

Library Assistant I

| | <u>1/1/2016</u> | <u>1/1/2017</u> |
|-------------|-----------------|-----------------|
| Midpoint | 13.24 | 13.43 |
| Base (Min.) | 12.00 | 12.00 |
| Cap (Max.) | 15.22 | 15.45 |

| | |
|----------------------|---------------|
| Base Function | 0.8755 |
| Cap Function | 1.15 |

| Experience (Yrs) | Compensable Factor |
|------------------|--------------------|
| 0-2 | 0.85 |
| 3-5 | 0.90 |
| 6-8 | 0.95 |
| 9-11 | 1.00 |
| 12-15 | 1.05 |
| 16-20 | 1.10 |
| 21+ | 1.15 |

| Education | Compensable Factor |
|------------------|--------------------|
| | 0.85 |
| HS | 0.90 |
| AA/AS | 0.95 |
| BA/BS | 1.00 |
| Masters | 1.05 |
| MLS | 1.10 |
| MLS+Addl Masters | 1.15 |
| PHD | 1.15 |

Library Assistant II

| | <u>1/1/2016</u> | <u>1/1/2017</u> |
|-------------|-----------------|-----------------|
| Midpoint | 14.49 | 14.71 |
| Base (Min.) | 12.68 | 12.87 |
| Cap (Max.) | 16.66 | 16.91 |

| | |
|----------------------|--------------|
| Base Function | 0.875 |
| Cap Function | 1.15 |

| Experience (Yrs) | Compensable Factor |
|------------------|--------------------|
| 0-2 | 0.85 |
| 3-5 | 0.90 |
| 6-8 | 0.95 |
| 9-11 | 1.00 |
| 12-15 | 1.05 |
| 16-20 | 1.10 |
| 21+ | 1.15 |

| Education | Compensable Factor |
|------------------|--------------------|
| | 0.85 |
| HS | 0.90 |
| AA/AS | 0.95 |
| BA/BS | 1.00 |
| Masters | 1.05 |
| MLS | 1.10 |
| MLS+Addl Masters | 1.15 |
| PHD | 1.15 |

Library Assistant III

| | <u>1/1/2016</u> | <u>1/1/2017</u> |
|-------------|-----------------|-----------------|
| Midpoint | 15.87 | 16.11 |
| Base (Min.) | 15.08 | 15.30 |
| Cap (Max.) | 18.25 | 18.53 |

| | |
|----------------------|-------------|
| Base Function | 0.95 |
| Cap Function | 1.15 |

| Experience (Yrs) | Compensable Factor |
|------------------|--------------------|
| 0-2 | 0.85 |
| 3-5 | 0.90 |
| 6-8 | 0.95 |
| 9-11 | 1.00 |
| 12-15 | 1.05 |
| 16-20 | 1.10 |
| 21+ | 1.15 |

| Education | Compensable Factor |
|------------------|--------------------|
| | 0.85 |
| HS | 0.90 |
| AA/AS | 0.95 |
| BA/BS | 1.00 |
| Masters | 1.05 |
| MLS | 1.10 |
| MLS+Addl Masters | 1.15 |
| PHD | 1.15 |

Library Associate I

| | <u>1/1/2016</u> | <u>1/1/2017</u> |
|-------------|-----------------|-----------------|
| Midpoint | 36,312 | 36,857 |
| Base (Min.) | 33,589 | 34,093 |
| Cap (Max.) | 41,759 | 42,385 |

| | |
|----------------------|--------------|
| Base Function | 0.925 |
| Cap Function | 1.15 |

| Experience (Yrs) | Compensable Factor |
|------------------|--------------------|
| 0-2 | 0.85 |
| 3-5 | 0.90 |
| 6-8 | 0.95 |
| 9-11 | 1.00 |
| 12-15 | 1.05 |
| 16-20 | 1.10 |
| 21+ | 1.15 |

| Education | Compensable Factor |
|------------------|--------------------|
| | 0.85 |
| HS | 0.90 |
| AA/AS | 0.95 |
| BA/BS | 1.00 |
| Masters | 1.05 |
| MLS | 1.10 |
| MLS+Addl Masters | 1.15 |
| PHD | 1.15 |

Library Associate II

| | <u>1/1/2016</u> | <u>1/1/2017</u> |
|-------------|-----------------|-----------------|
| Midpoint | 39,801 | 40,398 |
| Base (Min.) | 37,811 | 38,378 |
| Cap (Max.) | 45,771 | 46,457 |

| | |
|----------------------|-------------|
| Base Function | 0.95 |
| Cap Function | 1.15 |

| Experience (Yrs) | Compensable Factor |
|------------------|--------------------|
| 0-2 | 0.85 |
| 3-5 | 0.90 |
| 6-8 | 0.95 |
| 9-11 | 1.00 |
| 12-15 | 1.05 |
| 16-20 | 1.10 |
| 21+ | 1.15 |

| Education | Compensable Factor |
|------------------|--------------------|
| | 0.85 |
| HS | 0.90 |
| AA/AS | 0.95 |
| BA/BS | 1.00 |
| Masters | 1.05 |
| MLS | 1.10 |
| MLS+Addl Masters | 1.15 |
| PHD | 1.15 |

Library Associate III

| | <u>1/1/2016</u> | <u>1/1/2017</u> |
|-------------|-----------------|-----------------|
| Midpoint | 43,638 | 44,292 |
| Base (Min.) | 42,547 | 43,185 |
| Cap (Max.) | 50,184 | 50,936 |

| | |
|----------------------|--------------|
| Base Function | 0.975 |
| Cap Function | 1.15 |

| Experience (Yrs) | Compensable Factor |
|------------------|--------------------|
| 0-2 | 0.85 |
| 3-5 | 0.90 |
| 6-8 | 0.95 |
| 9-11 | 1.00 |
| 12-15 | 1.05 |
| 16-20 | 1.10 |
| 21+ | 1.15 |

| Education | Compensable Factor |
|------------------|--------------------|
| | 0.85 |
| HS | 0.90 |
| AA/AS | 0.95 |
| BA/BS | 1.00 |
| Masters | 1.05 |
| MLS | 1.10 |
| MLS+Addl Masters | 1.15 |
| PHD | 1.15 |