement, and which grievance is (a) not jurisdictional, (b) not covered by a Union's collective bargaining agreement, and (c) not covered by Paragraphs H or I, shall be resolved as set forth in Paragraph R.
- R. Any question or dispute arising out of and during the term of this Agreement (other than those described above) shall be considered a grievance and subject to resolution under the following procedures:

Step 1.(a) When any employee subject to the provisions of this Agreement feels he or she is aggrieved by a violation of this Agreement, he or she, through his or her local union business representative or job steward, shall, within five (5) working days after the occurrence of the violation, give notice to the work-site representative of the involved Contractor stating the provision(s) alleged to have been violated. The business representative of the local union or the job steward and the

work-site representative of the involved Contractor and Panzica shall meet and endeavor to adjust the matter within three (3) working days after timely notice has been given. The representative of the Contractor shall keep the meeting minutes and shall respond to the Union representative in writing (copying Panzica) at the conclusion of the meeting but not later than twenty-four (24) hours thereafter. If they fail to resolve the matter within the prescribed period, the grieving party may, within forty-eight (48) hours thereafter, pursue Step 2 of the Grievance Procedure, provided the grievance is reduced to writing, setting forth the relevant information concerning the alleged grievance, including a short description thereof, the date on which the grievance occurred, and the provision(s) of the Agreement alleged to have been violated.

(b) Should the Local Union(s) or Panzica or any Contractor have a dispute with the other party and, if after conferring, a settlement is not reached within three (3) working days, the dispute may be reduced to writing and proceed to Step 2 in the same manner as outlined herein for the adjustment of an employee complaint.

Step 2. The International Union Representative and the involved Contractor shall meet within seven (7) working days of the referral of a dispute of this second step to arrive at a satisfactory settlement thereof. Meeting minutes shall be kept by the Contractor. If the parties fail to reach an agreement, the dispute may be appealed in writing in accordance with the provisions of Step 3 within seven (7) calendar days thereafter.

Step 3. (a) If the grievance has been submitted but not adjusted under Step 2, either party may request in writing, within seven (7) calendar days thereafter, that the grievance be submitted to an Arbitrator mutually agreed upon by them. The Contractor and the involved Union shall attempt mutually to select an arbitrator, but if they are unable to do so, they shall request the American Arbitration Association to provide them with a list of arbitrators from which the Arbitrator shall be selected. The rules of the American Arbitration Association shall govern the conduct of the arbitration hearing. The decision of the Arbitrator shall be final and binding on all parties. The fee and expenses of such Arbitration shall be borne equally by the Contractor and the involved Local Union(s).

(b) Failure of the grieving party to adhere to the time limits established herein shall render the grievance null and void. The time limits established herein may be extended only by written consent of the parties involved at the particular step where the extension is agreed upon. The Arbitrator shall have the authority to make decisions only on issues presented to him or her, and he or she shall not have authority to change, amend, add to or detract from any of the provisions of this Agreement.

Step 4. Panzica shall be notified of all actions at Steps 2 and 3 and shall, upon their request, be permitted to participate in all proceedings at these steps.

DRUG FREE and TOBACCO FREE WORKSITE

- S. The parties agree that the Project will be a “drug-free” and “tobacco-free” worksite.

HELMETS TO HARDHATS

- T. The Employers and the Unions recognize a desire to facilitate the entry into the building and construction trades of veterans who are interested in careers in the building and construction industry. The Employers and Unions agree to utilize the services of the Center for Military Recruitment, Assessment and Veterans Employment (“Center”) and the Center’s “Helmets to Hardhats” program to serve as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the parties. The Unions and Employers agree to coordinate with the Center to create and maintain an integrated database of veterans interested in working on this Project and of apprenticeship and employment opportunities for this Project. To the extent permitted by law, the Unions will give credit to such veterans for bona fide, provable past experience.

SAFETY

- U. The parties to this Agreement agree that all work is to be completed in accordance with the site-specific health and safety plan. This is to ensure the health, wellness, and safety of everyone on the site, safe operation of equipment and tools, and proper handling of materials.

SIGNATURES

- V. The parties to this Agreement need not all sign on the same page. Signatures on separate pages and executed at different times will not affect the validity of the Agreement. Original signatures and signatures provided by facsimile are equally valid.

Panzica Construction Company



 Mark Panzica.
 Owner

April 19, 2023

**Cleveland Building &
 Construction Trades Council**

 Dave Wondolowski
 Executive Secretary

_____, 2023

Cuyahoga County Public Library

 _____, 2023

Unions:

Organization	Signature and Title	Date
Asbestos Workers #3		
Bricklayers Local #23		
Boilermakers #744		
Carpenters District Council		
Cement Masons #404		
Electrical Workers #38		
Elevator Constructors #17		
Ironworkers #17		
Laborers #310		
Laborers #860		
Operating Engineers #18		
Painters District Council		
Pipefitters #120		
Plasterers #526		
Plumbers #55		

Roofers & Waterproofers #44

Sheetmetal Workers #33

Teamsters #436

EXHIBIT A

LETTER OF ASSENT

In consideration of the benefits to be derived and other good and valuable consideration, the undersigned Employer, does hereby become signatory to the standard industry collective bargaining agreement(s) with the following signatory Union(s) for work performed on this Project or within the scope of this Project:

1. _____
2. _____
3. _____

Signed on this _____ day of _____, 2023.

Name of Company

By: _____
Typed or printed

Position

Signature

Address

Phone: _____ Fax: _____

E-mail: _____

BWC No. _____ Federal ID No. _____

Name of Union

By: _____
Typed or printed

Position

Signature

Address

Phone: _____ Fax: _____

E-mail: _____

Name of Union

By: _____
Typed or printed

Position

Signature

Address

Phone: _____ Fax: _____

E-mail: _____

Name of Union

By: _____
Typed or printed

Position

Signature

Address

Phone: _____ Fax: _____

E-mail: _____

Cuyahoga County Public Library

RESOLUTION AUTHORIZING THE LIBRARY TO ENTER INTO AN AGREEMENT WITH THE GARLAND COMPANY FOR ROOF REPLACEMENT AT THE MAPLE HEIGHTS BRANCH LIBRARY

- Whereas,** the Cuyahoga County Public Library (the "Library") is a county library district and political subdivision of the State of Ohio organized under the Ohio Revised Code and this Board of Library Trustees (this "Board") is body politic and corporate organized and acting under relevant provisions of the Ohio Revised Code, including sections 3375.22 and 3375.40 of the Ohio Revised Code; and
- Whereas,** the Chief Executive Officer, or designee, is allowed to solicit bids utilizing a cooperative council of governments (CCOG) for certain types of work, including roof replacement, pursuant to the procedures contained in the Ohio Revised Code; and
- Whereas,** the Chief Executive Officer, or designee, did advertise for competitive bids for roof replacement through a cooperative council of governments with Equalis Group and The Garland Company; and
- Whereas,** this Board has determined that it is in the interest of the Library to proceed with the roof replacement at the Maple Heights Branch.

Now therefore be it resolved by the Cuyahoga County Public Library:

Section 1. The Board of Trustees is hereby authorized to execute the contract for construction services not to exceed the amount of **\$984,364.00.**

Section 2. It is found and determined that all formal actions of this Board concerning and relating to this resolution were adopted in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in this formal action were meetings open to the public in compliance with all legal requirements, including relevant provisions of the Ohio Revised Code.

Approved April 25, 2023

Dean E. DePiero, President

Maria L. Spangler, Secretary

Summary:

Equalis Group is a cooperative purchasing organization that provides contracts competitively solicited by public agencies ([Lead Agencies](#)) for a wide array of products and services. All Master Agreements are established through rigorous and transparent competitive solicitations conducted in accordance with public procurement guidelines to ensure members stay in compliance.

The Cooperative Council of Governments (CCOG), an Equalis Group Lead Agency, issued RFP #COG[1]2133 for Roofing Products & Services in Ohio on 5/20/2022 and subsequently entered into Contract #COG-2133A with Garland as the lowest responsive and responsible bidder. CCOG is an Ohio regional council of governments and political subdivision formed under Section 167 of the Ohio Revised Code. It is a 501 (c)3 nonprofit organization.

The Equalis contract award to Garland meets the requirements Ohio Revised Code 167.081 as is required under Ohio Attorney General Opinion Letter 2019-028.

Keith McDevitt

Area Vice President, Equalis Group

c: 216.233.2433 | o: 216.478.1040

e: KMcDevitt@EqualisGroup.org



www.EqualisGroup.org



Garland & Equalis Group Publicly Procured Master Agreement Contract #COG-2133A

The Cooperative Council of Governments (CCOG), an Equalis Group Lead Agency, issued RFP #COG-2133 for Roofing Products & Services in Ohio on 5/20/2022 and subsequently entered into Contract #COG-2133A with Garland as the lowest responsive and responsible bidder.

Contract Information

Effective Date: 8/01/2022

Renewable Through: 7/31/2027

Additional information regarding the procurement process and contract award can be found on the [Garland Page](#) at the Equalis Group website, including the Garland products and services available through the Master Agreement, RFP and scoring documents, the Master Agreement between CCOG and Garland, and pricing/discount model.

Entities Eligible to Purchase from Garland through the Master Agreement

This contract vehicle is immediately available to existing Equalis Group Members.

Not a Member yet? Any public sector entity in the country can join Equalis Group and begin utilizing any Equalis Group competitively solicited master agreement by completing the [membership registration form](#). New Members receive a fully executed copy of their completed membership form via email immediately and will receive their Equalis Group membership number within one-to-two days. There are no dues, fees, or obligations and completing the form takes less than five minutes.

Help with Membership, Procurement Questions & Navigating Our Contract Portfolio

Equalis Group's dedicated Member Engagement Team exists to support our Members. The team is readily accessible and is prepared to answer questions about membership, public sector purchasing compliance, Equalis Group's procurement and contracting processes, and our portfolio of more than 100 already-procured contract vehicles. Current and prospective Members can find their Member Engagement Team point person and direct contact information [here](#).

View all Equalis Group contracts and download a sortable Excel file with key information about each contract in our ever-expanding portfolio [here](#).

About Equalis

Equalis Group is a Public Sector purchasing cooperative. We deliver compliant, publicly procured cooperative agreements that Public Sector entities across the country can utilize to: *i)* quickly acquire the products and services they need; *ii)* receive better pricing through the collective buying power of Equalis Group Members; and, *iii)* save time through Equalis Group's legal and compliant alternative to conducting their own resource-consuming solicitation process.

Equalis Group partners with two primary Lead Agencies, Region 10 Education Service Center (**Region 10**) in Texas and The Cooperative Council of Governments (CCOG) in Ohio, to conduct rigorous and transparent competitive public sector procurement processes for critical products and services. Winning suppliers, distributors, and manufacturers are selected based on both qualitative criteria and pricing. We then establish compliant already-procured Master Agreements with the winning vendors.



Partners for the life of your building™.



The Garland Company, Inc. & Equalis Group

Publicly Procured Contract Vehicle

Garland Contract Highlights

- Along with Garland's comprehensive line of building envelope products and systems, the Equalis contract includes inspections, design and engineering services, leak management, and much more. Regardless of the size or complexity of your project, Garland has the solutions.
- We provide a strong network of trusted contractors you can rely on to properly and safely install your products for optimal performance. Through our site-specific pricing process, we ensure you're getting the most competitive labor pricing on every job.
- Garland representatives are on-site frequently to monitor installation, ensuring proper performance of your new asset. At project completion, Garland issues a comprehensive warranty covering all labor and materials, providing the public agency with unparalleled coverage.

Who is Garland?

The Garland Company, Inc. is one of the worldwide leaders of quality, high-performance roofing and building envelope solutions for the commercial, industrial and institutional markets. For over 125 years, Garland has continually developed unique product and service offerings that have raised the bar of performance while exceeding the individual needs of customers throughout the world. Today, our network of over 220 local building envelope professionals is ideally positioned throughout the United States, Canada, and the United Kingdom to provide quality building envelope solutions for single and multi-property facilities. The Garland Company Inc., headquartered in Cleveland, Ohio, is an ISO 9001:2015 certified company.

Save Time... we've done the procurement work so you don't have to.

Save Money... your dollar goes further with the collective buying power of Equalis Group.

Stay Legal... our competitive procurement process delivers statutory compliance in every state.

Contract # CUG-2153A

Lead Agency CCCC

Effective Date 08/01/2023

Renewable Through 07/31/2027

Get Started



Learn more about how we can help you achieve your procurement goals while Saving Time, Saving Money & Staying Legal. Email Engage@EqualisGroup.org or visit EqualisGroup.org/Map to connect with your dedicated Member Engagement Resource today.

Explore the full portfolio of Equalis Group contract vehicles at EqualisGroup.org/contracts.

Created by Public Sector Organizations for Public Sector Organizations



Who is Equalis Group?

Equalis Group is a Member-Driven, Supplier-Centric organization that embodies the power of partnership. Equalis Group operates with the guiding principle that when the objectives of buyers and sellers are aligned, sustainable value is created, transcending that of the typical short-term transactional relationship. With this differentiated approach, Equalis Group is not just a cooperative purchasing organization; we are a family.

We leverage Equalis Group members' combined buying power to command better pricing and favorable contract

terms from suppliers. We develop and administer a diverse portfolio of cooperative purchasing programs that cover a wide range of products and services and provide our members with a legal and compliant exemption to the bid/request for proposals (RFP) process.

Each program in our rapidly growing portfolio provides our members with contracting compliance and the ability to configure the solution that best meets their individual needs while achieving the lowest Total Cost of Ownership.

Time Saved through Equalis Group = More Resources for You to Invest

How many hours and over how many weeks or months does your team invest in a typical solicitation process? How many solicitations does your organization publish each year? How much time and effort can your organization save by leveraging Equalis Group's already-procured portfolio of programs? In what ways can you re-invest that saved time and energy to fulfill your organization's purpose?

Your Solicitation Process Today



Your Implementation Process with Equalis Group



Become a Member of Equalis Group

If you are not already a member, you can join Equalis Group in just minutes and immediately access our portfolio of cooperative purchasing programs. Simply visit www.equalisgroup.org/member-registration to get started. There are no dues, fees, or obligations.



Garland/DBS, Inc.
3800 East 91st Street
Cleveland, OH 44105
Phone: (800) 762-8225
Fax: (216) 883-2055



ROOFING MATERIAL AND SERVICES PROPOSAL

Cuyahoga County Public Library
Maple Heights Branch
3301 Warrensville Center Rd
Maple Heights, Ohio 44137

Date Submitted: 04/17/2023
Proposal #: 91-OH-230048
RFP # COG-2133

OHIO General Contractor License #: NOT REQUIRED

Purchase orders to be made out to: Garland/DBS, Inc.

Please Note: The following budget/estimate is being provided according to the pricing established under the Master Cooperative Purchasing Agreement with Cooperative Council of Governments and Equals Group. Garland/DBS, Inc. administered a competitive solicitation for obtaining localized pricing.

Scope of Work: Roof Replacement

1. Comply with all OSHA and CCPL regulations.
2. Tear off all roofing materials to the metal deck including the 2 perimeter roofs.
Core Cut = 1/8" tapered metal deck + 2" ISO insulation + 1/2" cover board + BUR and gravel.
3. Sections A & B - mechanically attach 2 layers of 2.2" ISO insulation + an adhered 1/2" coverboard. This will meet the code required R-25.
4. Install 16' sumped drains, along with saddles and crickets throughout.
5. Install a 2-ply modified system: cold adhesive or torch applied.
6. Raise all units a minimum of 8" above the finished roof system.
7. Eliminate all obsolete equipment.
8. Install a 2-ply modified flashing system. The use of mineral flashing cap sheet is allowed. The seams of a cold process system must be 3-coursed. Flashings not kept clean must be aluminized at the contractors expense. In lieu of the mineral cap sheet apply an aluminizer at the rate of 2 gallons per 100 square feet.
9. Install a new, 22-gauge, coping cap throughout.
10. Install new trim metal throughout. All pitch pockets must have a lid.
11. Install a new coping cap around the perimeter of the lower roof. Install a wood nailer to ensure the perimeter is flush.
12. Apply a flood coat of cold process coal tar at the rate of 5 gallons per 100 square feet. Immediately embed 425 lbs. of #8, silica grade pea gravel.
13. The Garland Company will provide a line-item price to install a certified lightning protection throughout.
The contractor will provide a 3-year workmanship warranty.
The Garland Company will provide a 30-year leak free warranty covering both labor and material.

Bid Option 1 - Torch Applied

Proposal Price Based Upon Market Experience:	\$ 1,073,587
---	---------------------

Garland/DBS Price Based Upon Local Market Competition:

1 Industrial First	\$ 1,073,587
2 Warren Roofing	\$ 1,079,354
3 Terik Roofing	\$ 1,086,065
4 Willham Roofing	Declined Bid

Bid Option 2 - Cold Applied

Proposal Price Based Upon Market Experience:	\$ 950,579
---	-------------------

Garland/DBS Price Based Upon Local Market Competition:

1 Willham Roofing	\$ 950,579
2 Industrial Roofing	Declined Bid
3 Warren Roofing	Declined Bid
4 Terik Roofing	Declined Bid

Unforeseen Site Conditions: Willham Roofing

Drain Replacement	\$ 3,705.00	Each
Decking Repair	\$ 4.28	per Sq. Ft.
Decking Replacement	\$ 17.05	per Sq. Ft.
Roof Hatch	\$ 1,767.00	Each

Add Alternate 1 - Lightning Protection

Proposal Price Based Upon Market Experience:	\$ 23,785
---	------------------

Garland/DBS Price Based Upon Local Market Competition:

1 Western Reserve LR Co	\$ 23,785
--------------------------------	------------------

Potential issues that could arise during the construction phase of the project will be addressed via unit pricing for additional work beyond the scope of the specifications. This could range anywhere from wet insulation, to the replacement of deteriorated wood nailers.

Please Note – The construction industry is experiencing unprecedented global pricing and availability pressures for many key building components. Specifically, the roofing industry is currently experiencing long lead times and significant price increases with roofing insulation and roofing fasteners. Therefore, this proposal can only be held for 30 days. DBS greatly values your business, and we are working diligently with our long-term suppliers to minimize price increases and project delays which could effect your project. Thank you for your understanding and cooperation.

Clarifications/Exclusions:

1. Permits are included.
2. Plumbing, Mechanical, Electrical work is excluded.
3. Masonry work is excluded.
4. Interior Temporary protection is excluded.
5. Any work not exclusively described in the above proposal scope of work is excluded.

If you have any questions regarding this proposal, please do not hesitate to call me at my number listed below.

Respectfully Submitted,

Jarod Miller

Jarod Miller
Garland/DBS, Inc.
(216) 430-3606

Name: _____

Title: _____

Date: _____

**CUYAHOGA COUNTY PUBLIC LIBRARY
A RESOLUTION TO AMEND CRITERIA FOR ELIGIBILITY FOR A
CUYAHOGA COUNTY PUBLIC LIBRARY OPPORTUNITY CARD**

WHEREAS, the Board of Trustees on March 29, 2016, determined that it is in the best interest of the residents it serves to establish the Opportunity Card; and,

WHEREAS, the Opportunity Card allows customers with fees between \$10.00 and \$99.99 limited borrowing privileges of physical items and full access of the digital collection, electronic resources, and public computers; and

WHEREAS, the new Integrated Library System, Koha, will limit borrowing privileges based on fees and is the better method to manage borrowing limits.

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of Cuyahoga County Public Library hereby approve the request to discontinue the use of Opportunity Card for customers with fees above \$10.00 and transition to using Koha to limit borrowing privileges based on fees once Koha has been fully implemented.

NOW, THEREFORE BE IT RESOLVED That all formal actions of this Board concerning and relating to this resolution were adopted in an open meeting of this Board and that all deliberations of this Board or any of its committees that resulted in this formal action were meetings open to the public in compliance with all legal requirements, including relevant provisions of the Ohio Revised Code (ORC).

Approved 25 April 2023

X _____
Dean E. DePiero, President

X _____
Maria L. Spangler, Secretary

**CUYAHOGA COUNTY PUBLIC LIBRARY
A RESOLUTION TO AMEND CRITERIA FOR
BORROWING PRIVILEGES**

WHEREAS, customers with fees between \$10.00 and \$99.99 have limited borrowing privileges of physical items and full access of the digital collection, electronic resources, and public computers; and

WHEREAS, it has been determined by discontinuing late fines the \$10.00 threshold needs to be increased to \$25.00 and borrowing privileges should be limited to digital collection, electronic resources, and public computers once the new Integrated Library System, Koha, has been fully implemented.

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of Cuyahoga County Public Library hereby approve the request to limit borrowing privileges to digital collection, electronic resources and public computers when a borrower has fees over \$25.00 once Koha has been fully implemented.

NOW, THEREFORE BE IT RESOLVED That all formal actions of this Board concerning and relating to this resolution were adopted in an open meeting of this Board and that all deliberations of this Board or any of its committees that resulted in this formal action were meetings open to the public in compliance with all legal requirements, including relevant provisions of the Ohio Revised Code (ORC).

Approved 25 April 2023

X _____
Dean E. DePiero, President

X _____
Maria L. Spangler, Secretary

**CUYAHOGA COUNTY PUBLIC LIBRARY
A RESOLUTION TO ALLOW ACCOUNTS TURNED OVER
TO COLLECTION AGENCY TO PAY DOWN ACCOUNT AND
REGAIN BORROWING PRIVILEGES**

WHEREAS, the Board of Trustees has determined that it is in the best interest of the residents it serves to adjust collection agency practices that create undue barriers to Library services; and,

WHEREAS, card holder accounts reaching \$100.00 or more in fees and/or billed items AND are 90 days overdue are turned over to a collection agency; and,

WHEREAS, it has also been determined that account holders turned over to a collection agency should have borrowing privileges once their account is less than \$100.00; and,

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of Cuyahoga County Public Library hereby approve the request to allow any card holder turned over to a collection agency to pay down account to less than \$100.00 to regain Library borrowing privileges.

NOW, THEREFORE BE IT RESOLVED That all formal actions of this Board concerning and relating to this resolution were adopted in an open meeting of this Board and that all deliberations of this Board or any of its committees that resulted in this formal action were meetings open to the public in compliance with all legal requirements, including relevant provisions of the Ohio Revised Code (ORC).

Approved 25 April 2023

X _____
Dean E. DePiero, President

X _____
Maria L. Spangler, Secretary

**CUYAHOGA COUNTY PUBLIC LIBRARY
A RESOLUTION TO REMOVE COLLECTION AGENCY CHARGE**

WHEREAS, the Board of Trustees has determined that it is in the best interest of the residents it serves to adjust collection agency practices that create undue barriers to Library services; and,

WHEREAS, card holder accounts reaching \$100.00 or more in fees and/or billed items AND are 90 days overdue are turned over to a collection agency; and,

WHEREAS, a collection agency fee of \$10.00 is added to the card holder account; and,

WHEREAS, it has been determined that the collection agency fee is an undue burden and \$10.00 should not be passed on to the account holder; and,

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of Cuyahoga County Public Library hereby approve the request to discontinue assessing a collection agency fee of \$10.00 once the new Integrated Library System, Koha, has been fully implemented.

NOW, THEREFORE BE IT RESOLVED That all formal actions of this Board concerning and relating to this resolution were adopted in an open meeting of this Board and that all deliberations of this Board or any of its committees that resulted in this formal action were meetings open to the public in compliance with all legal requirements, including relevant provisions of the Ohio Revised Code (ORC).

Approved 25 April 2023

X _____
Dean E. DePiero, President

X _____
Maria L. Spangler, Secretary

EMPLOYMENT PRACTICES –200
Emergency Replacement of Chief Executive Officer – 290

This policy is designed to assure a prompt and orderly transition of executive authority for CCPL should a sudden and unexpected event cause the Chief Executive Officer to become completely incapacitated and unable to perform their duties for an indeterminate amount of time.

- 290.1 In the event the Chief Executive Officer becomes completely incapacitated, the Chief Public Services Officer shall assume the role of Acting Chief Executive Officer as soon as the incapacitation becomes known and shall assume all related duties thereto. The Acting Chief Executive Officer will provide prompt notice to the President of the Board of Trustees of the assumption of that role.
- 290.2 If the Chief Executive Officer and the Chief Public Services Officer are simultaneously incapacitated to the point that neither can fulfill the essential functions of the Chief Executive Officer position for an indeterminate amount of time, the Chief Operations Officer shall assume such duties during the period of incapacity.
- 290.3 It shall be up to CCPL's Board of Trustees to determine when and in what manner any such incapacity of the Chief Executive Officer shall result in the initiation of Board action to find a permanent replacement. Options may include elevating the Chief Public Services Officer into the position, conducting an internal search of qualified and interested employee-candidates, or engaging a search firm to identify appropriate external candidates.

EMPLOYMENT PRACTICES – 200

~~Emergency Replacement of Chief Executive Officer – 290~~

This policy is designed to assure a prompt and orderly transition of executive authority for CCPL should a sudden and unexpected event cause the ~~Chief Executive Officer~~ to become completely incapacitated and unable to perform ~~their~~ duties for an indeterminate amount of time.

Deleted:**Commented [IEH1]:** Please fix formatting to match what the policy in the manual looks like now.**Deleted:** Executive Director**Deleted:** the Library**Deleted:** Executive Director**Deleted:** her/his

290.1

In the event the ~~Chief Executive Officer~~ becomes completely incapacitated, the ~~Chief Public Services Officer~~ shall assume the role of Acting ~~Chief Executive Officer~~ as soon as the incapacitation becomes known and shall assume all related duties thereto. The Acting ~~Chief Executive Officer~~ will provide prompt notice to the President of the Board of Trustees of the assumption of that role.

Deleted: Executive Director**Deleted:** incumbent Deputy Director**Deleted:** Executive Director**Deleted:** Executive Director

290.2

If the ~~Chief Executive Officer~~ and the ~~Chief Public Services Officer~~ are simultaneously incapacitated to the point that neither can fulfill the essential functions of the ~~Chief Executive Officer~~ position for an indeterminate amount of time, the ~~Chief Operations Officer~~ shall assume such duties during the period of incapacity.

Deleted: Executive Director**Deleted:** Deputy Director**Deleted:** Executive Director**Deleted:** Operations Director/Chief Fiscal

290.3

It shall be up to CCPL's Board of Trustees to determine when and in what manner any such incapacity of the ~~Chief Executive Officer~~ shall result in the initiation of Board action to find a permanent replacement. Options may include elevating the ~~Chief Public Services Officer~~ into the position, conducting an internal search of qualified and interested employee-candidates, or engaging a search firm to identify appropriate external candidates.

Deleted: the Library**Deleted:** Executive Director**Deleted:** Deputy Director

EMPLOYMENT PRACTICES — 200

Probationary Period — 221

All individuals hired or promoted into non-bargaining unit positions, full and part time, shall serve a probationary period of one year. The only exceptions to this provision are with respect to newly hired Pages, whose probationary period shall be sixty (60) working days or if an employment contract states otherwise.

- 221.1 During the probationary period, employees shall receive three (3) performance evaluations at three (3) months, six (6) months, and nine (9) months. Pages shall receive two (2) performance evaluations at thirty (30) days and sixty (60) days.
- 221.2 All non-bargaining unit employees are considered "at will,". During the probationary period, as with any other at will employment, a newly hired employee may be dismissed at the sole discretion of CCPL.
- 221.3 During the probationary period, all promoted employees shall retain the grievance and hearing rights set forth in this manual.
- 221.4 The probationary period may be extended with the approval of the Chief Executive Officer.
- 221.5 Prior to completion of the probationary period, CCPL retains the right to terminate in its sole discretion but will provide a maximum of two (2) weeks' notice or two (2) weeks termination pay before acting to terminate an employment relationship, except where employee conduct warrants earlier discharge.
- 221.6 New employees serving the probationary period shall not have access to the grievance procedure.

EMPLOYMENT PRACTICES — 200

Employee Status — 220

Probationary Period — 221

General Policy

All ~~individuals~~ ~~persons~~ ~~hired~~ ~~appointed~~ or promoted ~~into~~ non-bargaining unit positions, ~~whether full~~ ~~and/or~~ part time, ~~shall serve~~ ~~shall serve~~ an ~~initial employment period or~~ probationary period of one year. The only exceptions ~~to this provision~~ ~~this provision is~~ ~~are~~ with respect to newly-hired ~~non-bargaining unit~~ ~~p~~Pages, whose probationary period shall be sixty (60) working days ~~or if an employment contract states otherwise.~~

- 221.1 During the probationary period, employees ~~normally~~ shall receive three (3) performance evaluations ~~at three (3) months, six (6) months, and nine (9) months.~~ ~~Non-bargaining unit~~ ~~p~~Pages ~~normally~~ shall receive two (2) performance evaluations ~~at thirty (30) days and sixty (60) days.~~
- 221.2 ~~All non-bargaining unit employees are considered "at will," unless the Chief Executive Officer enters into a written contract guaranteeing continued employment.~~ During the probationary period, ~~as with any other at will employment,~~ a newly-hired employee may be dismissed at the ~~sole discretion~~ ~~sole discretion~~ of the library ~~CCPL.~~
- 221.3 During the probationary period, all promoted employees shall retain the grievance ~~and hearing~~ ~~and hearing~~ rights set forth in this manual.
- 221.4 The probationary period may be extended with the approval of the ~~Chief Executive Officer~~ ~~Executive Director.~~
- 221.5 Prior to completion of the probationary period, ~~CCPL~~ ~~the Library~~ retains the right to ~~terminate~~ ~~interminate in~~ its sole discretion, but will provide a maximum of two (2) weeks' notice or two (2) weeks termination pay before acting to terminate an employment relationship, except where employee conduct warrants ~~immediate~~ ~~earlier~~ discharge, ~~for offenses specified in Appendix I.~~
- 221.6 New employees serving the probationary period shall not have access to ~~the grievance~~ ~~the grievance~~ procedure.

EMPLOYMENT PRACTICES - 200
Hiring Policy - 230

CCPL's policy is in accordance with its commitment to Equal Employment Opportunity for all and creating a diverse workforce. CCPL adheres to all applicable local and federal statutes. All applicants will be given equal access to CCPL's recruitment/employment process. Each applicant will be considered based on their individual merits, CCPL's staffing needs, and applicable Affirmative Action guidelines.

- 230.1 The hiring process at CCPL is decentralized. The initial selection decision is delegated to the manager of the branch or department in which the vacancy occurs. The Branch or Department Manager's hiring decisions are forwarded to the appropriate Director for approval, then to Human Resources.
- 230.2 Before any notification is given to a prospective employee (with the exception of Pages), hiring decisions must be authorized and approved by the Chief Executive Officer or designee.
- 230.3 The Board of Trustees formally appoints employees and fixes compensation by approving the Human Resources report at each Board of Trustees meeting.
- 230.4 All persons hired to work at CCPL must be eligible to work in the United States under the Immigration Reform and Control Act of 1986. All persons aged 18 and over must have a criminal background check, drug, and nicotine screens, and, in some cases, credit check clearance. Additionally, some specified labor-intensive positions require pre-employment physical exams, which must be passed between the offer date and the start date.
- 230.5 Job applicants for all CCPL positions must submit their job application, resume, and other supporting application materials as directed by the position vacancy posting.

EMPLOYMENT PRACTICES - 200
Hiring Policy - 230

General Policy

~~CCPL's policy is~~ It is the policy of Cuyahoga County Public Library, in accordance with its commitment to Equal Employment Opportunity for all, and creating a diverse workforce., and ~~in CCPL~~, adhere ~~s~~ ance to all applicable local and federal ~~statues~~ statutes, ~~that a~~ All applicants will ~~be given~~ be given equal access to ~~CCPL's~~ the Library's recruitment/employment process. Each applicant will be considered based on their ~~his/her~~ individual merits, ~~the CCPL's Library's~~ staffing needs, and applicable Affirmative Action guidelines.

- 230.1 The hiring process at CCPL is decentralized. The initial selection decision is delegated to the manager of the branch or department in which the vacancy occurs. The Branch or Department Manager's hiring decisions are forwarded to the appropriate ~~Branch Services~~ Director ~~or Division Director~~ for approval, then to Human Resources.
- 230.2 Before any notification is given to a prospective employee (with the exception of Pages), hiring decisions must ~~be authorized~~ be authorized and approved by ~~Executive Director~~ the Chief Executive Officer or designee. ~~No employee is authorized to deviate from this policy.~~
- ~~230.3~~ The Board of Trustees ~~is formally advised~~ appoints ~~of all hiring decisions~~ employees and fixes compensation by approving the Human Resources report at each Board of Trustees meeting.
- ~~230.4~~ 230.3 All persons hired to work at ~~Cuyahoga County Public~~ CCPL Library must be eligible to ~~work in~~ work in the United States under the Immigration Reform and Control Act of 1986. All persons aged 18 and over and must have a criminal background check, drug and nicotine screens, and, in some cases, credit check clearance. Additionally, some specified ~~labor-intensive~~ labor-intensive positions ~~require pre-employment~~ require pre-employment physical exams, which must be passed between the offer date and the start date.
- ~~230.5~~ 230.4 Job applicants for all CCPL positions ~~(except Executive Director~~ Chief Executive Officer) must submit their ~~job applications~~ job application, resume, ~~s~~ and other supporting application materials as directed by the position vacancy posting. ~~online.~~

STAFF WELFARE AND ECONOMIC BENEFITS - 400
Emergency Closings - 410

Every effort will be made to keep CCPL facilities open to serve the public. However, whenever a situation arises that, in the judgment of the person in charge, may jeopardize anyone's personal safety or well-being, CCPL may close the facility. Circumstances of this nature may include: power failure, flooding, fire, vandalism, extreme weather, threats, violence, extensive building repairs or remodeling.

It is the responsibility of each facility manager, person-in-charge, or Operations Division staff person to notify the appropriate Manager, Director, Chief of Communications and External Relations, Chief Executive Officer, and police or fire authorities. If the Manager, Director, Chief Executive Officer or Chief Operating Officer cannot be contacted, the person in charge may close the facility.

- 410.1 If weather conditions are such that CCPL, in whole or in part, will not be opened, the Chief Executive Officer or designee is responsible for notification of impacted employees by the automated text and call system as early as possible.
- 410.2 Employees unable to report to work due to weather conditions in their neighborhoods when the workplace is unaffected and remains open, must cover their absence by personal, holiday or vacation time or make up the work on approval of the branch or department manager.
- 410.3 When a facility is closed during working hours, employees who are scheduled and who have not yet reported to work are to be notified by the automated text and call system.
- 410.4 Except as otherwise provided in this manual or in the Collective Bargaining Agreement, all scheduled employees will be paid for all scheduled hours when the facility is closed for any portion of the day because of inclement weather or any other emergency, unless the manager or person in charge of the affected facility has attempted to contact impacted staff members prior to the start of their assigned shifts and prior to a staff member's arrival at their work site. If an employee is found to be the cause of the closure, they will not receive compensation for their scheduled hours. Employees not scheduled do not receive compensation.

STAFF WELFARE AND ECONOMIC BENEFITS - 400
Emergency Closings - 410

—General Policy

Every effort will be made to keep CCPL facilities open to serve the public. However, whenever a situation arises that, in the judgment of ~~the manager~~ the person in charge, may jeopardize anyone's personal safety or well-being, CCPL may close the facility. Circumstances of this nature may include: power failure, flooding, fire, vandalism, extreme weather, threats, violence, extensive building repairs or remodeling.

It is the responsibility of each facility manager, person-in-charge, or Operations Division staff person to notify the appropriate manager, ~~division administrator~~ Director, Chief of Communications and External Relations, Division and Chief Executive Officer ~~Executive Director~~, and police or fire authorities. ~~Whenever~~ If the Manager, ~~division administrator~~ Director, Chief Executive Officer ~~Executive Director~~ or Chief Operating Officer ~~Operations Director~~ cannot be contacted, the ~~manager~~ person in charge may close the facility.

410.1 If weather conditions are such that ~~the CCPL library system in whole or in part~~ will not be opened, the Chief Executive Officer ~~Executive Director~~ or designee is responsible for notification of impacted employees by the automated text and call system ~~division administrators by telephone and/or other electronic means~~ as early as possible.

410.2 — ~~When the Executive Director~~ Chief Executive Officer determines that it is not appropriate to open CCPL library facilities, branch or department, ~~managers are responsible for informing their staff.~~

410.3 ~~410.2~~ Employees unable to report to work due to weather conditions in their neighborhoods, when the work place is unaffected and remains open, must cover their absence by personal, holiday or vacation time or make up the work on approval of the branch or department manager.

410.4 ~~410.3~~ When a facility is closed during working hours, employees who are scheduled and who have not yet reported to work are to be notified by the automated text and call system.

410.5 ~~410.4~~ Except as otherwise provided in this manual or in the Collective Bargaining Agreement, all scheduled employees ~~including non-bargaining pages, homework center coordinators and mentor-monitors~~, will be paid for all assigned-scheduled hours when the facility is closed for any portion of the day because of inclement weather or any other emergency, unless the ~~affected facility(ies) administrator(s)~~ manager or person in charge or the affected facility has attempted to contact impacted staff members prior to the start of

their assigned shifts and prior to a staff member's arrival at their work site. If an employee is found to be the cause of the closure, they will not receive compensation for their scheduled hours. Employees not scheduled do not receive compensation.