

**Library Assistant I**

	10/1/2019	10/1/2020
Midpoint	14.25	14.25
Base (Min.)	14.00	15.00
Cap (Max.)	16.39	16.39

Base Function	1.0525
Cap Function	1.15

Experience (Yrs)	Compensable Factor
0-2	1.0525
3-5	1.0525
6-8	1.0525
9-11	1.0525
12-15	1.0525
16-20	1.10
21+	1.15

Education	Compensable Factor
	1.0525
HS	1.0525
AA/AS	1.0525
BA/BS	1.0525
Masters	1.0525
MLS	1.10
MLS+Addl Masters	1.15
PHD	1.15

**Library Assistant II**

	10/1/2019	10/1/2020
Midpoint	15.99	15.99
Base (Min.)	14.00	15.00
Cap (Max.)	18.39	18.39

Base Function	0.938
Cap Function	1.15

Experience (Yrs)	Compensable Factor
0-2	0.938
3-5	0.938
6-8	0.95
9-11	1.00
12-15	1.05
16-20	1.10
21+	1.15

Education	Compensable Factor
	0.938
HS	0.938
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**

	10/1/2019	10/1/2020
Midpoint	17.52	17.52
Base (Min.)	15.77	15.77
Cap (Max.)	20.15	20.15

Base Function	0.9
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**

	10/1/2019	10/1/2020
Midpoint	39,102	39,102
Base (Min.)	36,169	36,169
Cap (Max.)	44,967	44,967

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**

	10/1/2019	10/1/2020
Midpoint	42,858	42,858
Base (Min.)	40,715	40,715
Cap (Max.)	49,287	49,287

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**

	10/1/2019	10/1/2020
Midpoint	46,990	46,990
Base (Min.)	45,815	45,815
Cap (Max.)	54,038	54,038

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