

Collective Bargaining Agreement
Between the
City of Melrose
And
Melrose Public Library Staff Association
AFSCME Council 93
Local 3948



July 3, 2023 through June 28, 2026

Fiscal Year 2024 to Fiscal Year 2026

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This Collective Bargaining Agreement is made and entered into as of July 3, 2023 by and between the City of Melrose (the City) and the Melrose Public Library Staff Association affiliated with Council 93, American Federation of State, County and Municipal Employees, AFL- CIO, (the Union).

This agreement is designed to maintain and promote a harmonious relationship between the Trustees, the City and its employees who are within the provisions of this agreement, in order that more effective and progressive public service may be rendered of the citizens of the City.

Article 1: Definitions

Where the word “Employer” is used in this agreement, it shall mean the City of Melrose and the Board of Trustees of the Melrose Public Library. “Regular full-time employee” as used in this agreement shall mean an employee who regularly works a thirty-six (36) hour work week.

“Regular part-time employee” as used in this agreement shall mean an employee who regularly works less than a thirty-six (36) hour work week but not less than a twenty (20) hour work week.

Article 2: Recognition and Bargaining Unit

The Employer hereby recognizes the Union as the exclusive representative and certified collective bargaining agent for all Librarians, Library Assistants and all regular part-time employees of the Public Library of the City of Melrose as described in the decision of the Massachusetts Labor Relations Commission in Case no. MCR-596 dated August 22, 1969 and the Certification of Representatives issued in Case No. MCR 596 dated September 26, 1969, excluding there from the Director, Assistant Director and all other employees of the Melrose Public Library.

Article 3: Discrimination

The Parties agree that there shall be no discrimination against any employee because of race, color, religious creed, age, sex, national origin, handicap or sexual orientation as provided by law.

Article 4: Union Membership

The parties to this agreement will not discourage, discriminate, or in any manner interfere with the right of any employee to become or remain a member of the Union.

Article 5: Management Responsibility

The listing of the following specific rights of management in this article is not intended to be nor shall be considered restrictive of or as a waiver of any of the rights of the Employer not listed herein. Such inherent management responsibilities are not subject to arbitration and shall remain exclusively with the Employer except as they might be shared with the Union by specific provisions of this agreement.

Among such management responsibilities as are vested exclusively in the Employer are the following: the right to hire, promote, transfer, assign and retain employees in positions and to suspend, demote, discharge or take other disciplinary action against employees for just cause, to relieve employees from duty because of lack of work or other legitimate reasons including and not limited to lack of funds, to determine the method, means and personnel by which the operations of the Library are to be conducted and to take whatever action may be necessary to carry out the work of the Library in situations of emergency.

The Employer shall have the freedom of action to discharge its responsibilities for the successful operation of the Library, including the scheduling of operations, the methods, materials and equipment used in carrying out the functions of the Library and the extent to which its own or other facilities, equipment or personnel shall be used.

Nothing contained in this agreement is to be construed as in any way granting or waiving rights or responsibilities of the Employer which may not be granted or waived by the Employer under the statutes of the Commonwealth of Massachusetts or any applicable City Ordinance.

Article 6: Dress, Appearance, Fragrance in the Workplace

It is important that the public have confidence in the staff and the staff members have confidence/pride in themselves when transacting business at the Melrose Public Library. To help present this image and foster public confidence, staff members must dress appropriately for their work assignment.

Dress Code

Staff must wear clean and well-maintained attire appropriate to the department in which they work. Footwear is required and should be in good condition, safe for an environment that includes heavy books and rolling carts, and of sufficient support and comfort for extended periods of standing. Overall appearance should always convey professional competence to the public.

Examples of acceptable attire include:

- Tops: dress shirts, blouses, sweaters, cardigans, polo shirts
- Library or book themed tops are permitted, but must be appropriate for a work environment (i.e., not worn, torn, faded, etc.) and paired with slacks/shoes that create an overall professional impression.
- Bottoms: Slacks, chinos, Capri pants, culottes, dress shorts, skirts or dresses of an appropriate length (shorter skirts should be worn with opaque tights or leggings)
- Jeans/jean skirts are permitted but must be appropriate for a work environment (i.e., not worn, torn, faded, etc.) and paired with a top/shoes that create an overall professional impression.

Examples of unacceptable attire include:

- Any item or tattoo that has sexual innuendos, political messages, obscene language, etc. (if a tattoo, it must be covered while at work)
- Any item that restricts work or could be dangerous in job performance
- Overly casual styles such as halter tops, tank tops, strapless dresses and tops
- Clothing that shows a bare midriff or is intentionally provocative
- Underwear worn as outerwear or as a deliberate fashion accessory
- Leggings worn as pants (i.e., without being paired with a long tunic or a dress)
- Exercise-style apparel, including sweat suits, spandex or lycra
- Flimsy or very casual footwear (i.e., beach wear)

Compliance

If there is a question regarding appropriateness of attire, use good judgment and consult with the Director or Assistant Director, who have ultimate decision-making authority. If questionable

attire is worn to work, the Director or Assistant Director will hold a private discussion with the employee to advise and counsel the employee regarding the inappropriateness of the attire.

If an obvious policy violation occurs, the Director or Assistant Director may require the employee to leave the work place, utilizing their own leave time, in order to change his/her attire.

Fragrance Free

Employees who are sensitive to perfumes and chemicals may suffer potentially serious health consequences, triggered by exposure to scented products. Consequently, employees are asked to refrain from the use of personal scented products in the workplace where the sole purpose is to produce a scent, such as perfume, aftershave and cologne and to avoid the use of strongly scented personal hygiene products such as powder, hair spray and deodorant.

Article 7: Hours of Work

This article defines the normal hours of work and shall not be construed as a guarantee of hours of work per day per week.

Section 1: The regular work week shall be five (5) workdays (excluding Sunday) scheduled in any seven (7) consecutive days used by the Employer for payroll purposes. The workday, for purposes of this article, shall be the twenty-four (24) hour period beginning with the employees' regular starting time each day.

Section 2: The employer retains the right to schedule employees to work in accordance with the work requirements of the Public Library of the City of Melrose.

Section 3: Employees shall be scheduled to work by the Trustees or their designated representatives, at such time as in their opinion shall provide adequately for the Library needs of the public, but taking into account as far as possible the preference of the individual employee involved. The regular work week for employees other than part-time personnel shall be thirty-six (36) hours per week between the hours of 8:00 AM and 9:00 PM. Part-time employees shall be scheduled to work the hours for which they were hired or such other hours as may be arranged to the satisfaction of the Trustees or their designated representatives.

Section 4: Permission to change work hours with another employee shall be granted at the discretion of the Director or their designated representatives. Timely requests for such exchange shall be made through the employee's immediate supervisor.

Section 5: Sunday Hours – Members of the collective bargaining unit who work on Sundays shall be paid at the rate of one and one half their regular hourly rate. In filling open Sunday positions, preference shall be given to members of the collective bargaining unit who are qualified. Final staffing decisions, however, will rest with the Library Director.

Section 6. Emergency Conditions- In the event the Library is closed due to any unexpected or unforeseen conditions or events such as weather conditions, building temperature, or power outages, those employees scheduled to work shall be paid for a full day at their normal rate of pay for that day.

Article 8: Rate of Pay

Section 1. The rates of pay shall have the following Cost of Living Adjustments: 2% effective July 3, 2023; 2% effective July 1, 2024; and 2% effective June 30, 2025 .

Employees shall have their weekly wages deposited into a bank account of their choice. Direct deposit shall begin as soon as possible after the employee has completed proper paperwork. Salaries within Compensation Groups have been adjusted with new steps added and positions have been reclassified (see Appendix A):

Appendix A: Classification Table is amended as follows:

Effective July 3, 2023 , the parties agree to zero out Step 1 and 2 on the Salary Schedule. Any employee currently at either Step 1 or 2 as of that date, shall be immediately moved to Step 3 effective July 3, 2023.

Effective July 3, 2023, the Salary Schedule shall be amended to create new Step 13, which shall be 2% higher than the current Step 12;

Effective July 1, 2024, the Salary Schedule shall be amended to create new Step 14, which shall be 2% higher than Step 13;

Effective June 30, 2025, the parties agree to zero out Step 3 on the Salary Schedule. Any employee currently at Step 3 as of that date, shall be immediately moved to Step 4 effective June 30, 2025;

Effective June 30, 2025, the Salary Schedule shall be amended to add a new Step 15, which shall be 2% higher than Step 14.

Article 9: Longevity

Additional compensation for continuous service in the Melrose Public Library shall be paid to employees in accordance with the following schedule as of July 3, 2023:

<u>Years of Continuous Service</u>	<u>Lump-Sum Payment</u>
Five (5) years, but less than ten (10) years	\$ 675
Ten (10) years, but less than fifteen (15) years	\$ 1,000
Fifteen (15) years, but less than twenty (20) years	\$ 1,300
Twenty (20) years, but less than twenty-five (25) years	\$ 1,700
Twenty-five (25) year, but less than twenty-nine (29)	\$ 2,000
Twenty-nine (29) years or more	\$ 2,500

Regular part-time bargaining unit employees, who work a scheduled twenty (20) hours per week or more, shall be entitled to longevity payments listed herein on a pro rate basis.

The determination of an employee's length of service shall be based upon the number of full years of continuous service, to be computed as of December 31st of the allowance year. Payment may be made at any time during December of each year except that an eligible employee shall receive a pro-rated longevity allowance when an employee terminates his/her employment with the City. Said proration shall be based upon the time from the proceeding December 31st of the allowance year to the date of his/her termination.

Article 10: Overtime

Section 1: Regular full-time employees and regular part-time employees shall be paid regular rate of pay for all work performed up to eight (8) hours in one (1) day. Regular full-time employees and regular part-time employees shall be paid overtime at the rate of one and one half (1 ½) times their regular pay for all work performed in excess of eight (8) hours in one (1) day or forty (40) hours in one (1) week, whichever is greater without duplication.

Section 1A. Whenever the words “extra time “ are used in this Agreement, they shall mean the time during which the employee shall have been required to work in excess of their regularly scheduled hours but not more than eight (8) hours in one (1) day or forty (40) hours in one week. Employees shall be paid at their regular rate of pay for all “extra time” worked.

Section 2: An employee shall not be denied overtime compensation for authorized overtime service, as specified in Section 1 of Article, by reason of authorized absence during the week in which such overtime service is performed. However, in the event of unauthorized absence, absence without pay, or absence by reason of disciplinary action during the week in which overtime service is performed, an employee shall be compensated for such overtime services on a straight-time basis only.

Section 3: In lieu of receiving pay for any hours worked beyond the employee’s regular schedule, employees may choose to take compensatory time, subject to the approval of the Director. If approved, compensatory time must be scheduled within one week, and utilized within sixty (60) days of the Director’s approval.

Section 4: Hours worked beyond an employee’s regular schedule shall be distributed as equitably as possible. For the purpose of a regular rotation of extra/overtime opportunities, but for such purposes only, overtime work refused shall be considered as extra/overtime actually worked.

Where there is a complaint of a violation in the distribution of extra/overtime, the City shall have thirty (30) days from the date of the complaint to correct any inequity.

Article 11: Weekend and Evening Differential.

Employees who work on Saturdays shall be paid for all hours worked on said Saturdays an additional \$7.00 per hour. Employees who work in the evening shall be paid for all hours worked between 6:00 PM and 9:00 PM at an additional \$7.00 per hour. The weekend and evening differential shall be paid to those employees who were scheduled to work on an evening or Saturday when the Library is closed due to a holiday, or if the Library is closed due to any unexpected or unforeseen condition or event such as weather conditions, building temperature, or power outages.

Article 12: Educational Incentive

Employees who possess a Master of Library Science degree or other relevant Master's Degree shall receive additional compensation at the rate of \$1,500.00 per year, (pro-rated, if less than full time service). Employees who possess a Bachelor's Degree shall receive additional compensation at the rate of \$1,000.00 per year (pro-rated if less than full time service). An employee shall be entitled to one educational stipend, whichever is greater. Any payments made in connection with Article 29 shall be rolled into the base wage of members of the Union.

Education payments which exceed \$650 for employees possessing a Master of Library Science degree or other relevant Master's Degree, or \$250 for employees possessing a Bachelor's degree shall be subject to annual authorization and approval by the Melrose Public Library Board of Trustees through the use of its endowment funds.

Notwithstanding the foregoing, the City of Melrose is only obligated to fund education incentive payments of \$650 for employees possessing a Master of Library Science degree or other relevant Master's Degree, and \$250 for employees possessing a Bachelor's degree.

A newly hired employee (full-time or permanent part-time @ 20 hrs. or more) is not eligible for Educational Incentive during the six month probationary period.

Article 13: Professional Development

Section 1: Regular full-time employees wishing to attend professional meetings and conferences to further their knowledge and qualifications with respect to the operation of the Melrose Public Library shall make application in writing to the Director at least three (3) weeks prior to the meeting. All applications are subject to the approval of the Director, or his/her designated representative. In the event approval is granted, the City will reimburse the employees so attending said approved professional meeting or conferences, except as hereinafter provided, for the cost of the registration fee. In addition, employees attending approved professional meetings and conferences, as aforementioned, and driving their own automobiles shall be reimbursed at the allowance per mile rate in effect, as established by the City Auditor, at the time the expense

is incurred. Payment of registration fee and mileage allowance as herein provided shall be made by the City for approved professional meetings and conferences only so long as there are funds to cover such costs in the Library budget. Employees granted approval to attend professional meetings and conferences, as aforementioned, shall endeavor whenever possible to travel together.

Section 2: Regular full-time and part-time employees will receive 16 hours annually for planning and/or professional development activities. The schedule and use of such time shall be subject to the approval of the Director, and attendance at such activities shall be mandatory for members of the bargaining unit, unless a staff member has been given specific permission to be absent from the Director. The Melrose Public Library may be closed to the public during these planning and professional development sessions.

Article 14: Holidays

Section 1: The following days, during which the library will be closed, will be considered holidays with pay for regular full-time and regular part-time employees during the term of this agreement:

January 1 (New Year's Day)
3rd Monday in January (Martin Luther King, Jr.'s Birthday)
3rd Monday in February (Presidents' Day)
3rd Monday in April (Patriots' Day)
Last Monday in May (Memorial Day)
Juneteenth
July 4 (Independence Day)
1st Monday in September (Labor Day)
2nd Monday in October (Columbus Day)
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving Day
December 25 (Christmas Day)

Good Friday shall be a half- holiday, with the Library closing at 1:00pm. Full time staff will receive 3.5 hours holiday time; part time staff will receive a pro-rated amount of holiday time.

When a holiday falls on a Saturday that the library is not regularly open, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following Monday.

Section 2: Holiday pay for regular full-time employees and regular part-time employees shall be one day's pay at the employee's regular straight time rate computed on the basis of a thirty-six (36) hour work week for full-time employees and prorated for part-time employees. Such payment to be based on the number of hours regularly worked by such employee on the day on which the holiday occurs or the day following a holiday when the holiday falls on a Sunday.

Section 3: Should any holiday fall on a regular full-time or a regular part-time employee's normal day off, equivalent time off in lieu thereof shall be scheduled by the Director or their designee, within 60 days of the holiday. The amount of compensatory time off in the case of a regular part-time employee shall be pro-rated.

Section 4: If a holiday falls within a regular full-time or regular part-time employee's vacation period, it will be recorded as a Holiday, and not be counted as a vacation day for such a regular full-time or regular part-time employee.

Article 15: Vacations

Section 1: Regular full-time employees who complete six (6) months of continuous service shall be entitled to ten (10) days of vacation with pay. Full-time employees with greater than six (6) months of service and less than fourteen (14) years of service shall receive an additional 1.66 days of vacation with pay granted for each additional month of service, but not to exceed twenty (20) vacation days per year.

Full-time employees with greater than fourteen (14) years of service shall receive an additional 2.08 days of vacation with pay granted for each additional month of service not to exceed twenty-five (25) days per year.

Vacation for part-time employees shall be pro-rated.

Section 2: The vacations authorized in this article shall be granted by the Director or their designee, at such time as in their opinion will cause the least interference with the performance of the regular work of the Library. So far as is practicable, first choice as to vacation dates shall be on the basis of length of employment with the City.

Section 3: Whenever the employment of either a regular full or part time employee is terminated during a year by dismissal through no fault or delinquency on their part; by resignation, written notice of which was received by the Director at least thirty (30) days prior thereto; by retirement or death, without having been granted the vacation to which they are entitled under this article, they, or in case of their death, their estate shall be paid at the regular rate of compensation payable at the termination of their employment, an amount in lieu of such vacation; provided that no monetary or other allowance has already been made thereof.

Section 4: Vacations must be taken in the calendar year in which they are due and shall not accumulate from year to year provided, however, that subject to the approval of the Director, an employee may carry over up to seven (7) days of their earned vacation leave into the next year.

Section 5: Vacations may be taken on a daily rather than a weekly basis, if desired, when arranged with and approved by the Director or their designee. The granting of such vacation schedule shall be at the discretion of the Director or their designee and the denial thereof shall not give rise to any claim by the employee, under the grievance and arbitration provisions of this Agreement.

Section 6: Vacation, Sick and Personal absences must be taken in minimum increments of one hour. Any exception must be approved by the Library Director.

Article 16: Personal Days

Employees covered by this agreement shall be entitled to three (3) personal days.

- If an employee is hired January 1 – April 30, the employee receives 2 personal days in that calendar year.

- If an employee is hired May 1 – August 31, the employee receives 1 personal day in that calendar year.
- If an employee is hired September 1 – December 31, the employee receives 0 days in that calendar year.

In the next calendar year, after hire, the employee will receive three (3) personal days per year. Personal days must be used in the year they are earned; they will not be transferred to the next calendar year.

Article 17: Sick Leave, Medical Day, Sick Leave Bank, and Sick Leave Incentive

Sick Leave

Regular full-time employees shall accrue sick leave at the rate of 1 1/6 days per month of service (maximum of 14 per year) two (2) of which shall be used to fund a Sick Leave Bank, as defined below. Regular part-time employees shall receive Sick Leave benefits on a pro-rata basis. Any days used prior to completing six months of service shall be paid back by the employee (deductions from paycheck) in the event the employee quits or is terminated prior to completing six months of service.

Days of sick leave which are unused in any particular calendar year may be accumulated for use in any subsequent year up to a maximum accumulation of two hundred and fifteen (215) days.

Upon receiving the maximum accumulation of sick days, an employee who uses any sick leave shall have such days of sick leave subtracted from the maximum days. In no event will an employee be allowed to accumulate more than the maximum.

Whenever the employment of an employee covered by this agreement is terminated by death or retirement, in accordance with M.G.L. Chapter 32, after 20 or more years of continuous service in their department such an employee shall receive, subject to the conditions hereinafter provided, 25% of their unused accumulated sick leave days, up to a maximum of \$6,000. For

purposes of this section, a “day” shall mean 1/5th of the employee’s regular weekly rate of pay at the time of said retirement or death.

The Employer may request a doctor’s note in the event that any employee is absent for five consecutive days of sick leave use. The Employer shall give the employee at least two work days notice prior to their return to allow the employee to obtain said doctor’s note.

Sick accruals are available to regular benefit eligible employees to care for the employee’s child (minor and adult), spouse, parent, or parent of a spouse, who is suffering from a physical or mental illness, injury or medical condition that requires home care, professional medical diagnosis or care. Sick leave may be taken to attend a physical examination or clinical test.

Sick Leave Bank

Effective January 1, 1995, a Sick Leave Bank was established for all permanent members of the Bank, as defined below whose accumulated sick leave has been exhausted due to prolonged illness or injury.

Once an employee accumulates twenty (20) days of sick leave during a calendar year, the employee shall, on December 31 of that year, be considered a “Permanent Member” of the Bank, and shall thereafter remain a member of the Bank and entitled to all benefits and subject to all obligations thereof regardless of the number of sick days thereafter accumulated.

Each permanent member of the Bank shall donate two (2) sick leave days each year to fund the Sick Leave Bank, except, in the case where an employee enters the new calendar year with the maximum accumulated two hundred fifteen days (215). In this case, the employee shall donate their entire 14 earned sick days for the subsequent year to the Sick Leave Bank for use by any permanent member of the bank. All part-time members of the Association working twenty (20) hours per week or more shall be included in this bank by means of relative percentage, which shall be computed by ratio comparison with the full-time Association members.

The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of five (5) members. Two (2) members shall be designated by the Mayor and three (3) members shall be designated by the Association. The Sick Leave Bank Committee shall determine the eligibility for use of the Bank and the amount of leave to be granted, if any. All decisions shall be by majority vote.

The following criteria shall be used by the Sick Leave Bank Committee in administering the Bank and in determining eligibility and amounts of leave:

1. Adequate medical attention of serious illness.
2. Prior utilization of all eligible sick leave.
3. Propriety in use of sick leave.
4. Length of service.

So long as the above criteria are used when deciding eligibility and entitlement to sick leave, the decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.

No days must be withdrawn from the Sick Leave Bank for use for any other illness other than prolonged illness. Days may not be withdrawn to permit the individual to stay at home to care for other members of the family.

The initial grant by the Sick Leave Bank Committee shall not exceed fifteen (15) days.

Application for benefits shall be made in writing on the appropriate application form to the Sick Leave Bank Committee accompanied by a doctor's certificate as to the need for an anticipated extent of recovery time.

Sick Leave Incentive

Members of the Association shall be paid a bonus for unused sick leave regardless of whether they are Permanent Members of the Bank, providing they are actively employed for six months on December 31, in accordance with the following schedule. The schedule is to be recorded using the current year's sick leave days. The employees "accumulated" days begin being used after the current sick leave days are exhausted, therefore will not be reimbursed under this

program. Payments shall be made no later than February 15 each year, commencing in January for the days remaining as of December 31st of the preceding year, for the percentage of unused days, accumulated in the prior year.

If employee uses: no sick days (perfect attendance) = Receives \$75.00/day for remaining unused days.

Between 1% - 24.9% of available sick days = Receives \$50.00/day for remaining unused days

Between 25% - 49.9% of available sick days = Receives \$40.00/day for remaining unused days

Between 50% -74.9% of available sick days = Receives \$30.00/day for remaining unused days.

75% or more = zero reimbursement

In all instances, the applicable percentages shall be rounded down.

Article 18: Leaves: Parental, Medical, FMLA, SNLA, Cancer Screening Infectious Disease

Section 1. Parental Leave. The City of Melrose grants parental leave in accordance with the provisions of MGL Chapter 149; Section 105D. Employees having successfully completed at least three (3) consecutive months of benefit eligible service and who intend to return to employment shall be granted six (6) months of unpaid parental leave without loss of seniority or benefits for the purposes of giving birth, becoming a Parent, adopting a child under age eighteen (18) or under age twenty-three (23) if the child is mentally or physically disabled. Employees must give at least 30 days written notice, except in cases of emergency.

Employees are not required but may use their full weekly accrued paid time off during the first eight (8) weeks of Parental Leave (sick, personal and vacation time). Employees are required to use all of their accrued sick time or vacation time during the rest of their leave. Employees may take Intermittent Leave under this policy with the approval of their supervisor and as long as it

doesn't interfere with department operations. Upon expiration of parental leave, employees will be restored to the same or a similar position. In the event that an employee is eligible for both FMLA and parental leave, that employee's leave will be charged to both forms of leave simultaneously (See Family and Medical Leave Policy in the Employee Contract.)

Health care benefits in accordance with Article 21 will be continued through the length of the Parental Leave of Absence. The first twelve weeks of leave will not affect the employee's rights to receive vacation time, sick leave, bonuses, advancement or other benefits for which they were eligible at the date of his/her departure. If the employee is unpaid during any part of the leave, they are responsible to pay the City of Melrose directly for the Employee portion of the cost of insurance.

Section 2. Medical Leave. Employees having successfully completed their probationary period (at least six (6) consecutive months of benefit eligible service) and who intend to return to employment shall be entitled to request an unpaid Leave of Absence for up to one (1) year for their own medical reasons. Such request shall be submitted to the Director, together with appropriate and sufficient documentation, for approval. The Director shall consider staffing requirements and operational needs in making a final decision. In the event that an employee is eligible for FMLA that employee's leave will be charged to both forms of leave simultaneously (See Family and Medical Leave Policy, Article 18, Section 3.)

Section 3. Family and Medical Leave Act.

An employee will be eligible to seek a Family and Medical Leave if (1) the employee has worked for the City for at least 12 months, and (2) the employee has worked for at least 1,250 hours during the 12 months before the leave. In some circumstances employees who do not meet these conditions may be eligible to take a twelve week leave for the purpose of giving birth to or adopting a child (as determined under the Parental Leave Policy).

Employees may qualify for Family and Medical Leave for any of the following reasons:

- The birth, adoption or foster care placement of a child, and for the care of that child (leave must be completed within 12 months of the child's birth, adoption or foster care placement);

- To care for a seriously ill or injured spouse, parent, or child under age 18 (or child 18 years old or over who is incapable of self care);
- Because of an illness or injury that makes the employee unable to perform his/her job.

Health care benefits will be continued during the leave in accordance with Article 21.

The employee will be restored to their position upon their return to work from the Leave of Absence.

Section 4. Small Necessities Leave Act.

Employees having successfully completed their probationary period (at least six (6) consecutive months of benefit eligible service) may be eligible for the Small Necessities Leave Act allows employees who meet the requirements to be eligible for FMLA a total of 24 hours of unpaid leave per year (defined in Melrose as a rolling year) in order to:

- Participate in school activities directly related to the educational advancement of their child, such as parent-teacher conferences.
- Accompany their child to routine medical or dental appointments.
- Accompany an elderly relative to routine medical or dental appointment or for other professional services related to the elder's care.

Employees who wish to use SNLA leave must make a written request to the Library Director at least 7 days in advance. If it is not possible to give 7 days' advance notice, then the employee must give as much notice as possible. The City requires employees who have available vacation or sick time to substitute that time for all SNLA requested time.

Section 5. Cancer Screening Leave.

Effective October 4, 1999, the month of October was proclaimed "Breast Cancer Awareness Month." As part of this campaign, and in order to promote the good health and well-being of employees, employees can use up to four hours of leave per calendar year for various types of cancer screenings. This leave will not be charged to any accrued leave.

Any employee who wishes to take advantage of this privilege will be required to submit to Human Resources a signed copy of a medical report, note or document verifying that they were given a cancer screening. Failure to submit a copy may result in a loss of compensation. The

following types of cancer screening fall under this policy: breast, prostate, colon, skin, thyroid, oral cavity, lymph nodes, reproductive organs and lungs (this list is not exclusive).

Employees will annually be given four-hours that may be broken into one hour units. Before scheduling a doctor's appointment for screenings, the employee must speak with your supervisor to determine the best time to be away. The employee shall not be required to provide any more details about their procedure other than the fact that they wished to take advantage of the privileges afforded by this section. Please note that any fees are the responsibility of the employee and/or their health insurance coverage.

Section 6. Infectious Disease Leave

Library staff will be entitled to paid leave as a result of absence caused by the staff member contracting mumps, scarlet fever, measles or chicken pox, or any other contagious disease for which the board of health regulations require the staff member to be absent. Such leave may only be taken consistent with all applicable state and federal laws, and staff members requesting such leave may be required to submit a physician's note to their supervisor.

Article 19: Jury Duty and Court Leave

Employees, who are called for jury duty or are summonsed as a witness in connection with a federal or state court proceeding (other than Police Officers who are required to appear in connection with their official duties) will be granted Jury Duty or Court Leave, in accordance with applicable law. The employee must notify their supervisor or department head at the earliest possible date prior to the start of their civic responsibility. The employee is responsible for submitting proof of juror service to Human Resources.

Court Leave will not be granted if the employee is the defendant, or is engaged in personal litigation unless the litigation arose from the performance of their job responsibilities. Jury Duty/Court leave shall not affect any employment rights of an individual.

Compensation of Employed Jurors for First Three (3) Days of Juror Service:

In accordance with the Massachusetts jury statute, M.G.L., c. 234A, Section 48, each regularly employed trial or grand juror shall be paid regular wages by their employer for the first three days, or part thereof, of juror service. Regular employment includes: full-time, part-time, temporary and casual employment.

Juror Compensation - 4th Day of Service Onward:

For Trial Jurors Only: Upon the fourth day and every day thereafter, the Commonwealth of Massachusetts compensates trial jurors at a rate of \$50.00 per day. For Grand Jurors Only: The amount of compensation grand jurors are paid by the Commonwealth, for the 4th day and every day thereafter, is determined by the court but may not exceed \$50.00 per day.

Compensation from the City:

If Trial Jury service and Grand Jury service exceeds three (3) days of court service, the City will pay the difference between the employee's regular pay and the amount received from the Commonwealth. The employee retains any expenses paid by the Commonwealth for travel, meals, room or incidentals. The employee's pay statement from the City will show their regular gross wages and the dollar amount of juror compensation subtracted from the wages.

Reporting to Work if Excused from Jury Duty:

An employee who is excused from service by the court, is expected to work at the City if there is a minimum of three and one-half (3.5) hours remaining in the employee's regular workday.

Proof of Service

As evidence of having performed juror service, individuals receive two (2) copies of the Juror Service Certificate from the Office of the Jury Commission each week of service. The Certificate also lists any compensation paid to the juror. Employees must submit one copy of each Certificate received to Human Resources in a timely fashion.

Harassment by Employer; Penalties and Enforcement

Under Massachusetts law it is unlawful for an employer to deprive a juror-employee of their employment or any incidents or benefits thereof, or to harass, threaten, or coerce an employee because the employee has received a juror summons. An employer shall not impose compulsory work assignments upon any juror-employee nor shall the employer do any other intentional act which will substantially interfere with the availability, effectiveness, attentiveness, or peace of mind of the employee during the performance of their juror service.

Article 20: Funeral Leave

In the event of death in the immediate family of an employee, they shall be granted leave with pay at the straight-time rate for a maximum of five scheduled workdays and the timing of such leave shall be coordinated with and approved by the Library Director. Immediate family member of an employee is defined as step family, spouse, domestic partner, mother, father, son, daughter, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandchild, grandparents, brother-in-law, sister-in-law or household member. A bargaining unit member shall be granted leave with pay at their straight hourly rate on the day of the funeral to attend the funeral of the following relatives: niece, nephew, aunt or uncle.

Article 21: Group Health Insurance

The provision of health insurance benefits to members of the bargaining unit shall be in accordance with any agreement reached with the Public Employee Committee as required by G.L. c.32, §19.

Article 22: Probationary Period

All new employees, whether full-time or part-time, must serve a six (6) month probationary period. The probationary period is designed to allow the employee and their supervisor to determine if the position is one for which the employee is well suited.

Supervisors will conduct a Probationary Period Review with newly hired employees, prior to the six-month anniversary. The purpose of the review is to clarify expectations, give feedback and provide direction. The Probationary Period Appraisal Form will be filed in the employee's personnel file.

Each new employee and each employee hired after a break in service shall be considered as a probationary employee until the employee shall have completed six (6) months of active employment. Probationary employees may be disciplined, discharged or otherwise terminated in the sole discretion of the Employer, and any such action shall not be subject to challenge.

Article 23: Grievance Procedure

Any grievance which may arise between parties hereto shall be presented in the following manner and order and within the time limits set forth herein. A grievance is defined as a claim concerning the meaning or application of any of the provisions of this agreement.

Step 1: The employee, or a representative of the Union, shall take up the grievance with the Director, or their designated representative, within seven (7) working days of the date of the grievance or the date the employee first acquired knowledge of its occurrence. Such grievance shall be submitted in writing. The Director, or their representative, shall attempt to adjust the matter and shall respond within ten (10) working days after the submission of the grievance to them in Step 1.

Step 2: If the grievance has not been settled in Step 1 it shall be taken up with the Mayor's designated representative within ten (10) working days after the Director's response is due or received, whichever is earlier. Such grievance shall be submitted in writing, and a copy of the previous submission to the Director shall be attached. The Mayor's designated representative shall meet with the Association within ten (10) days from the time the Grievance is presented, shall respond in writing within ten (10) days from the meeting.

Step 3: If the grievance is still unresolved, the Employer or the Union may, with fifteen (15) days after the reply of the Mayor's designated representative is due or received, whichever is earlier, by written notice to the other, submit the grievance to arbitration.

The arbitrator shall be selected and the arbitration proceedings shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator's authority shall be limited to matters involving the interpretation and application of the specific provisions of this agreement. The arbitrator may not modify, amend, delete, or add to the terms of this agreement. Within the limits of his/her authority, the decision of the arbitrator, to the extent permitted by law, shall be final and binding. The expenses of such arbitration shall be shared equally by the Employer and the Union. Each party shall pay for its own counsel fees, without contribution from the other.

If a grievance involving disciplinary action is arbitrated and the arbitrator finds that the imposition of the discipline was not for just cause, they shall have the power to order reinstatement and back pay, appropriate fringe benefits and other privileges which would have inured to the employee had they not been so disciplined for such period as the arbitrator may deem equitable from the time of the award back to the time of the disciplinary action. Any award which provides for reinstatement with back pay shall provide that to be deducted there from shall be all earnings of the employee from gainful employment and all payments of unemployment compensation during the period of the disciplinary action. Earnings from a job in existence and worked regularly by the employee prior to the imposition of discipline shall not be deducted.

Failure of either party to present a grievance within and advance it in accordance with any of the time limits set forth in the grievance procedure shall constitute a resolution of the grievance against the party failing to so present and advance the grievance. The time limits set forth herein may be enlarged by the consent of the parties hereto.

No employee shall have the right to require arbitration, that right being reserved to the Employer and the Union.

The Employer will make available, upon request, such records which the Employer and the Union agree are pertinent to the arbitration provided such records are not, in the opinion of the Employer, of a confidential nature.

Article 24: Job Posting and Bidding

When a position in the bargaining unit set forth in Article 2, Recognition, becomes open, the Employer shall post a notice of vacancy for a period of five (5) working days. Employees in the bargaining unit who wish to be considered for such posted vacancy shall notify the Director in writing and/or by electronic mail. Request for consideration received after the end of the posting period may be considered at the discretion of the Employer. There shall be no limitation as to the time for filling the open job and the Employer may fill said job from applicants within the bargaining unit or outside of the bargaining unit. If the open job is filled by awarding it to an applicant from within the bargaining unit they shall have a trial period of a maximum of ninety (90) calendar days during which they may be removed at any time if it appears that they are not qualified to do the job. If they are so removed, they shall be returned to their former position and rate. Recruiting for external candidates can be conducted concurrently with the posting period.

Article 25: Temporary Assignment

In the event of a regular full-time employee or regular part-time employee is temporarily assigned to perform the duties of a person in a higher rated job other than filling in on vacations and so performs such duties for a period of at least thirty (30) consecutive calendar days, they shall receive, commencing on the thirty-first (31st) day but retroactive from the first day, compensation for such service at the minimum of the job rate range of the higher rated job or in the event such minimum of lower than the employee's then regular job rate at the next step in the higher rated job as will be above the employee's then regular job rate. Such compensation shall continue so long as the employee continues to perform the duties of the higher rated job. It is understood that upon return by the employee to their regular duties, the increase in compensation provided for in this Article shall terminate. However, upon return to their former position, the employee shall suffer no negative consequences in their normal position for having taken the higher level assignment. It is further understood that the aforementioned thirty (30) consecutive calendar day requirement for entitlement to the increase in compensation must be satisfied each time a regular full-time employee or part-time employee is temporarily assigned to perform the

duties of a higher-rated job. If an employee is temporarily assigned to a position in excess of one year, they shall be eligible for step advancement in accordance with and subject to the step advancement rules.

Article 26: Promotions

Any employee promoted to a higher classification covered by this Agreement and who enters such higher rated job at the minimum of the job rate range pursuant to City Ordinance, shall be eligible for consideration for advance to the next higher step rate (Step 2) at the end of six (6) months of service in the higher rated job.

Article 27: Legislation

Should any of the terms and conditions of this Agreement be superseded or nullified or otherwise materially affected by any legislation, federal or state, City Ordinance, or Civil Service regulation, or should any provision of this Agreement be found to be in violation of any federal or state law, City Ordinance, or Civil Service regulation by a court of competent jurisdiction, such other provisions of this Agreement as may not be materially affected thereby shall remain in full force and effect for the duration of this Agreement.

Article 28: No Strikes, Et Cetera

It shall be unlawful to any employee to engage in, induce or encourage any strike, work stoppage/slowdown or withholding of services by such employees.

Article 29: Posting of Notices-Payment

A bulletin board will be provided by the Employer for the publication of notices. If the Union desires to post notices in the Library, such notices shall first be submitted to the Director, or his/her designated representative, for his/her review. No change shall be made in notice thereafter. Furthermore, such notice shall not be detrimental to either of the parties hereto.

Article 30: Effect of Agreement

Section 1. This instrument constitutes the entire Agreement of the Employer and the Union arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced to writing and signed by the parties.

Section 2. The parties acknowledge that during the negotiations which resulted in this agreement each had the unlimited right and opportunity to make demands with respect to any subject or matter not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, subject to the provisions of Article 5 the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in the Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or any of the parties at the time that they negotiated or signed this Agreement.

Section 3. The waiver of any breach or condition of this Agreement by any party shall not constitute a precedent with respect to future enforcement of all the terms and conditions of this Agreement.

Section 4. No provision of this Agreement shall be retroactive prior to the effective date of this Agreement unless otherwise specifically stated herein.

Section 5. Where this Agreement requires the appropriation of funds on the part of the City to effect the carrying out of any provisions hereof, to that extent this Agreement is subject to such action as may be taken by the Melrose City Council pertaining to the required appropriation or appropriations.

Article 31: Voluntary Dues Deduction and Agency Service Fee

Section 1: The City agrees to deduct, in accordance with the terms of the form of authorization of check off of dues hereinafter set forth in Appendix B, Union Membership Dues levied in accordance with the Constitution and By-Laws of the Union from the pay of each employee who may authorize it by the signing and furnishing to it of such check off of dues form, and remit the aggregate amount to the Treasurer of the Union, together with a list of employees for whom said dues have been deducted. Such remittance shall be made on or about the 10th day of the month succeeding that in which the deductions were made. The Union will notify the City of the name

and address of the Treasurer of the Union, and such notification shall bear the signature of the President and Recording Secretary of the Union. In the event of any change of the Treasurer of the Union, the City shall be notified by the same method. The Union shall indemnify and save the City harmless against any claim, demand, suit or other form of liability that may arise out of or by reason of action taken or not taken by the City for the purpose of complying with this Article.

Effective July 1, 1986 bargaining unit employees hired from and after July 1, 1986, who do not choose to become members of the Union and to maintain their membership in the Union in good standing status shall be required, as a condition of continued employment during the life of this Agreement, to pay to the Union on or after the thirtieth (30th) day following the beginning of such employment or the effective date of this Agreement, whichever is later and to sign an Agency Service Fee Form set forth in Appendix C, in an amount equal to the amount required to become a member and remain a member in good standing of the Union. The timing of the periodic payment of the Agency Service Fee shall reflect the schedule or periodic payments of Union dues.

Payroll deductions by the City of the above Agency Service Fee shall be accomplished in the manner provided for dues Deduction under this Article.

The Union shall indemnify and save the City, harmless against any and all claims, demands, suits or other forms of liability which may arise by reason of any action taken pursuant to or as the result of the provisions of this Article.

Section 2: Union PEOPLE Deduction

Union PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

Article 32: Reduction-In-Force

Notwithstanding anything to the contrary in this Agreement contained, it is agreed and understood that in the event of a contemplated reduction in force, the City and the Union shall meet to bargain over the impact in accordance with the provisions of Chapter 150E of the Massachusetts General Laws. In the event that a regular employee is laid off, recall rights shall continue for a period of two (2) years from the date of layoff.

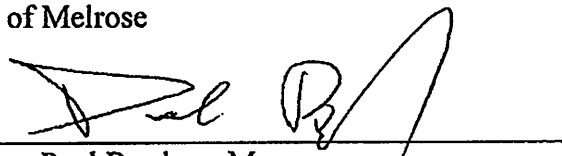
Article 33: Duration and Renewal

This agreement shall become effective July 3, 2023, and shall continue in full force and effect until June 28, 2026, and is subject to funding by the Melrose City Council. Negotiations for a successor agreement shall begin no later than thirty days, but in no event earlier than January 1, 2026, after written notice by either party of its desire to commence negotiations for a successor agreement. The City and the Union, upon receipt of said notice, shall make mutually satisfactory arrangements to engage in negotiations for a successor Agreement.

Signed this 24th day of October, 2023

City of Melrose

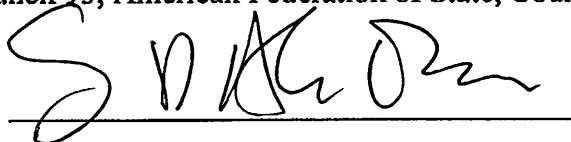
By:



Paul Brodeur, Mayor
Hereunto Duly Authorized

Melrose Public Library Employees
Council 93, American Federation of State, County & Municipal Employees, AFL-CIO:

By:



Hereunto Duly Authorized

APPENDIX A

Classification Schedule as of July 3, 2023

Classification A: Senior Librarian

Head of Children's Services

Classification B: Librarian

Circulation/Adult Services Librarian

Circulation/Young Adult Librarian

Reference/Local History Librarian

Reference/Technology Librarian

Classification C: Senior Library Assistant

Children's Assistant Librarian

Acquisitions Manager

Office Coordinator

Classification D: Library Assistant

Library Assistant

AFSCME STRONG

AFSCME Council 93

☒ **Yes! I am AFSCME Strong.**

I want a strong voice at work and in my community

Yes, sign me up to:

☒ **Talk to colleagues at work about AFSCME**

☒ **Make phone calls to AFSCME members for campaigns**

☒ **Knock AFSCME member doors during campaigns**

Membership Application

American Federation of State, County and Municipal Employees Membership and Authorization for Dues Deduction

I hereby apply for membership in Council 93 (hereafter "Union") and I agree to abide by its Constitution and Bylaws. I authorize the Union and its successor or assignee to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer.

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union, and to authorize my Employer to remit such amount monthly to the Union.

This voluntary authorization and assignment shall remain in effect in accordance with the applicable collective bargaining agreement. If the applicable collective bargaining agreement or state statute does not address revocation, then this voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution or until the termination date of the collective bargaining agreement (if there is one) between the Employer and the Union, whichever occurs sooner, and for year to year thereafter unless I give the Employer and the Union written notice of revocation not less than ten (10) days and not more than twenty (20) days before the end of any yearly period, or in accordance with state statute. The applicable collective bargaining agreement is available for review, upon request. This card supersedes any prior check-off authorization card I signed.

I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

In order to comply with Internal Revenue Service rulings, be advised that your membership dues are not deductible for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

☐ New Member

PLEASE PRINT LEGIBLY.

☐ Re-commit

Local Number Employer

Last Name First Name M.I.

Street Address Apt. No.

City State ZIP Code

SSN (last four digits) Employee ID # Job Title

Cell Phone Personal E-mail Address

By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.

Signature Date

Contribution Form

Become a PEOPLE MVP for \$8.35/ month (\$100 annually)



I hereby authorize my employer and associated agencies to deduct, each pay period, the amount certified as a voluntary contribution to be paid to the treasurer of American Federation of State, County and Municipal Employees PEOPLE, AFSCME, AFL-CIO, P.O. Box 65334, Washington, D.C. 20035-5334, to be used for the purpose of making political contributions and expenditures. My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my contribution

Deduction Per Pay Period	
<input type="checkbox"/> \$5	<input type="checkbox"/> \$10 <input type="checkbox"/> \$15
<input type="checkbox"/> Other \$_____ each pp	
Circle jacket size. S M L XL 2XL Other _____	
For Office Use Only	
<input type="checkbox"/> JACKET RECEIVED	

or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.

Signature Date

In accordance with the federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions from other persons will be returned. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

PLEASE PRINT LEGIBLY.

Last Name First Name M.I.

Street Address Apt. No.

City State ZIP Code

SSN (last four digits) Employee ID # Occupation

Local Number Employer

Cell Phone Home Phone

By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.

Personal E-mail Address



SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/03/2023	LIB1	LIBRARY AF A	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	31.0053	223.2376	1,116.19	58,041.77
04	0.0000	31.9353	229.9347	1,149.67	59,783.03
05	0.0000	32.8933	236.8328	1,184.16	61,576.52
06	0.0000	33.8803	243.9377	1,219.69	63,423.81
07	0.0000	34.8967	251.2559	1,256.28	65,326.54
08	0.0000	35.9436	258.7936	1,293.97	67,286.33
09	0.0000	37.0219	266.5573	1,332.79	69,304.91
10	0.0000	38.1325	274.5542	1,372.77	71,384.08
11	0.0000	38.8953	280.0456	1,400.23	72,811.85
12	0.0000	39.6731	285.6465	1,428.23	74,268.09
13	0.0000	40.4667	291.3600	1,456.80	75,753.60

07/03/2023	LIB1	LIBRARY AF A1	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	31.6503	227.8815	1,139.41	59,249.20
04	0.0000	32.5803	234.5787	1,172.89	60,990.46
05	0.0000	33.5383	241.4767	1,207.38	62,783.94
06	0.0000	34.5253	248.5817	1,242.91	64,631.24
07	0.0000	35.5417	255.8999	1,279.50	66,533.97
08	0.0000	36.5886	263.4375	1,317.19	68,493.75
09	0.0000	37.6642	271.1826	1,355.91	70,507.47
10	0.0000	38.7717	279.1553	1,395.78	72,580.38
11	0.0000	39.5469	284.7381	1,423.69	74,031.91
12	0.0000	40.3378	290.4329	1,452.16	75,512.55
13	0.0000	41.1447	296.2411	1,481.21	77,022.68

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/03/2023	LIB1	LIBRARY AF A2	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N

Change was made by 2.0000%/delete steps 1 & 2/Step 13 added
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	31.9728	230.2035	1,151.02	59,852.92
04	0.0000	32.9028	236.9007	1,184.50	61,594.17
05	0.0000	33.8608	243.7988	1,218.99	63,387.68
06	0.0000	34.8478	250.9037	1,254.52	65,234.97
07	0.0000	35.8642	258.2218	1,291.11	67,137.68
08	0.0000	36.9111	265.7595	1,328.80	69,097.47
09	0.0000	37.9853	273.4932	1,367.47	71,108.22
10	0.0000	39.0906	281.4518	1,407.26	73,177.46
11	0.0000	39.8722	287.0808	1,435.40	74,641.01
12	0.0000	40.6697	292.8224	1,464.11	76,133.83
13	0.0000	41.4831	298.6779	1,493.39	77,656.25

07/03/2023	LIB1	LIBRARY AF B	LIBRARIANS	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
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Change was made by 2.0000%/delete steps 1 & 2/Step 13 added
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	27.5581	198.4180	992.09	51,588.69
04	0.0000	28.3794	204.3318	1,021.66	53,126.27
05	0.0000	29.2253	210.4227	1,052.11	54,709.91
06	0.0000	30.1022	216.7355	1,083.68	56,351.23
07	0.0000	31.0053	223.2376	1,116.19	58,041.77
08	0.0000	31.9353	229.9347	1,149.67	59,783.03
09	0.0000	32.8933	236.8328	1,184.16	61,576.52
10	0.0000	33.8803	243.9377	1,219.69	63,423.81
11	0.0000	34.8967	251.2559	1,256.28	65,326.54
12	0.0000	35.9436	258.7936	1,293.97	67,286.33
13	0.0000	36.6625	263.9704	1,319.85	68,632.30

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/03/2023	LIB1	LIBRARY AF B1	LIBRARIANS/BACH	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N

Change was made by 2.0000%/delete steps 1 & 2/Step 13 added
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	28.2031	203.0620	1,015.31	52,796.13
04	0.0000	29.0244	208.9758	1,044.88	54,333.70
05	0.0000	29.8703	215.0667	1,075.33	55,917.33
06	0.0000	30.7472	221.3794	1,106.90	57,558.65
07	0.0000	31.6503	227.8815	1,139.41	59,249.20
08	0.0000	32.5803	234.5787	1,172.89	60,990.46
09	0.0000	33.5383	241.4767	1,207.38	62,783.94
10	0.0000	34.5253	248.5817	1,242.91	64,631.24
11	0.0000	35.5369	255.8652	1,279.33	66,524.95
12	0.0000	36.5781	263.3620	1,316.81	68,474.11
13	0.0000	37.3094	268.6290	1,343.14	69,843.53

07/03/2023	LIB1	LIBRARY AF B2	LIBRARIANS/MAST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
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Change was made by 2.0000%/delete steps 1 & 2/Step 13 added
 No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	28.5256	205.3840	1,026.92	53,399.85
04	0.0000	29.3469	211.2976	1,056.49	54,937.38
05	0.0000	30.1928	217.3887	1,086.94	56,521.06
06	0.0000	31.0697	223.7014	1,118.51	58,162.36
07	0.0000	31.9728	230.2035	1,151.02	59,852.92
08	0.0000	32.9028	236.9007	1,184.50	61,594.17
09	0.0000	33.8608	243.7988	1,218.99	63,387.68
10	0.0000	34.8478	250.9037	1,254.52	65,234.97
11	0.0000	35.8583	258.1798	1,290.90	67,126.76
12	0.0000	36.8983	265.6671	1,328.34	69,073.44
13	0.0000	37.6361	270.9803	1,354.90	70,454.89

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/03/2023	LIB1	LIBRARY AF C	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	26.2306	188.8595	944.30	49,103.48
04	0.0000	27.0175	194.5254	972.63	50,576.60
05	0.0000	27.8281	200.3611	1,001.81	52,093.89
06	0.0000	28.6628	206.3719	1,031.86	53,656.70
07	0.0000	29.5228	212.5632	1,062.82	55,266.43
08	0.0000	30.4083	218.9400	1,094.70	56,924.40
09	0.0000	31.3206	225.5083	1,127.54	58,632.15
10	0.0000	32.2603	232.2735	1,161.37	60,391.11
11	0.0000	32.9053	236.9178	1,184.59	61,598.64
12	0.0000	33.5633	241.6562	1,208.28	62,830.60
13	0.0000	34.2347	246.4897	1,232.45	64,087.31

07/03/2023	LIB1	LIBRARY AF C1	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	26.8756	193.5035	967.52	50,310.92
04	0.0000	27.6625	199.1693	995.85	51,784.01
05	0.0000	28.4731	205.0051	1,025.03	53,301.32
06	0.0000	29.3078	211.0159	1,055.08	54,864.13
07	0.0000	30.1678	217.2071	1,086.04	56,473.84
08	0.0000	31.0533	223.5840	1,117.92	58,131.84
09	0.0000	31.9600	230.1126	1,150.56	59,829.28
10	0.0000	32.8933	236.8319	1,184.16	61,576.29
11	0.0000	33.5511	241.5682	1,207.84	62,807.73
12	0.0000	34.2222	246.3995	1,232.00	64,063.88
13	0.0000	34.9067	251.3273	1,256.64	65,345.09

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/03/2023	LIB1 LIBRARY	AF C2	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	27.1981	195.8255	979.13	50,914.62
04	0.0000	27.9850	201.4912	1,007.46	52,387.72
05	0.0000	28.7956	207.3271	1,036.64	53,905.04
06	0.0000	29.6303	213.3378	1,066.69	55,467.84
07	0.0000	30.4903	219.5290	1,097.65	57,077.55
08	0.0000	31.3758	225.9060	1,129.53	58,735.56
09	0.0000	32.2825	232.4346	1,162.17	60,432.99
10	0.0000	33.2156	239.1520	1,195.76	62,179.51
11	0.0000	33.8800	243.9355	1,219.68	63,423.23
12	0.0000	34.5575	248.8142	1,244.07	64,691.69
13	0.0000	35.2489	253.7910	1,268.96	65,985.66

07/03/2023	LIB1 LIBRARY	AF D	LIBR ASSIST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	23.3158	167.8737	839.37	43,647.15
04	0.0000	24.0100	172.8710	864.36	44,946.46
05	0.0000	24.7247	178.0182	890.09	46,284.74
06	0.0000	25.4664	183.3588	916.79	47,673.29
07	0.0000	26.2306	188.8595	944.30	49,103.48
08	0.0000	27.0175	194.5254	972.63	50,576.60
09	0.0000	27.8281	200.3611	1,001.81	52,093.89
10	0.0000	28.6628	206.3719	1,031.86	53,656.70
11	0.0000	29.2361	210.4996	1,052.50	54,729.90
12	0.0000	29.8208	214.7096	1,073.55	55,824.50
13	0.0000	30.4172	219.0041	1,095.02	56,941.07

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/03/2023	LIB1 LIBRARY AF	D1	LIBR ASSIST/BA	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	23.9608	172.5176	862.59	44,854.57
04	0.0000	24.6547	177.5150	887.57	46,153.89
05	0.0000	25.3697	182.6622	913.31	47,492.18
06	0.0000	26.1114	188.0027	940.01	48,880.71
07	0.0000	26.8756	193.5035	967.52	50,310.92
08	0.0000	27.6625	199.1693	995.85	51,784.01
09	0.0000	28.4731	205.0051	1,025.03	53,301.32
10	0.0000	29.3078	211.0159	1,055.08	54,864.13
11	0.0000	29.8939	215.2359	1,076.18	55,961.33
12	0.0000	30.4917	219.5406	1,097.70	57,080.56
13	0.0000	31.1017	223.9316	1,119.66	58,222.22

07/03/2023	LIB1 LIBRARY AF	D2	LIBR ASSIST/MAS	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete steps 1 & 2/Step 13 added No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	24.2833	174.8396	874.20	45,458.30
04	0.0000	24.9775	179.8370	899.19	46,757.63
05	0.0000	25.6922	184.9842	924.92	48,095.90
06	0.0000	26.4339	190.3247	951.62	49,484.42
07	0.0000	27.1981	195.8255	979.13	50,914.62
08	0.0000	27.9850	201.4912	1,007.46	52,387.72
09	0.0000	28.7956	207.3271	1,036.64	53,905.04
10	0.0000	29.6303	213.3378	1,066.69	55,467.84
11	0.0000	30.2231	217.6056	1,088.03	56,577.45
12	0.0000	30.8275	221.9577	1,109.79	57,709.00
13	0.0000	31.4442	226.3976	1,131.99	58,863.38

** END OF REPORT - Generated by Polina Latta **

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	LIB1 LIBRARY	AF A	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	31.6253	227.7023	1,138.51	59,202.61
04	0.0000	32.5742	234.5334	1,172.67	60,978.69
05	0.0000	33.5514	241.5694	1,207.85	62,808.05
06	0.0000	34.5578	248.8165	1,244.08	64,692.29
07	0.0000	35.5947	256.2810	1,281.41	66,633.07
08	0.0000	36.6625	263.9695	1,319.85	68,632.06
09	0.0000	37.7622	271.8885	1,359.44	70,691.01
10	0.0000	38.8953	280.0452	1,400.23	72,811.76
11	0.0000	39.6731	285.6465	1,428.23	74,268.09
12	0.0000	40.4667	291.3594	1,456.80	75,753.45
13	0.0000	41.2761	297.1872	1,485.94	77,268.67
14	0.0000	42.1014	303.1310	1,515.65	78,814.05

07/01/2024	LIB1 LIBRARY	AF A1	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	32.2833	232.4392	1,162.20	60,434.18
04	0.0000	33.2319	239.2703	1,196.35	62,210.27
05	0.0000	34.2092	246.3062	1,231.53	64,039.62
06	0.0000	35.2158	253.5533	1,267.77	65,923.86
07	0.0000	36.2525	261.0179	1,305.09	67,864.65
08	0.0000	37.3203	268.7063	1,343.53	69,863.63
09	0.0000	38.4175	276.6062	1,383.03	71,917.62
10	0.0000	39.5469	284.7384	1,423.69	74,031.99
11	0.0000	40.3378	290.4329	1,452.16	75,512.55
12	0.0000	41.1447	296.2415	1,481.21	77,022.80
13	0.0000	41.9675	302.1659	1,510.83	78,563.13
14	0.0000	42.8069	308.2092	1,541.05	80,134.40

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	LIB1 LIBRARY	AF A2	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	32.6122	234.8076	1,174.04	61,049.98
04	0.0000	33.5608	241.6387	1,208.19	62,826.05
05	0.0000	34.5381	248.6747	1,243.37	64,655.43
06	0.0000	35.5447	255.9218	1,279.61	66,539.67
07	0.0000	36.5814	263.3863	1,316.93	68,480.43
08	0.0000	37.6492	271.0747	1,355.37	70,479.42
09	0.0000	38.7450	278.9630	1,394.82	72,530.38
10	0.0000	39.8722	287.0808	1,435.40	74,641.01
11	0.0000	40.6697	292.8224	1,464.11	76,133.83
12	0.0000	41.4831	298.6789	1,493.39	77,656.51
13	0.0000	42.3128	304.6515	1,523.26	79,209.38
14	0.0000	43.1589	310.7445	1,553.72	80,793.56

07/01/2024	LIB1 LIBRARY	AF B	LIBRARIANS	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	28.1092	202.3864	1,011.93	52,620.46
04	0.0000	28.9469	208.4185	1,042.09	54,188.80
05	0.0000	29.8100	214.6312	1,073.16	55,804.11
06	0.0000	30.7042	221.0702	1,105.35	57,478.25
07	0.0000	31.6253	227.7023	1,138.51	59,202.61
08	0.0000	32.5742	234.5334	1,172.67	60,978.69
09	0.0000	33.5514	241.5694	1,207.85	62,808.05
10	0.0000	34.5578	248.8165	1,244.08	64,692.29
11	0.0000	35.5947	256.2810	1,281.41	66,633.07
12	0.0000	36.6625	263.9695	1,319.85	68,632.06
13	0.0000	37.3958	269.2498	1,346.25	70,004.95
14	0.0000	38.1436	274.6348	1,373.17	71,405.04

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	LIB1 LIBRARY AF	B1	LIBRARIANS/BACH	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	28.7672	207.1233	1,035.62	53,852.05
04	0.0000	29.6050	213.1553	1,065.78	55,420.37
05	0.0000	30.4678	219.3680	1,096.84	57,035.68
06	0.0000	31.3622	225.8070	1,129.04	58,709.82
07	0.0000	32.2833	232.4392	1,162.20	60,434.18
08	0.0000	33.2319	239.2703	1,196.35	62,210.27
09	0.0000	34.2092	246.3062	1,231.53	64,039.62
10	0.0000	35.2158	253.5533	1,267.77	65,923.86
11	0.0000	36.2475	260.9825	1,304.91	67,855.45
12	0.0000	37.3097	268.6292	1,343.15	69,843.59
13	0.0000	38.0558	274.0015	1,370.01	71,240.40
14	0.0000	38.8169	279.4816	1,397.41	72,665.21

07/01/2024	LIB1 LIBRARY AF	B2	LIBRARIANS/MAST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	29.0961	209.4917	1,047.46	54,467.85
04	0.0000	29.9339	215.5236	1,077.62	56,036.13
05	0.0000	30.7967	221.7365	1,108.68	57,651.48
06	0.0000	31.6911	228.1754	1,140.88	59,325.61
07	0.0000	32.6122	234.8076	1,174.04	61,049.98
08	0.0000	33.5608	241.6387	1,208.19	62,826.05
09	0.0000	34.5381	248.6747	1,243.37	64,655.43
10	0.0000	35.5447	255.9218	1,279.61	66,539.67
11	0.0000	36.5756	263.3435	1,316.72	68,469.30
12	0.0000	37.6361	270.9804	1,354.90	70,454.91
13	0.0000	38.3889	276.4000	1,382.00	71,863.99
14	0.0000	39.1567	281.9280	1,409.64	73,301.27

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	LIB1 LIBRARY	AF C	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	26.7550	192.6367	963.18	50,085.55
04	0.0000	27.5578	198.4159	992.08	51,588.13
05	0.0000	28.3844	204.3683	1,021.84	53,135.77
06	0.0000	29.2361	210.4993	1,052.50	54,729.83
07	0.0000	30.1131	216.8145	1,084.07	56,371.76
08	0.0000	31.0164	223.3188	1,116.59	58,062.89
09	0.0000	31.9469	230.0184	1,150.09	59,804.79
10	0.0000	32.9053	236.9190	1,184.59	61,598.93
11	0.0000	33.5633	241.6562	1,208.28	62,830.61
12	0.0000	34.2347	246.4893	1,232.45	64,087.21
13	0.0000	34.9194	251.4195	1,257.10	65,369.06
14	0.0000	35.6178	256.4478	1,282.24	66,676.44

07/01/2024	LIB1 LIBRARY	AF C1	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/added step 14 No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	27.4131	197.3736	986.87	51,317.14
04	0.0000	28.2156	203.1527	1,015.76	52,819.69
05	0.0000	29.0425	209.1052	1,045.53	54,367.35
06	0.0000	29.8939	215.2362	1,076.18	55,961.41
07	0.0000	30.7711	221.5512	1,107.76	57,603.32
08	0.0000	31.6744	228.0557	1,140.28	59,294.48
09	0.0000	32.5992	234.7149	1,173.57	61,025.87
10	0.0000	33.5511	241.5685	1,207.84	62,807.82
11	0.0000	34.2222	246.3995	1,232.00	64,063.88
12	0.0000	34.9067	251.3275	1,256.64	65,345.16
13	0.0000	35.6047	256.3538	1,281.77	66,651.99
14	0.0000	36.3167	261.4809	1,307.40	67,985.03

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	LIB1 LIBRARY AF	C2	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	27.7419	199.7420	998.71	51,932.91
04	0.0000	28.5447	205.5210	1,027.61	53,435.47
05	0.0000	29.3714	211.4736	1,057.37	54,983.14
06	0.0000	30.2228	217.6046	1,088.02	56,577.20
07	0.0000	31.1000	223.9196	1,119.60	58,219.10
08	0.0000	32.0033	230.4241	1,152.12	59,910.27
09	0.0000	32.9283	237.0833	1,185.42	61,641.65
10	0.0000	33.8800	243.9350	1,219.68	63,423.10
11	0.0000	34.5575	248.8142	1,244.07	64,691.69
12	0.0000	35.2486	253.7905	1,268.95	65,985.52
13	0.0000	35.9536	258.8668	1,294.33	67,305.37
14	0.0000	36.6728	264.0442	1,320.22	68,651.48

07/01/2024	LIB1 LIBRARY AF D	LIBR ASSIST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 14 added No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	23.7822	171.2311	856.16	44,520.09
04	0.0000	24.4900	176.3284	881.64	45,845.39
05	0.0000	25.2192	181.5786	907.89	47,210.43
06	0.0000	25.9758	187.0260	935.13	48,626.76
07	0.0000	26.7550	192.6367	963.18	50,085.55
08	0.0000	27.5578	198.4159	992.08	51,588.13
09	0.0000	28.3844	204.3683	1,021.84	53,135.77
10	0.0000	29.2361	210.4993	1,052.50	54,729.83
11	0.0000	29.8208	214.7096	1,073.55	55,824.50
12	0.0000	30.4172	219.0038	1,095.02	56,940.99
13	0.0000	31.0256	223.3842	1,116.92	58,079.89
14	0.0000	31.6461	227.8519	1,139.26	59,241.49

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	LIB1 LIBRARY AF	D1	LIBR ASSIST/BA	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N

Change was made by 2.0000%/step 14 added
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	24.4400	175.9679	879.84	45,751.66
04	0.0000	25.1481	181.0653	905.33	47,076.97
05	0.0000	25.8772	186.3155	931.58	48,442.02
06	0.0000	26.6336	191.7628	958.81	49,858.32
07	0.0000	27.4131	197.3736	986.87	51,317.14
08	0.0000	28.2156	203.1527	1,015.76	52,819.69
09	0.0000	29.0425	209.1052	1,045.53	54,367.35
10	0.0000	29.8939	215.2362	1,076.18	55,961.41
11	0.0000	30.4917	219.5406	1,097.70	57,080.56
12	0.0000	31.1017	223.9314	1,119.66	58,222.17
13	0.0000	31.7236	228.4102	1,142.05	59,386.66
14	0.0000	32.3581	232.9785	1,164.89	60,574.40

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	LIB1 LIBRARY AF	D2	LIBR ASSIST/MAS	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N

Change was made by 2.0000%/step 14 added
No Dollar amount used.

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	24.7689	178.3364	891.68	46,367.47
04	0.0000	25.4769	183.4338	917.17	47,692.78
05	0.0000	26.2061	188.6839	943.42	49,057.82
06	0.0000	26.9628	194.1312	970.66	50,474.11
07	0.0000	27.7419	199.7420	998.71	51,932.91
08	0.0000	28.5447	205.5210	1,027.61	53,435.47
09	0.0000	29.3714	211.4736	1,057.37	54,983.14
10	0.0000	30.2228	217.6046	1,088.02	56,577.20
11	0.0000	30.8275	221.9577	1,109.79	57,709.00
12	0.0000	31.4439	226.3968	1,131.98	58,863.18
13	0.0000	32.0731	230.9256	1,154.63	60,040.65
14	0.0000	32.7144	235.5441	1,177.72	61,241.46

** END OF REPORT - Generated by Polina Latta **

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/30/2025	LIB1 LIBRARY	AF A	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	33.2256	239.2241	1,196.12	62,198.26
05	0.0000	34.2222	246.4008	1,232.00	64,064.21
06	0.0000	35.2489	253.7928	1,268.96	65,986.14
07	0.0000	36.3064	261.4067	1,307.03	67,965.73
08	0.0000	37.3956	269.2488	1,346.24	70,004.70
09	0.0000	38.5175	277.3263	1,386.63	72,104.83
10	0.0000	39.6731	285.6462	1,428.23	74,268.00
11	0.0000	40.4667	291.3594	1,456.80	75,753.45
12	0.0000	41.2758	297.1866	1,485.93	77,268.52
13	0.0000	42.1014	303.1309	1,515.65	78,814.04
14	0.0000	42.9436	309.1936	1,545.97	80,390.33
15	0.0000	43.8025	315.3775	1,576.89	81,998.14

06/30/2025	LIB1 LIBRARY	AF A1	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	33.8967	244.0557	1,220.28	63,454.48
05	0.0000	34.8933	251.2323	1,256.16	65,320.41
06	0.0000	35.9200	258.6244	1,293.12	67,242.34
07	0.0000	36.9775	266.2382	1,331.19	69,221.94
08	0.0000	38.0667	274.0804	1,370.40	71,260.90
09	0.0000	39.1858	282.1383	1,410.69	73,355.97
10	0.0000	40.3381	290.4332	1,452.17	75,512.63
11	0.0000	41.1447	296.2415	1,481.21	77,022.80
12	0.0000	41.9675	302.1664	1,510.83	78,563.26
13	0.0000	42.8069	308.2092	1,541.05	80,134.39
14	0.0000	43.6631	314.3734	1,571.87	81,737.09
15	0.0000	44.5361	320.6609	1,603.30	83,371.83

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/30/2025	LIB1 LIBRARY	AF A2	SR LIBRARIAN	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	34.2322	246.4714	1,232.36	64,082.57
05	0.0000	35.2289	253.6482	1,268.24	65,948.54
06	0.0000	36.2556	261.0402	1,305.20	67,870.46
07	0.0000	37.3131	268.6540	1,343.27	69,850.04
08	0.0000	38.4022	276.4962	1,382.48	71,889.01
09	0.0000	39.5197	284.5423	1,422.71	73,980.99
10	0.0000	40.6697	292.8224	1,464.11	76,133.83
11	0.0000	41.4831	298.6789	1,493.39	77,656.51
12	0.0000	42.3128	304.6525	1,523.26	79,209.64
13	0.0000	43.1589	310.7445	1,553.72	80,793.57
14	0.0000	44.0222	316.9593	1,584.80	82,409.43
15	0.0000	44.9025	323.2985	1,616.49	84,057.62

06/30/2025	LIB1 LIBRARY	AF B	LIBRARIANS	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/step 3 deleted/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	29.5258	212.5868	1,062.93	55,272.58
05	0.0000	30.4061	218.9238	1,094.62	56,920.19
06	0.0000	31.3183	225.4916	1,127.46	58,627.82
07	0.0000	32.2578	232.2564	1,161.28	60,386.66
08	0.0000	33.2256	239.2241	1,196.12	62,198.26
09	0.0000	34.2222	246.4008	1,232.00	64,064.21
10	0.0000	35.2489	253.7928	1,268.96	65,986.14
11	0.0000	36.3064	261.4067	1,307.03	67,965.73
12	0.0000	37.3956	269.2488	1,346.24	70,004.70
13	0.0000	38.1436	274.6348	1,373.17	71,405.05
14	0.0000	38.9067	280.1275	1,400.64	72,833.14
15	0.0000	39.6847	285.7300	1,428.65	74,289.80

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/30/2025	LIB1 LIBRARY AF	B1	LIBRARIANS/BACH	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	30.1969	217.4184	1,087.09	56,528.78
05	0.0000	31.0772	223.7553	1,118.78	58,176.39
06	0.0000	31.9894	230.3232	1,151.62	59,884.02
07	0.0000	32.9289	237.0879	1,185.44	61,642.86
08	0.0000	33.8967	244.0557	1,220.28	63,454.48
09	0.0000	34.8933	251.2323	1,256.16	65,320.41
10	0.0000	35.9200	258.6244	1,293.12	67,242.34
11	0.0000	36.9725	266.2022	1,331.01	69,212.56
12	0.0000	38.0558	274.0018	1,370.01	71,240.46
13	0.0000	38.8169	279.4816	1,397.41	72,665.21
14	0.0000	39.5933	285.0712	1,425.36	74,118.51
15	0.0000	40.3850	290.7726	1,453.86	75,600.88

06/30/2025	LIB1 LIBRARY AF	B2	LIBRARIANS/MAST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	30.5325	219.8340	1,099.17	57,156.85
05	0.0000	31.4128	226.1712	1,130.86	58,804.51
06	0.0000	32.3247	232.7389	1,163.69	60,512.12
07	0.0000	33.2644	239.5038	1,197.52	62,270.98
08	0.0000	34.2322	246.4714	1,232.36	64,082.57
09	0.0000	35.2289	253.6482	1,268.24	65,948.54
10	0.0000	36.2556	261.0402	1,305.20	67,870.46
11	0.0000	37.3069	268.6103	1,343.05	69,838.69
12	0.0000	38.3889	276.4000	1,382.00	71,864.01
13	0.0000	39.1567	281.9280	1,409.64	73,301.27
14	0.0000	39.9397	287.5665	1,437.83	74,767.30
15	0.0000	40.7386	293.3178	1,466.59	76,262.64

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/30/2025	LIB1 LIBRARY AF	C	SSR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	28.1089	202.3842	1,011.92	52,619.89
05	0.0000	28.9522	208.4557	1,042.28	54,198.49
06	0.0000	29.8208	214.7093	1,073.55	55,824.43
07	0.0000	30.7153	221.1508	1,105.75	57,499.20
08	0.0000	31.6369	227.7852	1,138.93	59,224.15
09	0.0000	32.5858	234.6188	1,173.09	61,000.89
10	0.0000	33.5636	241.6573	1,208.29	62,830.91
11	0.0000	34.2347	246.4893	1,232.45	64,087.22
12	0.0000	34.9194	251.4190	1,257.10	65,368.95
13	0.0000	35.6178	256.4478	1,282.24	66,676.44
14	0.0000	36.3300	261.5768	1,307.88	68,009.97
15	0.0000	37.0567	266.8083	1,334.04	69,370.17

06/30/2025	LIB1 LIBRARY AF	C1	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	28.7800	207.2157	1,036.08	53,876.08
05	0.0000	29.6233	213.2873	1,066.44	55,454.70
06	0.0000	30.4917	219.5409	1,097.70	57,080.64
07	0.0000	31.3864	225.9823	1,129.91	58,755.39
08	0.0000	32.3078	232.6168	1,163.08	60,480.37
09	0.0000	33.2514	239.4092	1,197.05	62,246.39
10	0.0000	34.2222	246.3999	1,232.00	64,063.98
11	0.0000	34.9067	251.3275	1,256.64	65,345.16
12	0.0000	35.6047	256.3541	1,281.77	66,652.06
13	0.0000	36.3167	261.4809	1,307.40	67,985.03
14	0.0000	37.0431	266.7105	1,333.55	69,344.73
15	0.0000	37.7839	272.0447	1,360.22	70,731.63

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/30/2025	LIB1 LIBRARY AF	C2	SR LIB ASST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15													
No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	29.1156	209.6315	1,048.16	54,504.18
05	0.0000	29.9589	215.7031	1,078.52	56,082.80
06	0.0000	30.8272	221.9567	1,109.78	57,708.74
07	0.0000	31.7219	228.3980	1,141.99	59,383.48
08	0.0000	32.6433	235.0326	1,175.16	61,108.48
09	0.0000	33.5867	241.8249	1,209.12	62,874.48
10	0.0000	34.5575	248.8137	1,244.07	64,691.56
11	0.0000	35.2486	253.7905	1,268.95	65,985.52
12	0.0000	35.9536	258.8663	1,294.33	67,305.23
13	0.0000	36.6728	264.0442	1,320.22	68,651.48
14	0.0000	37.4064	269.3250	1,346.63	70,024.51
15	0.0000	38.1544	274.7115	1,373.56	71,425.00

06/30/2025	LIB1 LIBRARY AF D	LIBR ASSIST	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15												
No Dollar amount used.												

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	24.9800	179.8550	899.28	46,762.30
05	0.0000	25.7236	185.2102	926.05	48,154.64
06	0.0000	26.4953	190.7665	953.83	49,599.30
07	0.0000	27.2903	196.4895	982.45	51,087.26
08	0.0000	28.1089	202.3842	1,011.92	52,619.89
09	0.0000	28.9522	208.4557	1,042.28	54,198.49
10	0.0000	29.8208	214.7093	1,073.55	55,824.43
11	0.0000	30.4172	219.0038	1,095.02	56,940.99
12	0.0000	31.0256	223.3839	1,116.92	58,079.81
13	0.0000	31.6461	227.8519	1,139.26	59,241.49
14	0.0000	32.2789	232.4089	1,162.04	60,426.32
15	0.0000	32.9247	237.0571	1,185.29	61,634.85

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
06/30/2025	LIB1 LIBRARY AF	D1	LIBR ASSIST/BA	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15 No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	25.6508	184.6866	923.43	48,018.51
05	0.0000	26.3947	190.0418	950.21	49,410.86
06	0.0000	27.1664	195.5980	977.99	50,855.49
07	0.0000	27.9614	201.3211	1,006.61	52,343.48
08	0.0000	28.7800	207.2157	1,036.08	53,876.08
09	0.0000	29.6233	213.2873	1,066.44	55,454.70
10	0.0000	30.4917	219.5409	1,097.70	57,080.64
11	0.0000	31.1017	223.9314	1,119.66	58,222.17
12	0.0000	31.7236	228.4100	1,142.05	59,386.61
13	0.0000	32.3581	232.9784	1,164.89	60,574.39
14	0.0000	33.0053	237.6380	1,188.19	61,785.89
15	0.0000	33.6653	242.3908	1,211.95	63,021.60

06/30/2025	LIB1 LIBRARY AF	D2	LIBR ASSIST/MAS	A ANNUAL	W WEEKLY	11	52.0000	7.20	36.00	5.00	1872.00	260.00	N
Change was made by 2.0000%/delete step 3/add step 15 No Dollar amount used.													

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	0.0000	.0000	0.0000	0.00	0.00
01	0.0000	.0000	0.0000	0.00	0.00
02	0.0000	.0000	0.0000	0.00	0.00
03	0.0000	.0000	0.0000	0.00	0.00
04	0.0000	25.9864	187.1025	935.51	48,646.64
05	0.0000	26.7303	192.4576	962.29	50,038.98
06	0.0000	27.5019	198.0138	990.07	51,483.59
07	0.0000	28.2967	203.7368	1,018.68	52,971.57
08	0.0000	29.1156	209.6315	1,048.16	54,504.18
09	0.0000	29.9589	215.7031	1,078.52	56,082.80
10	0.0000	30.8272	221.9567	1,109.78	57,708.74
11	0.0000	31.4439	226.3968	1,131.98	58,863.18
12	0.0000	32.0728	230.9248	1,154.62	60,040.44
13	0.0000	32.7144	235.5441	1,177.72	61,241.46
14	0.0000	33.3686	240.2550	1,201.27	62,466.29
15	0.0000	34.0361	245.0601	1,225.30	63,715.62

** END OF REPORT - Generated by Polina Latta **