

Library Assistant I

	10/1/2020	7/1/2021
Midpoint	14.25	14.68
Base (Min.)	15.00	15.00
Cap (Max.)	16.39	16.88

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

	10/1/2020	7/1/2021
Midpoint	15.99	16.47
Base (Min.)	15.00	15.45
Cap (Max.)	18.39	18.95

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

	10/1/2020	7/1/2021
Midpoint	17.52	18.04
Base (Min.)	15.77	16.24
Cap (Max.)	20.15	20.75

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

	10/1/2020	7/1/2021
Midpoint	39,102	40,275
Base (Min.)	36,169	37,254
Cap (Max.)	44,967	46,316

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

	10/1/2020	7/1/2021
Midpoint	42,858	44,144
Base (Min.)	40,715	41,936
Cap (Max.)	49,287	50,765

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

	10/1/2020	7/1/2021
Midpoint	46,990	48,400
Base (Min.)	45,815	47,190
Cap (Max.)	54,038	55,660

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