Library Assistant I	(UNUSED)	Hourly	Experience (Yrs)	Compensable Factor	Education
	(0.00022)	<u>2023-2024</u>	0-2	0.93	AA Degree \$1,000
	Base (Min.)	15.45	3-5	0.96	Bachelor's Degree \$1,500
		16.68	6-8	0.98	Master's Degree \$2,000
	Midpoint				
	Cap (Max.)	17.91	9-11	1.00	Ph.D. \$5,000
			12-15	1.02	Overall cap of \$5,000 (same as Faculty)
			16-20	1.04	
			21+	1.07	
Library Assistant II		Hourly	Experience (Yrs)	Compensable Factor	Education
		<u>2023-2024</u>	0-2	0.90	AA Degree \$1,000
	Base (Min.)	16.39	3-5	0.95	Bachelor's Degree \$1,500
	Midpoint	18.25	6-8	0.97	Master's Degree \$2,000
	Cap (Max.)	20.10	9-11	1.00	Ph.D. \$5,000
	Cap (maxi)	20.10	12-15	1.03	Overall cap of \$5,000 (same as Faculty)
					Overall cap of \$5,000 (same as I acuity)
			<u>16-20</u> 21+	1.05 1.10	
Library Assistant III		Hourly	Experience (Yrs)	Compensable Factor	Education
-		2023-2024	0-2	0.86	AA Degree \$1,000
	Base (Min.)	17.23	3-5	0.93	Bachelor's Degree \$1,500
	Midpoint	20.02	6-8	0.95	Master's Degree \$2,000
	Cap (Max.)	22.82	9-11	1.00	Ph.D. \$5,000
			12-15	1.05	Overall cap of \$5,000 (same as Faculty)
			16-20	1.07	
			21+	1.14	
Library Associate I		Annual	Experience (Yrs)	Compensable Factor	Education
		<u>2023-2024</u>	0-2	0.90	AA Degree \$1,000
		45,097	3-5	0.95	Bachelor's Degree \$1,500
	Base (Min.)				
	Base (Min.) Midpoint	•	6-8	0.97	
	Midpoint	50,049	6-8	0.97	Master's Degree \$2,000
		•	9-11	1.00	Master's Degree \$2,000 Ph.D. \$5,000
	Midpoint	50,049	9-11 12-15	1.00 1.03	Master's Degree \$2,000
	Midpoint	50,049	9-11	1.00	Master's Degree \$2,000 Ph.D. \$5,000
	Midpoint	50,049	9-11 12-15	1.00 1.03	Master's Degree \$2,000 Ph.D. \$5,000
	Midpoint	50,049 55,000	9-11 12-15 16-20 21+	1.00 1.03 1.05 1.10	Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty)
brary Associate II	Midpoint	50,049	9-11 12-15 16-20	1.00 1.03 1.05	Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty) Education
brary Associate II	Midpoint	50,049 55,000 Annual	9-11 12-15 16-20 21+	1.00 1.03 1.05 1.10	Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty) Education
brary Associate II	Midpoint Cap (Max.)	50,049 55,000 Annual <u>2023-2024</u>	9-11 12-15 16-20 21+ Experience (Yrs) 0-2	1.00 1.03 1.05 1.10 Compensable Factor 0.90	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000
brary Associate II	Midpoint Cap (Max.) Base (Min.)	50,049 55,000 Annual <u>2023-2024</u> 51,884	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree \$1,500
brary Associate II	Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual <u>2023-2024</u> 51,884 57,592	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000
brary Associate II	Midpoint Cap (Max.) Base (Min.)	50,049 55,000 Annual <u>2023-2024</u> 51,884	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000Ph.D.\$5,000
brary Associate II	Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual <u>2023-2024</u> 51,884 57,592	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.03	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000
brary Associate II	Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual <u>2023-2024</u> 51,884 57,592	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000Ph.D.\$5,000
brary Associate II	Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual <u>2023-2024</u> 51,884 57,592	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.03	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000Ph.D.\$5,000
ibrary Associate II	Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual <u>2023-2024</u> 51,884 57,592 63,300	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.03 1.05 1.10	Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty) Education AA Degree \$1,000 Bachelor's Degree \$1,500 Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty)
-	Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual <u>2023-2024</u> 51,884 57,592	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.03 1.05	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000Ph.D.\$5,000
-	Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual 2023-2024 51,884 57,592 63,300 Annual	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+ Experience (Yrs)	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.00 1.03 1.05 1.10 Compensable Factor	Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty) Education AA Degree \$1,000 Bachelor's Degree \$1,500 Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty)
-	Midpoint Cap (Max.) Base (Min.) Midpoint Cap (Max.)	50,049 55,000 Annual 2023-2024 51,884 57,592 63,300 Annual 2023-2024	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+ Experience (Yrs) 0-2	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.03 1.05 1.10 Compensable Factor 0.92	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree \$1,500Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000
-	Midpoint Cap (Max.) Base (Min.) Midpoint Cap (Max.) Base (Min.)	50,049 55,000 Annual 2023-2024 51,884 57,592 63,300 63,300 Annual 2023-2024 59,742	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.00 1.03 1.05 1.10 Compensable Factor 0.92 0.96	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,000Bachelor's Degree\$1,000Bachelor's Degree\$1,000Bachelor's Degree\$1,500
-	Midpoint Cap (Max.) Base (Min.) Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual 2023-2024 51,884 57,592 63,300 Annual 2023-2024 59,742 65,015	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 0-2 16-20 21+	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.03 1.03 1.05 1.10 Compensable Factor 0.92 0.96 0.97	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,500Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree\$1,000Bachelor's Degree\$1,000Bachelor's Degree\$1,000Bachelor's Degree\$1,000Bachelor's Degree\$2,000
-	Midpoint Cap (Max.) Base (Min.) Midpoint Cap (Max.) Base (Min.)	50,049 55,000 Annual 2023-2024 51,884 57,592 63,300 63,300 Annual 2023-2024 59,742	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 16-20 21+	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.00 1.03 1.05 1.10 Compensable Factor 0.92 0.96 0.97 1.00	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree \$1,500Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree \$1,500Master's Degree\$5,000 (same as Faculty)
ibrary Associate II	Midpoint Cap (Max.) Base (Min.) Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual 2023-2024 51,884 57,592 63,300 Annual 2023-2024 59,742 65,015	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 0-2 16-20 21+	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.03 1.03 1.05 1.10 Compensable Factor 0.92 0.96 0.97	Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty) Education AA Degree \$1,000 Bachelor's Degree \$1,500 Master's Degree \$2,000 Ph.D. \$5,000 Overall cap of \$5,000 (same as Faculty) Education AA Degree \$1,000 Ph.D. \$5,000 (same as Faculty) Overall cap of \$5,000 (same as Faculty) Education AA Degree \$1,000 Bachelor's Degree \$1,500 Master's Degree \$1,500 Master's Degree \$2,000
-	Midpoint Cap (Max.) Base (Min.) Midpoint Cap (Max.) Base (Min.) Midpoint	50,049 55,000 Annual 2023-2024 51,884 57,592 63,300 Annual 2023-2024 59,742 65,015	9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 12-15 16-20 21+ Experience (Yrs) 0-2 3-5 6-8 9-11 16-20 21+	1.00 1.03 1.05 1.10 Compensable Factor 0.90 0.95 0.97 1.00 1.00 1.03 1.05 1.10 Compensable Factor 0.92 0.96 0.97 1.00	Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree \$1,500Master's Degree\$2,000Ph.D.\$5,000Overall cap of \$5,000 (same as Faculty)EducationAA Degree\$1,000Bachelor's Degree \$1,500Master's Degree\$5,000 (same as Faculty)

George A. Smathers Libraries Staff Salary Structure