



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Huntington Public Library and Huntington Public Library Unit, CSEA, Local 1000, AFSCME, AFL-CIO (2002)**

Employer Name: **Huntington Public Library**

Union: **Huntington Public Library Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000**

Effective Date: **07/01/02**

Expiration Date: **06/30/06**

PERB ID Number: **7203**

Unit Size: **61**

Number of Pages: **37**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

GEN
7203

AGREEMENT

between the

Board of Trustees of Huntington Public Library

and

CSEA Inc., Local 1000, AFSCME, AFL-CIO

the recognized Union of the H.P.L. Unit of C.S.E.A.

Effective Date: July 1, 2002

Expiration Date: June 30, 2006

RECEIVED

JUN 01 2005

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

INDEX

ARTICLE	ITEM	PAGE
	Preamble	1
I	Period Covered	2
II	Management Functions	2
III	Wages and Related	2, 3
IV	Payroll Deductions – Agency Shop	4
V	Hours of Work – Overtime – Sundays – Seniority	4, 5
VI	Vacations	5, 6, 7
VII	Holidays and Special Hours	7, 8
VIII	Sick Leave	9, 10
IX	Leaves of Absence	10, 11, 12
X	New York Retirement System	12
XI	Health Insurance – Dental/Optical Plan– Disability Benefits	13, 14, 15
XII	Tax-Sheltered Annuity	15
XIII	Association Activities	16
XIV	Personnel Policies	16, 17
XV	Labor/Management Unit and Health/Safety Unit	17
XVI	Grievance Definition and Procedure	17, 18, 19
XVII	Taylor Law Notice	19
XVIII	Savings Clause	20

ITEM	PAGE
Appendixes	
Compensation Schedules and Related Data/Longevity	21
Implementation & Maintenance "A"	22
Standard Operating Procedures & Employment Definitions "B"	22, 23
Compensation Schedule – Librarian Trainee	
Compensation Schedule – Librarian I	
Compensation Schedule – Librarian II	
Compensation Schedule – Librarian III	
Compensation Schedule - Technical Coordinator	
Compensation Schedule – P/T Clk-Clk/Typ	
Compensation Schedule – F/T Clk-Clk/Typ	
Compensation Schedule – Clk/Spec – Senior/Lib-Clk	
Compensation Schedule – Principal/Lib-Clk	
Compensation Schedule – Head Clerk	
Compensation Schedule – Custodial Worker I	
Compensation Schedule – Custodial Worker III	
Compensation Schedule – Full Time Guard	
Compensation Schedule – Part Time Guard	

THIS AGREEMENT is entered into by and between the Board of Trustees of the HUNTINGTON PUBLIC LIBRARY (hereinafter referred to as the "Library"), whose principal address is 338 Main Street, Huntington, New York 11743, AND the Civil Service Employees Association, Inc., Local 1000 AFSCME AFL-CIO (hereinafter referred to as the "Association"). The terms and conditions of this Agreement shall apply to all employees represented by the "Association", both at the HUNTINGTON PUBLIC LIBRARY principally located at 338 Main Street, Huntington, New York 11743 and the HUNTINGTON PUBLIC LIBRARY Huntington Station Branch of the "Library" located at 1335 New York Avenue, Huntington Station, New York 11746. The Library recognizes the "Association" as the exclusive representative for collective bargaining for all part-time and full-time employees, except pages and Managerial and Confidential Employees.

ARTICLE I
PERIOD COVERED

SECTION 1. The term of this Agreement shall be from July 1, 2002 through June 30, 2006.

ARTICLE II
MANAGEMENT FUNCTIONS

SECTION 1. The "Library" shall be free to exercise the rights of management over the operation of the buildings without interference and to direct, hire, fire, promote, demote, suspend, transfer, and control the employees as its operations warrant, subject to the provisions of this Agreement.

SECTION 1a. This agreement shall not be deemed to impair any conditions of employment more beneficial to the CSEA member employee than provided herein, and any conditions of employment not covered by this agreement which are in effect as policy shall be continued for the period of this agreement unless changed by mutual consent.

ARTICLE III
WAGES AND RELATED

SECTION 1. The Salary Schedules for the 2002/2003 fiscal year for all titles are attached hereto as Exhibit A.

SECTION 2. The Salary Schedules for the 2003/2004 fiscal year for all titles are attached hereto as Exhibit B.

SECTION 3. The Salary Schedules for the 2004/2005 fiscal year for all titles are attached hereto as Exhibit C.

SECTION 4. The Salary Schedules for the 2005/2006 fiscal year for all titles are attached hereto as Exhibit D.

SECTION 5. Adjustments to Existing Salary Schedules

a) Effective July 1, 2002, the hourly rate set forth for each step of the 2001/2002 salary schedules for the Librarian I, Librarian II, Head Clerk, and Custodial Worker III titles shall be increased by \$1.00 per hour. Effective July 1, 2004, the hourly rate set forth for each step of the 2003/2004 salary schedules for the Librarian I, Librarian II, Head Clerk, and Custodial Worker III titles shall be increased by an additional \$1.00 per hour. (\$2.00 cumulative)

b) Effective July 1, 2002, the hourly rate set forth for each step of the 2001/2002 salary schedules for the Librarian III and Network Specialist titles shall be increased by \$.50 (50 cents) per hour. Effective July 1, 2004, the hourly rate set forth for each step of the 2003/2004 salary schedules for the Librarian III and Network Specialist titles shall be increased by an additional \$.75 (75 cents) per hour. (\$1.25 cumulative)

c) The parties acknowledge that the above referenced adjustments to salary have been incorporated into the salary schedules attached hereto as Exhibits A, B, C and D.

SECTION 6. New Salary Schedules

a) Library Assistant: Effective July 1, 2003, a new salary schedule shall be created for Library Assistants. Said schedule shall be equivalent to eighty percent (80%) of the Librarian I salary schedule on all steps.

b) Librarian Trainees: Effective July 1, 2003, a new salary schedule for Librarian Trainees shall be implemented based upon number of credits completed.

i) Individuals who have completed 12 credits or less as of April 30th of each fiscal year (June 30-July 1) shall, the following year, be eligible to receive eighty-five percent (85%) of the salary set forth for step 1 of the Librarian I salary schedule.

ii) Individuals who have completed 15 to 24 credits as of April 30th of each fiscal year (July 1-June 30) shall, the following year, be eligible to receive ninety percent (90%) of the salary set forth for Step 1 of the Librarian I salary schedule.

iii) Individuals who have completed 27 or more credits as of April 30th of each fiscal year (July 1-June 30) shall, the following year, be eligible to receive ninety-five percent (95%) of the salary set forth for Step 1 of the Librarian I salary schedule.

c) The parties acknowledge that the above referenced new salary schedules have been incorporated into the salary schedules attached hereto as Exhibits A, B, C and D.

ARTICLE IV
PAYROLL DEDUCTIONS - AGENCY SHOP

SECTION 1. The "Library" agrees to deduct, from the salaries of its employees in the bargaining unit, membership dues and premiums for benefits for the "Association" and to transmit those monies to the "Association".

SECTION 2. The "Library" agrees there shall be an Agency Shop deduction for non-union members of the bargaining unit. The "Association" agrees to hold safe the "Library" from any and all legal actions pertaining to the Agency Shop agreement. The "Library" and the "Association" understand that the Agency Shop agreement cannot be grieved through the provisions of this contract.

SECTION 3. The "Library" will provide to the "Association" a list of employees covered under this Agreement.

SECTION 4. Deductions shall, to the extent possible, be uniform and consistent on each pay date. In deducting dues from the salaries of its membership employees in the bargaining unit and for Agency Shop non-union members of the bargaining unit, no deductions shall be applied to those persons who work less than 20 hours during an applicable bi-weekly pay period.

ARTICLE V
HOURS OF WORK - OVERTIME - SUNDAYS - SENIORITY

SECTION 1.

a) Exclusive of a mealtime break, the regular workweek for all full-time employees shall be 35 hours.

b) The regular work week for part-time employees shall be scheduled in accord with Suffolk County Department of Civil Service Local rules applicable to part-time employment; which is defined as working less than 50% of the full-time regularly scheduled work week.

c) The regular work week for those employees hired as a full-time Guard shall be 40 hours, inclusive of lunch on the premises.

d) Any employees who are regularly scheduled or are on standby to work during their mealtime break shall be compensated accordingly.

SECTION 2. Employees working more than six hours a day shall be entitled to two 15-minute breaks. Employees working more than three hours and up to six hours per day shall be entitled to one 15-minute break. Employees working three hours per day, or less, shall not be entitled to a break. Department Heads shall schedule breaks for qualified employees.

SECTION 3. During one 15-minute break, employees may leave the premises on payday to cash their paychecks.

SECTION 4. Neither mealtime breaks nor coffee breaks may be applied to make up lost time or to shorten a work schedule.

SECTION 5. Overtime, when approved, shall be paid to all employees at a time and one-half rate for hours worked over 40 in a standard work week, excluding Sunday.

SECTION 6. The pay rate for approved Sunday work shall be at double time rate.

SECTION 7. Re-call, for all work which is not contiguous to the employee's normally scheduled tour of duty, shall be paid at one and one-half times their regular rate for a minimum four-hour period regardless of time actually worked.

SECTION 8. Seniority shall be based on the Original Employment Date within the bargaining unit and, should a reduction in the work force become necessary, then:

a) Non-appointed, seasonal, temporary employees of the job classifications shall be laid off before any permanent or status appointed employees. Among permanent or appointed status employees, lay-offs shall be in accordance with seniority.

b) Should recalls occur or hiring occur, employees who were laid off shall be recalled or offered the available work in the inverse order in which they were laid off before any new employees are offered employment.

ARTICLE VI

VACATIONS

SECTION 1. The vacation period commences on July 1 and ends on June 30 of the budget year. Vacation allowances may not be carried over into a succeeding budget year. Notwithstanding the foregoing, employees shall have the right to request vacation use beyond the

fiscal year in which it is accrued by making application to the Director on or before April 1st of each year. Approval of such requests shall be at the sole discretion of the Director, however such requests shall not be unreasonably denied.

SECTION 2a. All full-time employees shall receive paid vacation allowance as follows:

- Upon completion of one (1) year of service-twenty (20) days;
- Upon completion of five (5) years of service-twenty-five (25) days;
- Upon completion of fifteen (15) years of service-thirty (30) days.

SECTION 2b. All new hires will be eligible to use up to twenty (20) days paid vacation time accrual within the first year of employment service with the Library after the successful completion of six (6) months of continuous service. Any vacation time used will be debited towards the total "one year" vacation allowance.

SECTION 2c. All employees will notify the appropriate Department Head with requests for vacation time for three (3) days or less paid vacation accrual leave. Employee must make such request, in writing, three days in advance. Any such request will be answered, in writing, twenty-four (24) hours after submission to the appropriate Department Head. The parties acknowledge that the side letter agreement resolving a certain Public Employment Relations Board matter has been rescinded in its entirety effective October 14, 2004.

SECTION 3.

- a) All regularly scheduled part-time employees hired before October 22, 2004 shall receive paid vacation allowance on a pro-rata basis as follows:

- Upon completion of one (1) year of service-five (5) days;
- Upon completion of five (5) years of service-twelve (12) days;
- Upon completion of ten (10) years of service-fifteen (15) days.

- b) All regularly scheduled part-time employees (except librarians) hired on or after October 22, 2004 shall receive paid vacation allowance on a pro-rata basis as follows:

- Upon completion of one (1) year of service-four (4) days;
- Upon completion of five (5) years of service-nine (9) days;
- Upon completion of ten (10) years of service-eleven (11) days.

SECTION 4. Preference on vacation dates shall be given on the basis of seniority. However, the number of persons permitted to be on vacation at any time shall be at the sole discretion of the "Library".

SECTION 5. Employees who have one (1) or more years of continuous service shall be paid for unused vacation days upon separation from employment (except separation based upon discharge or termination for cause).

SECTION 6. All requests for vacation shall be submitted on a form supplied by the "Library".

ARTICLE VII
HOLIDAYS AND SPECIAL HOURS

SECTION 1. Effective until October 21, 2004, the following shall be applicable with respect to holidays and special hours. All regularly scheduled employees shall receive a pro-rata paid holiday as listed:

LIBRARY CLOSED

New Year's Day

Easter Sunday

Memorial Day

Independence Day

Labor Day

*Thanksgiving Eve (5 p.m. - 9 p.m.)

Thanksgiving Day

December 24

Christmas Day

*New Years Eve (5 p.m. - 9 p.m.)

LIBRARY OPEN (a)

Martin Luther King, Jr. Day

President's Day

Columbus Day

Veteran's Day

*Pro-rata pay will be applicable for up to four (4) hours on Thanksgiving Eve and New Year's Eve.

Those employees who work an open holiday shall receive a regular day's pay plus pro-rata or compensatory time**. If a regularly scheduled part-time employee is not scheduled on a holiday, said employee shall receive pro-rata pay only.

** Earned compensatory time must be used within budget year. There will be one floating holiday per budget year to all eligible bargaining unit member employees with a thirty day (30) notification to be submitted to the proper department head.

SECTION 2. Effective October 22, 2004, SECTION 1 above shall be deleted in its entirety and replaced with the following:

All regularly scheduled employees shall receive pro-rata paid holiday entitlement each year as follows:

LIBRARY CLOSED

New Year's Eve Day¹

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

December 24

Christmas Day

New Year's Day

LIBRARY OPEN

Martin Luther King, Jr. Day

President's Day

Columbus Day

Veteran's Day

Those employees who work an open holiday shall be paid at the rate of double-time for all hours worked. Earned compensatory time must be used within budget year. No more than twenty-eight (28) hours of compensatory time may be accrued in any one year. All regularly scheduled employees shall also be entitled to one (1) "floating" holiday per year. The parties acknowledge that effective October 22, 2004 the following holidays have been eliminated as paid holidays: Easter Sunday, New Year's Eve Day (5pm-9pm), and Thanksgiving Eve (5pm-9pm). As a result of the elimination of the above-referenced days as paid holidays, the parties further acknowledge that unit members shall not receive the twelve (12) hours (four (4) hours each holiday) of additional pay said unit members had been receiving for said holidays prior to October 22, 2004. The Library shall have the sole discretion to close on an otherwise open holiday.

¹ The Library will be closed on New Year's Eve Day unless the parties mutually agree otherwise.

ARTICLE VIII
SICK LEAVE

SECTION 1. Upon completion of six (6) months of continuous service, full-time employees shall be entitled to six (6) paid sick leave days. Sick leave shall accrue at the rate of one (1) day per month of service for a maximum annual accrual of twelve (12) days. Part-time employees shall receive sick leave on a pro-rata basis, upon completion of six (6) months of continuous service.

SECTION 2. Sick leave can be accumulated up to a maximum of 180 days.

SECTION 3. New regularly scheduled employees who have not been credited with accrued sick leave, and regularly scheduled employees who have exhausted their accrued sick leave and yet require additional sick leave, may, subject to the approval of the Director, make up to five pro-rata days' "borrowed" sick time by working additional hours -- but not in excess of forty (40) hours per week, Sunday excluded -- during the weeks immediately following their return to work.

SECTION 4. Employees absent because of illness for more than two (2) weeks are required to furnish the "Library" with a doctor's certificate upon request.

SECTION 5. Sick leave may be used when members of the employee's immediate family are dependent upon the employee for care. "Immediate Family" is defined in Article IX, Section 4, of this Agreement.

All eligible employees will be enrolled in New York State Retirement System Section 41J.

SECTION 6. Qualified employees who notify the Library in writing six (6) months in advance of planned retirement from the New York State Employees' Retirement System may either receive payment in full at their current wage rate for unused sick leave OR may have unused sick leave credited to their service time. Qualified employees hired on or after October 22, 2004 and who notify the Library in writing six (6) months in advance of planned retirement from the New York State Employees' Retirement System may either receive payment for two-thirds (2/3) of unused sick leave days OR may have two-thirds (2/3) of unused sick leave days credited to their service time.

All eligible employees will be enrolled in New York State Retirement System Section 41J.

SECTION 7. Employees who have ten (10) or more years of service upon nonretirement separation, except discharge for cause, shall be paid for unused sick leave at their current wage rate to the extent of twenty-five (25%) percent of their accumulated sick leave but not in excess of twenty (20) days.

ARTICLE IX LEAVES OF ABSENCE

SECTION 1. Leave of absence without pay:

- a) At the discretion of the Director, any staff member may be granted a leave of absence without pay.
- b) Leaves of absence without pay may be granted for professional purposes or for vacation, travel, additional sick leave, or other reasons.
- c) Leaves of absence without pay shall be granted only if not detrimental to the service of the Library and only at the convenience of the "Library".
- d) Requests for leaves of absence without pay shall be made in writing.

SECTION 2. Child-Care Leave:

- a) All full-time employees having one or more years of service shall be entitled to a child-care leave of up to one (1) year without pay. Upon returning from an approved child-care leave employees shall be reinstated in the same or comparable positions at their previous salary level. Annual leave, sick leave and retirement credits accrued will continue as before the leave was granted.

SECTION 3. Personal Leave:

- a) Full-time employees shall receive three (3) paid days of personal leave per year. Part-time employees shall receive three (3) paid days of personal leave per year on a pro-rata basis.
- b) Unused personal leave days may be added to accumulated sick leave (up to maximum of 180 days) at the end of the fiscal year.

c) Personal leave should be requested at least forty-eight (48) hours in advance, except in emergency situations. The advance notice may be waived by the Library Director and/or Director's designee. Department Heads must approve all requests for personal leave, where granted.

SECTION 4. Death in Family:

a) In cases of death in the immediate family, full-time employees shall be granted up to a maximum of five (5) days of paid leave for each occurrence, within a period of ten (10) working days. Part-time employees shall be entitled to such leave on a pro-rata basis.

b) "Immediate family" includes father, mother, husband, wife, brother, sister, son, daughter, grandfather, grandmother, grandchild, in-laws of those categories, and domestic partners permanently residing in the household of the employee.

SECTION 5. Jury Duty or Court Appearance:

a) Leave with regular pay will be granted to all employees.

SECTION 6. Attendance Review Policy:

In the event that the Library determines that a unit member has demonstrated a clear pattern of abuse and/or misuse of sick leave, the following procedure shall be available for use by the Library:

1) The unit member shall be notified in writing of the Library's concern. Said written notification shall also establish a conference date for a discussion of the Library's concerns. The conference shall be held by the Director. The employee shall have the right to Union representation at said meeting. A writing summarizing the conference shall be prepared by the Director, provided to the employee and placed in the employee's personnel file. The employee shall have the right to submit a response to said writing. In the event that the procedure in paragraph (2) is not invoked within one (1) year of the delivery of the above summary to the employee, the summary and the employee's response shall be removed from the employee's personnel file.

2) After issuance of said letter, if no improvement in the employee's attendance record is evident, as determined by the Library, a second conference shall be held to review the lack of improvement. The employee may be represented by the Union at said meeting. Following said meeting the Director shall issue a written determination which may include a formal reprimand. The employee shall have the right to submit a response

to said formal reprimand. In addition to the formal reprimand, the Director may require said employee to substantiate further use of sick leave by supplying a physician's note for up to a maximum period of six (6) months, as determined by the Director.

3) Nothing hereinabove set forth shall be deemed a prerequisite to institution of disciplinary/discharge proceedings pursuant to the law against probationary or permanent employees.

4) Notwithstanding any other provisions of this agreement, the decision to institute this procedure shall be reviewable by way of arbitration pursuant to the rules for voluntary arbitration of the Public Employment Relations Board (PERB). However, the imposition of a sanction shall not be grievable, nor shall the institution of disciplinary/discharge proceedings pursuant to law against probationary or permanent employees.

ARTICLE X

NEW YORK STATE RETIREMENT SYSTEM

SECTION 1. The 75i retirement plan is available to all employees.

a) For full-time employees, participation in the retirement plan is Mandatory; for non-full-time employees, participation in the retirement plan is optional. Non-full-time employees who do not wish to join the retirement plan must sign a memo of declination.

SECTION 2. The "Library" shall pay all employees contributions to the New York State Employees Retirement System Pension Fund in accordance with any and all applicable provisions and limitations as proscribed by the "Fund."

SECTION 3. Employees who plan to retire should give six months notice in writing. However, such notice will be waived subject to extenuating circumstances.

SECTION 4. All provisions of this Article shall be subject to the requirements of New York State Law.

ARTICLE XI

HEALTH INSURANCE - DENTAL/OPTICAL PLAN - DISABILITY BENEFITS

SECTION 1.

a) For full-time employees of the "Library" hired prior to October 22, 2004 the New York State Health Insurance Plan for group health insurance is offered on the following basis:

<u>PLAN</u>	<u>EMPLOYEE SHARE</u>	<u>LIBRARY'S SHARE</u>
<u>Individual</u>	10%	90%
<u>Family/Dependents</u>	10%	90%

Full-time employment shall mean any employment in which an individual is regularly scheduled to work more than 50 percent of the hours prescribed as a regular workweek or earns in excess of the current New York State dollar guidelines per annum.

b) For full-time employees of the "Library" hired on or after October 22, 2004 the New York State Health Insurance Plan for group health insurance is offered on the following basis:

<u>PLAN</u>	<u>EMPLOYEE SHARE</u>	<u>LIBRARY'S SHARE</u>
<u>Individual</u>	12 1/2 %	87 1/2%
<u>Family/Dependents</u>	12 1/2%	87 1/2%

Full-time employment shall mean any employment in which an individual is regularly scheduled to work 35 hours or more per week.

SECTION 2. The "Library" shall make the following payments to those employees waiving health insurance benefits (commencing July 1, 2000)

- A. \$2,000 for family enrollment
- B. \$1000 for individual enrollment
- C. If an employee opts out of the Health Insurance program, said employee shall be permitted to opt-in or enroll subject to the rules and regulations of the NYSHIP/Empire Plan.

The Library shall make payments in two installments. Each six month payment shall be made in the months of June and December of a fiscal year, respectively. This optional payment schedule will be for the period of time the employee has participated in the program.

SECTION 3. The "Library" shall provide the following health insurance coverage for employees who retire under this Agreement:

- a) 90% of health plan costs for employees who retire with at least five (5) years of Huntington Public Library service who were hired on or before 6/30/93.
- b) 75% of health plan costs for employees who retire with less than five (5) years of Huntington Public Library service who were hired on or before 6/30/93.
- c) 75% of health plan costs for employees who retire with ten (10) or more years of Huntington Public Library service who were hired after 6/30/93.

The "Library" shall enter into individual contracts with its retiring employees providing health insurance coverage as aforementioned in Section 3, (a), (b) and (c).

SECTION 4.

a) The CSEA (Employee Benefit Fund) Dental/Optical Plan is provided to all employees in the bargaining unit. The premium for this coverage will be paid by the "Library".

Employee Benefit Fund for Optical and Dental will be upgraded to Dutchess and Platinum 12 for all eligible CSEA dues paying employees in the bargaining unit. Booklets covering the mechanics of the plan(s) are available from the Business Office.

b) Effective October 14, 2004, all part time and full-time employees eligible for Dental/Optical Coverage shall contribute ten percent (10%) of the premium cost for said Benefit Fund Coverage.

c) Part-time employees hired on or after October 14, 2004 shall not be eligible for Benefit Fund Coverage.

d) Eligible employees who waive Benefit Fund coverage in accordance with the parties' practice in effect as of July 1, 1999, shall receive \$300.00. Said amount shall be prorated in the event coverage is waived for less than a full fiscal year. Effective October 14, 2004, said amount shall be increased to \$375.00.

SECTION 5.

a) Qualified employees may participate in the Health Insurance Plan, or the Dental/Optical Plan or both.

b) The "Library" shall allow that domestic partners be eligible for enrollment in the NYSHIP/Empire Plan. To be eligible for enrollment a domestic partnership must conform with

the guidelines as promulgated by the NYS Department of Civil Service Employee Benefits Division.

SECTION 6. Disability Benefits shall be provided by the "Library" for all regularly scheduled employees pursuant to Article 9 (the "Disability Benefits Law") of the New York State Workers Compensation Law. The contribution for each employee for the cost of disability benefits provided herewith shall be 1/2% of the employees wage's but not in excess of sixty-cents (.60) per week.

ARTICLE XII

TAX-SHELTERED ANNUITY

SECTION 1. The "Library" offers a Tax-Sheltered Annuity Plan (TSA) to all employees. This plan is an agreement between the "Library" and the participating employee whereby the "Library" will withhold an agreed upon amount of the employees' wages to be applied to the purchase of an annuity plan.

SECTION 2. Only two enrollment periods are available annually. Employees who wish to enroll, or enrolled employees, who wish to change the amount of their annuity purchase, must present the proper forms to the Business Office as follows:

<u>Form Presented</u>	<u>Date Effective</u>
July 1	September 1
December 1	January 1

SECTION 3. A participating employee wishing to terminate or discontinue contributions to the TSA plan must notify the Business Office, in writing, at least 30 days in advance of the desired effective date.

SECTION 4. Employee contributions to the TSA plan will be deducted automatically and in equal amounts from each pay check. The Business Office will forward such deductions to the plan carrier or the agent of the carrier.

ARTICLE XIII
ASSOCIATION ACTIVITIES

SECTION 1. The "Library" shall make available to the "Association" a meeting space in which "Association" members on their own time may meet and conduct "Association" business or related activities.

At least one bulletin board shall be reserved at an accessible location in each Library facility for the exclusive purpose of posting material with proper and legitimate CSEA business.

SECTION 2. Two paid hours per business week will be allocated by the Library to the Unit President or a member of the CSEA's Huntington Library Executive Board to be used for the purpose of conducting legitimate CSEA business.

ARTICLE XIV
PERSONNEL POLICIES

SECTION 1. The "Library" and the "Association" agree to cooperate to promote harmony and mutual understanding; to maintain a high level of employee morale; to adopt and implement sound management policies and procedures, and to provide the proper service to the community.

SECTION 2. At the request of the Director and the discretion of the Board of Trustees, money may be budgeted annually for authorized and approved employee tuition reimbursement and conference attendance. Conference and workshop information shall be available to all employees.

SECTION 3. When an employee is promoted to a new job title that includes new or added duties or added supervisory responsibilities, the employee shall be paid additional compensation in accordance with the current wage and salary agreement.

SECTION 4. A memo of position openings and promotion opportunities shall be sent by the Director through the Business Office to the "Association" President. When a new employee is hired, the Business Office will notify the "Association" President of the new employee's name, start date, wage rate and department.

SECTION 5. All bargaining unit members shall be afforded the protection of Section 75 of the New York State Civil Service Law after 26 weeks of employment. Bargaining unit members hired on or after October 22, 2004 who are regularly scheduled to work 12 ½ hours per week or less shall not be eligible for Civil Service Law Section 75 protection.

ARTICLE XV

LABOR/MANAGEMENT UNIT AND HEALTH/SAFETY UNIT

SECTION 1. A Unit is established to consist of one representative of the Board of Trustees, one representative of the Administration, and three representatives of the "Association". Upon two weeks' notice, meetings will be held at the call of any one representative. (In addition a committee for Safety and Health will be established.)

SECTION 2. Prior to the filling of a newly created position, the Labor/Management Unit will meet to discuss the establishment of the wage rate for the position.

ARTICLE XVI

GRIEVANCE DEFINITION AND PROCEDURE

SECTION 1. Definition - A grievance is defined as any difference which may arise, between the "Library" and the "Association" or other parties hereto covered by this Agreement, on a matter involving interpretation, application, or violation of the provisions of this Agreement. Matters not involving interpretation, application, or violation of the provisions of this Agreement shall not be subject to the grievance procedure.

SECTION 2. Procedure -

Step 1. The aggrieved, directly or through the unit representative, shall present the grievance to the Department Head or Supervisor, on or before ninety (90) days after reasonable knowledge of an alleged violation. Following an informal discussion between the aggrieved and the Department Head or Supervisor, if the grievance is not resolved, the aggrieved shall present the grievance in writing to the Department Head or Supervisor. The Department Head or Supervisor shall render a decision to the aggrieved within 10 days after the grievance has been presented in writing.

Step 2.

a) Within five days after the decision in Step 1, the aggrieved, directly or through the unit representative, may present the grievance in writing to the Director.

b) Within 10 days after receipt of the written grievance, the Director shall meet with the aggrieved and attempt to resolve the grievance.

c) Within 15 days after receipt of the written grievance, the Director shall render a decision.

d) If the aggrieved is not satisfied by this Step 2 decision, the aggrieved may proceed to Step 3.

e) Grievances filed against the Director as well as grievances involving more than one grievant (Class grievances) shall be initially filed at Step 2 rather than Step 1 and must be brought within ninety (90) days after reasonable knowledge of an alleged violation.

Step 3.

a) Within ten days after the Step 2 decision, the aggrieved, directly or through the unit representative, may present the grievance in writing to the Board of Trustees. The grievance shall be considered as waived if it is not submitted to the Board of Trustees within the ten days.

b) Within 30 days after receipt of the written grievance, the Board of Trustees committee shall meet with the aggrieved and attempt to resolve the grievance.

c) Within 20 days after receipt of the written grievance, the Board of Trustees committee shall render a decision.

d) If the aggrieved is not satisfied with this Step 3 decision, the aggrieved may proceed to Step 4.

Step 4.

a) Grievances not settled at Step 3 may be referred by either party to the New York State Public Employees Relations Board (PERB) for arbitration. A party proceeding to PERB under this provision must do so within thirty (30) days of receipt of the Board of Trustees' decision at Step 3.

b) The decision(s) of the arbitrator shall be final and binding on both parties, but such decision(s) may not alter any provision of this Agreement.

c) No employee shall have the right to refer his/her grievances to the New York State Public Employees Relations Board (PERB) without CSEA approval.

Time limitations as aforementioned directly above in Step 1, 2, 3 and 4 shall be waived in extenuating circumstances such as illness, vacation or any other approved or contractual leave.

Failure of the "Library" or its representatives to answer a grievance within the specified limitations shall allow the grievant(s) to proceed to the next step of the procedure.

ARTICLE XVII

TAYLOR LAW NOTICE

SECTION 1. IT IS AGREED BY AND BETWEEN THE "LIBRARY" AND THE "ASSOCIATION" THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT IMPLEMENTATION BY AMENDMENT OF LAW, OR BY PROVIDING ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL APPROVAL HAS BEEN GIVEN BY THE APPROPRIATE LEGISLATIVE BODY.

ARTICLE XVIII
SAVINGS CLAUSE

SECTION 1. Should a provision of this Agreement, at any time, be finally determined to be illegal, unenforceable, or in conflict with federal, state, or local law, such provision shall be deemed to have no force and effect within this Agreement. Those provisions of this Agreement not affected by such determination shall continue to be valid and binding on the parties hereto.

IN WITNESS whereof the parties hereto have caused these presents to be duly executed on this 5th day of April 2005.

BOARD OF TRUSTEES
HUNTINGTON PUBLIC LIBRARY

by Barbara M. Edmondson
President

CIVIL SERVICE EMPLOYEES ASSOCIATION INC.,
LOCAL 1000 AFSCME AFL-CIO

by Miriam Kanarra
Unit President

by Stephanie Jeff
Labor Relations Specialist

HUNTINGTON PUBLIC LIBRARY 2002-2006

Compensation Classifications/Related Data

1. Schedule "A"

Salary schedules and wages for unit members is as set forth in Article III.

2. Schedule "B"

Standard Operating Procedures and Employment Definitions are listed on pages 21 and 22 following.

3. Schedule "C" lists the Minimum Hourly and Annual Compensation rates for the term of this Agreement on pages. Additionally, appropriate Civil Service Classifications are used. These are cross referenced to "in-House" categories.

LONGEVITY

1. Effective until June 30, 2003:

(a) The "Library" shall provide a longevity payment of \$500.00 per annum for all employees who have completed ten (10) years of continuous full-time service.

(b) The "Library" shall provide a longevity payment of \$1000.00 per annum to all employees with 20 years of full-time continuous service.

(c) Longevity shall not be added to base wages.

2. Effective July 1, 2003:

(a) The ten (10) year longevity level shall be increased to \$650.00 per annum.

(b) A new longevity level equal to \$1,000.00 shall be granted to all employees with fifteen (15) years of continuous full-time service.

(c) The twenty (20) year longevity level shall be increased to \$1750.00 per annum.

(d) Longevity shall not be added to base wages.

HUNTINGTON PUBLIC LIBRARY 2002-2006

Implementation and Maintenance "A"

Implementations

Compensation Schedules for 2002-2006 are listed under pages through.

*Part-time Clerical employees compensation adjustment shall be pro-rated accordingly.

In each year of this agreement salary schedule increments shall be paid effective July 1.

Maintenance

The Business Office will compute the annual hourly figures and inform the employees covered by the Agreement.

HUNTINGTON PUBLIC LIBRARY 2002-2006

Standard Operating Procedures & Employment Definitions "B"

Standard Operating Procedures

Position Openings

All openings for positions covered by this Agreement shall be forwarded to the "ASSOCIATION" for review and posting.

New Employees

Qualified persons may be hired at a wage level appropriate for that person's background and experience.

Promotions

Employees promoted to an available higher schedule position shall receive a minimum five per-cent increase in salary.

Employment Definitions

Full Time -

- A. Exclusive of a meal time break, the regular work week for all full-time Employees shall be 35 hours.

- B. The regular workweek for those employees hired as a Full-time Guard shall be 40 hours, inclusive of lunch on the premises.

Part Time -

The regular work week for part-time employees shall be scheduled in accord with the Suffolk County Department of Civil Service Local Rules applicable to part time employment which is defined as working less than 50% of the full-time regularly scheduled work week.

Substitute - An employee called in to fill a vacant position until an appointment is made or during the absence of a regularly scheduled employee.

Temporary - An employee recruited for a specified amount of time to accomplish a defined task which is not the regularly assigned work of an existing employee. Where an opportunity for temporary employment exists, preference will first be given to qualified part-time or substitute staff members who wish to increase their hours and are available to meet the schedule requirements of the "Library". CLERICAL C-01/C-02 Defined:

C-02 Staff members who have taken and passed the relevant Civil Service Test AND who have been appointed to an available positions opening.

C-01 Staff members who have not been appointed as per Civil Service testing and requirements.

CUSTODIAL WORKER I

STEP	2002 - 2003		2003-2004		2004-2005		2005-2006				
	Hourly 2.00%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual			
1	\$ 13.87	\$ 25,247.04	1	\$ 14.36	\$ 26,138.84	1	\$ 14.86	\$ 27,048.84	1	\$ 15.38	\$ 27,995.24
2	\$ 14.17	\$ 25,785.40	2	\$ 14.67	\$ 26,695.40	2	\$ 15.18	\$ 27,623.60	2	\$ 15.71	\$ 28,588.20
3	\$ 14.48	\$ 26,360.88	3	\$ 14.99	\$ 27,289.08	3	\$ 15.51	\$ 28,235.48	3	\$ 16.05	\$ 29,218.28
4	\$ 14.80	\$ 26,936.36	4	\$ 15.32	\$ 27,882.76	4	\$ 15.86	\$ 28,865.56	4	\$ 16.42	\$ 29,884.76
5	\$ 15.12	\$ 27,511.85	5	\$ 15.65	\$ 28,476.45	5	\$ 16.20	\$ 29,477.45	5	\$ 16.77	\$ 30,514.85
6	\$ 15.45	\$ 28,124.46	6	\$ 15.99	\$ 29,107.26	6	\$ 16.55	\$ 30,126.46	6	\$ 17.13	\$ 31,182.06
7	\$ 15.79	\$ 28,737.07	7	\$ 16.34	\$ 29,738.07	7	\$ 16.91	\$ 30,775.47	7	\$ 17.50	\$ 31,849.27
8	\$ 16.14	\$ 29,368.25	8	\$ 16.70	\$ 30,387.45	8	\$ 17.28	\$ 31,443.05	8	\$ 17.88	\$ 32,535.05
9	\$ 16.49	\$ 30,017.99	9	\$ 17.07	\$ 31,073.59	9	\$ 17.67	\$ 32,165.59	9	\$ 18.29	\$ 33,293.99
10	\$ 16.87	\$ 30,704.86	10	\$ 17.46	\$ 31,778.66	10	\$ 18.07	\$ 32,888.86	10	\$ 18.70	\$ 34,035.46
11	\$ 17.24	\$ 31,373.16	11	\$ 17.84	\$ 32,465.16	11	\$ 18.46	\$ 33,593.56	11	\$ 19.11	\$ 34,776.56
12	\$ 17.63	\$ 32,078.59	12	\$ 18.25	\$ 33,208.99	12	\$ 18.89	\$ 34,371.79	12	\$ 19.55	\$ 35,572.99
13	\$ 18.02	\$ 32,802.59	13	\$ 18.65	\$ 33,949.19	13	\$ 19.30	\$ 35,132.19	13	\$ 19.98	\$ 36,369.79
14	\$ 18.42	\$ 33,526.58	14	\$ 19.06	\$ 34,691.38	14	\$ 19.73	\$ 35,910.78	14	\$ 20.42	\$ 37,166.58
15	\$ 18.84	\$ 34,287.71	15	\$ 19.50	\$ 35,488.91	15	\$ 20.18	\$ 36,726.51	15	\$ 20.89	\$ 38,018.71
16	\$ 19.26	\$ 35,048.83	16	\$ 19.93	\$ 36,268.23	16	\$ 20.63	\$ 37,542.23	16	\$ 21.35	\$ 38,852.63
17	\$ 19.70	\$ 35,847.08	17	\$ 20.39	\$ 37,102.88	17	\$ 21.10	\$ 38,395.08	17	\$ 21.84	\$ 39,741.88
18	\$ 20.13	\$ 36,645.34	18	\$ 20.83	\$ 37,919.34	18	\$ 21.56	\$ 39,247.94	18	\$ 22.31	\$ 40,612.94
19	\$ 20.59	\$ 37,480.72	19	\$ 21.31	\$ 38,791.12	19	\$ 22.06	\$ 40,156.12	19	\$ 22.83	\$ 41,557.52
20	\$ 21.07	\$ 38,353.22	20	\$ 21.81	\$ 39,700.02	20	\$ 22.57	\$ 41,083.22	20	\$ 23.36	\$ 42,521.02

**Guard
40 hours per week**

2002-2003			2003-2004		2004-2005		2005-2006				
STEP	Hourly 2.00%	Annual	STEP	Hourly 3.50%	Annual	STEP	Hourly 3.50%	Annual	STEP	Hourly 3.50%	Annual
1	\$ 9.65	\$ 20,072.00	1	\$9.99	\$20,779.20	1	\$10.34	\$21,507.20	1	\$10.70	\$22,256.00
2	\$ 9.88	\$ 20,550.40	2	\$10.23	\$21,278.40	2	\$10.59	\$22,027.20	2	\$10.96	\$22,796.80
3	\$ 9.82	\$ 20,425.60	3	\$10.16	\$21,132.80	3	\$10.52	\$21,881.60	3	\$10.89	\$22,651.20
4	\$ 10.35	\$ 21,528.00	4	\$10.71	\$22,276.80	4	\$11.08	\$23,046.40	4	\$11.47	\$23,857.60
5	\$ 10.60	\$ 22,048.00	5	\$10.97	\$22,817.60	5	\$11.35	\$23,608.00	5	\$11.75	\$24,440.00
6	\$ 10.86	\$ 22,588.80	6	\$11.24	\$23,379.20	6	\$11.63	\$24,190.40	6	\$12.04	\$25,043.20
7	\$ 11.13	\$ 23,150.40	7	\$11.52	\$23,961.60	7	\$11.92	\$24,793.60	7	\$12.34	\$25,667.20
8	\$ 11.38	\$ 23,670.40	8	\$11.78	\$24,502.40	8	\$12.19	\$25,355.20	8	\$12.62	\$26,249.60
9	\$ 11.66	\$ 24,252.80	9	\$12.07	\$25,105.60	9	\$12.49	\$25,979.20	9	\$12.93	\$26,894.40
10	\$ 11.95	\$ 24,856.00	10	\$12.37	\$25,729.60	10	\$12.80	\$26,624.00	10	\$13.25	\$27,560.00
11	\$ 12.23	\$ 25,438.40	11	\$12.66	\$26,332.80	11	\$13.10	\$27,248.00	11	\$13.56	\$28,204.80
12	\$ 12.53	\$ 26,062.40	12	\$12.97	\$26,977.60	12	\$13.42	\$27,913.60	12	\$13.89	\$28,891.20
13	\$ 12.84	\$ 26,707.20	13	\$13.29	\$27,643.20	13	\$13.76	\$28,620.80	13	\$14.24	\$29,619.20
14	\$ 13.15	\$ 27,352.00	14	\$13.61	\$28,308.80	14	\$14.09	\$29,307.20	14	\$14.58	\$30,326.40
15	\$ 13.45	\$ 27,976.00	15	\$13.92	\$28,953.60	15	\$14.41	\$29,972.80	15	\$14.91	\$31,012.80
16	\$ 13.79	\$ 28,683.20	16	\$14.27	\$29,681.60	16	\$14.77	\$30,721.60	16	\$15.29	\$31,803.20
17	\$ 14.12	\$ 29,369.60	17	\$14.61	\$30,388.80	17	\$15.12	\$31,449.60	17	\$15.65	\$32,552.00
18	\$ 14.46	\$ 30,076.80	18	\$14.97	\$31,137.60	18	\$15.49	\$32,219.20	18	\$16.03	\$33,342.40
19	\$ 14.81	\$ 30,804.80	19	\$15.33	\$31,886.40	19	\$15.87	\$33,009.60	19	\$16.43	\$34,174.40
20	\$ 15.18	\$ 31,574.40	20	\$15.71	\$32,676.80	20	\$16.26	\$33,820.80	20	\$16.83	\$35,006.40

Part-time Library Clerk; Part-time Clerk Typist

STEP Step Adj>>	2002 / 2003		2003-2004		2004-2005		2005-2006		2006-2008	
	Hourly 2.00%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual
1	\$ 10.53	\$ 19,158.05	\$ 10.89	\$ 19,828.58	\$ 11.28	\$ 20,522.58	\$ 11.67	\$ 21,240.87	\$ 11.87	\$ 21,694.40
2	\$ 10.75	\$ 19,565.00	\$ 11.13	\$ 20,256.60	\$ 11.52	\$ 20,966.40	\$ 11.92	\$ 21,694.40	\$ 12.17	\$ 22,149.40
3	\$ 10.98	\$ 19,983.60	\$ 11.36	\$ 20,675.20	\$ 11.76	\$ 21,403.20	\$ 12.17	\$ 22,149.40	\$ 12.43	\$ 22,622.60
4	\$ 11.21	\$ 20,402.20	\$ 11.60	\$ 21,112.00	\$ 12.01	\$ 21,658.20	\$ 12.43	\$ 22,622.60	\$ 12.69	\$ 23,095.80
5	\$ 11.45	\$ 20,839.00	\$ 11.85	\$ 21,567.00	\$ 12.26	\$ 22,313.20	\$ 12.69	\$ 23,095.80	\$ 12.98	\$ 23,587.20
6	\$ 11.69	\$ 21,275.80	\$ 12.10	\$ 22,022.00	\$ 12.52	\$ 22,786.40	\$ 12.98	\$ 23,587.20	\$ 13.24	\$ 24,096.80
7	\$ 11.94	\$ 21,730.80	\$ 12.36	\$ 22,495.20	\$ 12.79	\$ 23,277.80	\$ 13.24	\$ 24,096.80	\$ 13.53	\$ 24,624.60
8	\$ 12.20	\$ 22,204.00	\$ 12.63	\$ 22,986.60	\$ 13.07	\$ 23,787.40	\$ 13.53	\$ 24,624.60	\$ 13.83	\$ 25,170.60
9	\$ 12.47	\$ 22,695.40	\$ 12.91	\$ 23,496.20	\$ 13.36	\$ 24,315.20	\$ 13.83	\$ 25,170.60	\$ 14.12	\$ 25,698.40
10	\$ 12.73	\$ 23,168.60	\$ 13.18	\$ 23,987.80	\$ 13.64	\$ 24,824.80	\$ 14.12	\$ 25,698.40	\$ 14.44	\$ 26,280.80
11	\$ 13.02	\$ 23,696.40	\$ 13.48	\$ 24,533.80	\$ 13.95	\$ 25,389.00	\$ 14.44	\$ 26,280.80	\$ 14.74	\$ 26,826.80
12	\$ 13.28	\$ 24,187.80	\$ 13.78	\$ 25,043.20	\$ 14.24	\$ 25,916.80	\$ 14.74	\$ 26,826.80	\$ 15.07	\$ 27,427.40
13	\$ 13.59	\$ 24,733.80	\$ 14.07	\$ 25,607.40	\$ 14.56	\$ 26,499.20	\$ 15.07	\$ 27,427.40	\$ 15.39	\$ 28,009.80
14	\$ 13.88	\$ 25,261.80	\$ 14.37	\$ 26,153.40	\$ 14.87	\$ 27,063.40	\$ 15.39	\$ 28,009.80	\$ 15.74	\$ 28,646.80
15	\$ 14.20	\$ 25,844.00	\$ 14.70	\$ 26,754.00	\$ 15.21	\$ 27,682.20	\$ 15.74	\$ 28,646.80	\$ 16.09	\$ 29,283.80
16	\$ 14.51	\$ 26,408.20	\$ 15.02	\$ 27,336.40	\$ 15.55	\$ 28,301.00	\$ 16.09	\$ 29,283.80	\$ 16.45	\$ 29,939.00
17	\$ 14.83	\$ 26,990.60	\$ 15.35	\$ 27,937.00	\$ 15.89	\$ 28,919.80	\$ 16.45	\$ 29,939.00	\$ 16.82	\$ 30,612.40
18	\$ 15.17	\$ 27,609.40	\$ 15.70	\$ 28,574.00	\$ 16.25	\$ 29,575.00	\$ 16.82	\$ 30,612.40	\$ 17.18	\$ 31,267.60
19	\$ 15.50	\$ 28,210.00	\$ 16.04	\$ 29,192.80	\$ 16.60	\$ 30,212.00	\$ 17.18	\$ 31,267.60	\$ 17.58	\$ 31,959.20
20	\$ 15.85	\$ 28,847.00	\$ 16.40	\$ 29,848.00	\$ 16.97	\$ 30,885.40	\$ 17.58	\$ 31,959.20		

Full-time Library Clerk; Full-time Clerk Typist

2002-2003			2003-2004			2004-2005			2005-2006		
STEP	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	
	2.00%		3.50%		3.50%		3.50%		3.50%		
Step Adj>>	0		Step Adj>	0		Step Adj>:	0		Step Adj>	0	
1	\$ 11.45	\$ 20,847.37	1	\$ 11.86	\$ 21,577.03	1	\$ 12.33	\$ 22,440.11	1	\$ 12.82	\$ 23,337.72
2	\$ 11.69	\$ 21,274.34	2	\$ 12.10	\$ 22,018.95	2	\$ 12.58	\$ 22,899.70	2	\$ 13.09	\$ 23,815.69
3	\$ 11.94	\$ 21,738.44	3	\$ 12.36	\$ 22,499.29	3	\$ 12.86	\$ 23,399.26	3	\$ 13.37	\$ 24,335.23
4	\$ 12.20	\$ 22,202.54	4	\$ 12.63	\$ 22,979.63	4	\$ 13.13	\$ 23,898.82	4	\$ 13.66	\$ 24,854.77
5	\$ 12.47	\$ 22,703.77	5	\$ 12.91	\$ 23,498.40	5	\$ 13.43	\$ 24,438.34	5	\$ 13.96	\$ 25,415.87
6	\$ 12.73	\$ 23,167.87	6	\$ 13.18	\$ 23,978.75	6	\$ 13.70	\$ 24,937.90	6	\$ 14.25	\$ 25,935.41
7	\$ 13.02	\$ 23,687.66	7	\$ 13.47	\$ 24,516.73	7	\$ 14.01	\$ 25,497.40	7	\$ 14.57	\$ 26,517.30
8	\$ 13.29	\$ 24,188.89	8	\$ 13.76	\$ 25,035.50	8	\$ 14.31	\$ 26,036.92	8	\$ 14.88	\$ 27,078.40
9	\$ 13.59	\$ 24,727.25	9	\$ 14.06	\$ 25,592.70	9	\$ 14.62	\$ 26,616.41	9	\$ 15.21	\$ 27,681.07
10	\$ 13.88	\$ 25,265.60	10	\$ 14.37	\$ 26,149.90	10	\$ 14.94	\$ 27,195.90	10	\$ 15.54	\$ 28,283.73
11	\$ 14.20	\$ 25,841.09	11	\$ 14.70	\$ 26,745.53	11	\$ 15.28	\$ 27,815.35	11	\$ 15.89	\$ 28,927.96
12	\$ 14.51	\$ 26,416.57	12	\$ 15.02	\$ 27,341.15	12	\$ 15.62	\$ 28,434.80	12	\$ 16.25	\$ 29,572.19
13	\$ 14.83	\$ 26,992.06	13	\$ 15.35	\$ 27,936.78	13	\$ 15.96	\$ 29,054.25	13	\$ 16.60	\$ 30,216.42
14	\$ 15.17	\$ 27,604.67	14	\$ 15.70	\$ 28,570.83	14	\$ 16.33	\$ 29,713.66	14	\$ 16.98	\$ 30,902.21
15	\$ 15.50	\$ 28,217.28	15	\$ 16.05	\$ 29,204.88	15	\$ 16.69	\$ 30,373.08	15	\$ 17.36	\$ 31,588.00
16	\$ 15.85	\$ 28,848.46	16	\$ 16.41	\$ 29,858.15	16	\$ 17.06	\$ 31,052.48	16	\$ 17.74	\$ 32,294.58
17	\$ 16.22	\$ 29,516.76	17	\$ 16.79	\$ 30,549.85	17	\$ 17.46	\$ 31,771.84	17	\$ 18.16	\$ 33,042.71
18	\$ 16.58	\$ 30,166.50	18	\$ 17.16	\$ 31,222.33	18	\$ 17.84	\$ 32,471.22	18	\$ 18.55	\$ 33,770.07
19	\$ 16.94	\$ 30,834.80	19	\$ 17.54	\$ 31,914.02	19	\$ 18.24	\$ 33,190.58	19	\$ 18.97	\$ 34,518.21
20	\$ 17.33	\$ 31,540.24	20	\$ 17.94	\$ 32,644.14	20	\$ 18.65	\$ 33,949.91	20	\$ 19.40	\$ 35,307.91

**Principal Library Clerk
2002-2003**

STEP	2002-2003 Hourly 2.00%		2003-2004 Hourly 3.50%		2004-2005 Hourly 3.50%		2005 - 2006 Hourly 3.50%	
	Annual	Annual	Annual	Annual	Annual	Annual	Annual	
1	\$ 14.06	\$ 25,589.20	14.55	\$ 28,481.00	15.06	\$ 27,409.20	15.59	\$ 28,373.80
2	\$ 14.35	\$ 26,117.00	14.85	\$ 27,027.00	15.37	\$ 27,973.40	15.91	\$ 28,956.20
3	\$ 14.67	\$ 26,699.40	15.18	\$ 27,627.60	15.71	\$ 28,592.20	16.26	\$ 29,593.20
4	\$ 14.97	\$ 27,245.40	15.49	\$ 28,191.80	16.03	\$ 29,174.60	16.59	\$ 30,193.80
5	\$ 15.30	\$ 27,846.00	15.84	\$ 28,828.80	16.39	\$ 29,829.80	16.96	\$ 30,867.20
6	\$ 15.64	\$ 28,464.80	16.19	\$ 29,465.80	16.76	\$ 30,503.20	17.35	\$ 31,577.00
7	\$ 15.97	\$ 29,065.40	16.53	\$ 30,084.60	17.11	\$ 31,140.20	17.71	\$ 32,232.20
8	\$ 16.32	\$ 29,702.40	16.89	\$ 30,739.80	17.48	\$ 31,813.60	18.09	\$ 32,923.80
9	\$ 16.68	\$ 30,357.60	17.26	\$ 31,413.20	17.86	\$ 32,505.20	18.49	\$ 33,651.80
10	\$ 17.05	\$ 31,031.00	17.65	\$ 32,123.00	18.27	\$ 33,251.40	18.91	\$ 34,416.20
11	\$ 17.41	\$ 31,866.20	18.02	\$ 32,796.40	18.65	\$ 33,943.00	19.30	\$ 35,126.00
12	\$ 17.81	\$ 32,414.20	18.43	\$ 33,542.60	19.08	\$ 34,725.60	19.75	\$ 35,945.00
13	\$ 18.21	\$ 33,142.20	18.85	\$ 34,307.00	19.51	\$ 35,508.20	20.19	\$ 36,745.80
14	\$ 18.60	\$ 33,852.00	19.25	\$ 35,035.00	19.92	\$ 36,254.40	20.62	\$ 37,528.40
15	\$ 19.02	\$ 34,616.40	19.69	\$ 35,835.80	20.38	\$ 37,091.60	21.09	\$ 38,383.80
16	\$ 19.44	\$ 35,380.80	20.12	\$ 36,618.40	20.82	\$ 37,892.40	21.55	\$ 39,221.00
17	\$ 19.88	\$ 36,181.60	20.58	\$ 37,455.60	21.30	\$ 38,766.00	22.05	\$ 40,131.00
18	\$ 20.32	\$ 36,982.40	21.03	\$ 38,274.60	21.77	\$ 39,621.40	22.53	\$ 41,004.60
19	\$ 20.78	\$ 37,819.60	21.51	\$ 39,148.20	22.26	\$ 40,513.20	23.04	\$ 41,932.80
20	\$ 21.26	\$ 38,693.20	22.00	\$ 40,040.00	22.77	\$ 41,441.40	23.57	\$ 42,897.40

CLERK SPECIALIST; SENIOR LIBRARY CLERK; COMPUTER TECHNICIAN

STEP	2002-2003		2003-2004		2004-2005		2005-2006	
	Hourly 2.00%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual
1	\$ 13.87	\$ 25,243.40	\$ 14.36	\$ 26,135.20	\$ 14.86	\$ 27,045.20	\$ 15.38	\$ 27,991.60
2	\$ 14.17	\$ 25,789.40	\$ 14.67	\$ 26,699.40	\$ 15.18	\$ 27,627.60	\$ 15.71	\$ 28,592.20
3	\$ 14.48	\$ 26,353.60	\$ 14.99	\$ 27,281.80	\$ 15.51	\$ 28,228.20	\$ 16.05	\$ 29,211.00
4	\$ 14.80	\$ 26,936.00	\$ 15.32	\$ 27,882.40	\$ 15.86	\$ 28,865.20	\$ 16.42	\$ 29,884.40
5	\$ 15.12	\$ 27,518.40	\$ 15.65	\$ 28,483.00	\$ 16.20	\$ 29,484.00	\$ 16.77	\$ 30,521.40
6	\$ 15.45	\$ 28,119.00	\$ 15.99	\$ 29,101.80	\$ 16.55	\$ 30,121.00	\$ 17.13	\$ 31,176.60
7	\$ 15.79	\$ 28,737.80	\$ 16.34	\$ 29,738.80	\$ 16.91	\$ 30,776.20	\$ 17.50	\$ 31,850.00
8	\$ 16.14	\$ 29,374.80	\$ 16.70	\$ 30,394.00	\$ 17.28	\$ 31,449.60	\$ 17.88	\$ 32,541.60
9	\$ 16.49	\$ 30,011.80	\$ 17.07	\$ 31,067.40	\$ 17.67	\$ 32,159.40	\$ 18.29	\$ 33,287.80
10	\$ 16.87	\$ 30,703.40	\$ 17.46	\$ 31,777.20	\$ 18.07	\$ 32,887.40	\$ 18.70	\$ 34,034.00
11	\$ 17.24	\$ 31,376.80	\$ 17.84	\$ 32,468.80	\$ 18.46	\$ 33,597.20	\$ 19.11	\$ 34,780.20
12	\$ 17.63	\$ 32,086.60	\$ 18.25	\$ 33,215.00	\$ 18.89	\$ 34,379.80	\$ 19.55	\$ 35,581.00
13	\$ 18.02	\$ 32,796.40	\$ 18.65	\$ 33,943.00	\$ 19.30	\$ 35,126.00	\$ 19.98	\$ 36,363.60
14	\$ 18.42	\$ 33,524.40	\$ 19.06	\$ 34,689.20	\$ 19.73	\$ 35,908.60	\$ 20.42	\$ 37,164.40
15	\$ 18.84	\$ 34,288.80	\$ 19.50	\$ 35,490.00	\$ 20.18	\$ 36,727.60	\$ 20.89	\$ 38,019.80
16	\$ 19.26	\$ 35,053.20	\$ 19.93	\$ 36,272.60	\$ 20.63	\$ 37,546.60	\$ 21.35	\$ 38,857.00
17	\$ 19.70	\$ 35,854.00	\$ 20.39	\$ 37,109.80	\$ 21.10	\$ 38,402.00	\$ 21.84	\$ 39,748.80
18	\$ 20.13	\$ 36,636.60	\$ 20.83	\$ 37,910.60	\$ 21.56	\$ 39,239.20	\$ 22.31	\$ 40,604.20
19	\$ 20.59	\$ 37,473.80	\$ 21.31	\$ 38,784.20	\$ 22.06	\$ 40,149.20	\$ 22.83	\$ 41,550.60
20	\$ 21.07	\$ 38,347.40	\$ 21.81	\$ 39,694.20	\$ 22.57	\$ 41,077.40	\$ 23.36	\$ 42,515.20

Library Assistant - 80% of Librarian I salary schedule

2003-2004			2004-2005			2005-2006		
	Hourly	Annual		Hourly	Annual		Hourly	Annual
1	\$ -	\$ -	1	17.80	\$ 32,396.00	1	18.42	\$ 33,524.40
2	\$ 16.76	\$ 30,504.95	2	18.15	\$ 33,033.00	2	18.78	\$ 34,179.60
3	\$ 17.12	\$ 31,158.40	3	18.52	\$ 33,706.40	3	19.17	\$ 34,889.40
4	\$ 17.48	\$ 31,811.85	4	18.89	\$ 34,379.80	4	19.55	\$ 35,581.00
5	\$ 17.85	\$ 32,495.01	5	19.28	\$ 35,089.80	5	19.95	\$ 36,309.00
6	\$ 18.24	\$ 33,193.01	6	19.68	\$ 35,817.60	6	20.36	\$ 37,055.20
7	\$ 18.62	\$ 33,891.02	7	20.07	\$ 36,527.40	7	20.78	\$ 37,819.60
8	\$ 19.02	\$ 34,618.73	8	20.49	\$ 37,291.80	8	21.20	\$ 38,584.00
9	\$ 19.45	\$ 35,390.99	9	20.93	\$ 38,092.80	9	21.66	\$ 39,421.20
10	\$ 19.87	\$ 36,163.25	10	21.37	\$ 38,893.40	10	22.11	\$ 40,240.20
11	\$ 20.30	\$ 36,950.37	11	21.81	\$ 39,694.20	11	22.58	\$ 41,095.60
12	\$ 20.73	\$ 37,737.48	12	22.26	\$ 40,513.20	12	23.04	\$ 41,932.80
13	\$ 21.18	\$ 38,554.30	13	22.73	\$ 41,368.60	13	23.52	\$ 42,806.40
14	\$ 21.67	\$ 39,445.37	14	23.23	\$ 42,278.80	14	24.04	\$ 43,752.80
15	\$ 22.15	\$ 40,321.59	15	23.73	\$ 43,188.60	15	24.56	\$ 44,699.20
16	\$ 22.64	\$ 41,212.68	16	24.24	\$ 44,116.80	16	25.09	\$ 45,663.80
17	\$ 23.15	\$ 42,133.44	17	24.76	\$ 45,063.20	17	25.63	\$ 46,646.60
18	\$ 23.66	\$ 43,069.06	18	25.29	\$ 46,027.80	18	26.18	\$ 47,647.60
19	\$ 24.19	\$ 44,019.54	19	25.83	\$ 47,010.60	19	26.74	\$ 48,666.80
20	\$ 24.74	\$ 45,029.42	20	26.41	\$ 48,066.20	20	27.33	\$ 49,740.60

Librarian I

Step Adj>>	2002-2003		2003-2004		2004-2005		2005-2006				
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual			
	2.00%		3.50%		3.50%		3.50%				
Step Adj>>	1		Step Adj>	1		Step Adj>	0		Step Adj>	0	
1	\$ 20.53	\$ 37,370.06	1	\$ 22.25	\$ 40,498.01	1	\$ 23.03	\$ 41,915.44	1	\$ 23.84	\$ 43,382.48
2	\$ 20.95	\$ 38,131.18	2	\$ 22.68	\$ 41,285.78	2	\$ 23.48	\$ 42,730.78	2	\$ 24.30	\$ 44,226.35
3	\$ 21.40	\$ 38,948.00	3	\$ 23.15	\$ 42,131.18	3	\$ 23.96	\$ 43,605.77	3	\$ 24.80	\$ 45,131.97
4	\$ 21.85	\$ 39,764.82	4	\$ 23.61	\$ 42,976.58	4	\$ 24.44	\$ 44,480.77	4	\$ 25.30	\$ 46,037.59
5	\$ 22.32	\$ 40,618.76	5	\$ 24.10	\$ 43,860.42	5	\$ 24.94	\$ 45,395.53	5	\$ 25.82	\$ 46,984.37
6	\$ 22.80	\$ 41,491.27	6	\$ 24.60	\$ 44,763.46	6	\$ 25.46	\$ 46,330.18	6	\$ 26.35	\$ 47,951.74
7	\$ 23.28	\$ 42,363.78	7	\$ 25.09	\$ 45,666.51	7	\$ 25.97	\$ 47,264.84	7	\$ 26.88	\$ 48,919.11
8	\$ 23.78	\$ 43,273.41	8	\$ 25.61	\$ 46,607.98	8	\$ 26.51	\$ 48,239.26	8	\$ 27.43	\$ 49,927.63
9	\$ 24.31	\$ 44,238.74	9	\$ 26.16	\$ 47,607.10	9	\$ 27.07	\$ 49,273.34	9	\$ 28.02	\$ 50,997.91
10	\$ 24.84	\$ 45,204.07	10	\$ 26.71	\$ 48,606.21	10	\$ 27.64	\$ 50,307.43	10	\$ 28.61	\$ 52,068.19
11	\$ 25.38	\$ 46,187.96	11	\$ 27.27	\$ 49,624.54	11	\$ 28.22	\$ 51,361.40	11	\$ 29.21	\$ 53,159.05
12	\$ 25.92	\$ 47,171.85	12	\$ 27.83	\$ 50,642.87	12	\$ 28.80	\$ 52,415.37	12	\$ 29.81	\$ 54,249.91
13	\$ 26.48	\$ 48,192.87	13	\$ 28.41	\$ 51,699.62	13	\$ 29.40	\$ 53,509.11	13	\$ 30.43	\$ 55,381.93
14	\$ 27.09	\$ 49,306.71	14	\$ 29.04	\$ 52,852.45	14	\$ 30.06	\$ 54,702.28	14	\$ 31.11	\$ 56,616.86
15	\$ 27.69	\$ 50,401.99	15	\$ 29.66	\$ 53,986.06	15	\$ 30.70	\$ 55,875.57	15	\$ 31.78	\$ 57,831.21
16	\$ 28.31	\$ 51,515.83	16	\$ 30.30	\$ 55,138.88	16	\$ 31.36	\$ 57,068.74	16	\$ 32.45	\$ 59,066.15
17	\$ 28.94	\$ 52,668.80	17	\$ 30.95	\$ 56,330.13	17	\$ 32.03	\$ 58,301.69	17	\$ 33.16	\$ 60,342.25
18	\$ 29.58	\$ 53,836.33	18	\$ 31.62	\$ 57,540.60	18	\$ 32.72	\$ 59,554.52	18	\$ 33.87	\$ 61,638.93
19	\$ 30.23	\$ 55,024.42	19	\$ 32.29	\$ 58,770.28	19	\$ 33.42	\$ 60,827.24	19	\$ 34.59	\$ 62,956.19
20	\$ 30.93	\$ 56,286.78	20	\$ 33.01	\$ 60,076.81	20	\$ 34.16	\$ 62,179.50	20	\$ 35.36	\$ 64,355.78

Librarian II; Head Clerk; Custodial Worker III

2002 - 2003			2003-2004			2004-2005			2005 - 2006		
STEP	Hourly 2.00%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual	Hourly 3.50%	Annual	
Step Adj>	1		Step Adj>	1	Step Adj>	0	Step Adj>	0	Step Adj>	0	
1	\$ 22.29	\$ 40,563.07	1	\$ 24.07	\$ 43,802.78	1	\$ 24.91	\$ 45,335.87	1	\$ 25.78	\$ 46,922.63
2	\$ 22.76	\$ 41,417.01	2	\$ 24.55	\$ 44,686.61	2	\$ 25.41	\$ 46,250.64	2	\$ 26.30	\$ 47,869.41
3	\$ 23.25	\$ 42,308.08	3	\$ 25.06	\$ 45,608.87	3	\$ 25.94	\$ 47,205.18	3	\$ 26.84	\$ 48,857.36
4	\$ 23.76	\$ 43,236.28	4	\$ 25.59	\$ 46,569.55	4	\$ 26.48	\$ 48,199.49	4	\$ 27.41	\$ 49,886.47
5	\$ 24.26	\$ 44,145.92	5	\$ 26.10	\$ 47,511.03	5	\$ 27.02	\$ 49,173.91	5	\$ 27.96	\$ 50,895.00
6	\$ 24.78	\$ 45,092.68	6	\$ 26.64	\$ 48,490.93	6	\$ 27.58	\$ 50,188.11	6	\$ 28.54	\$ 51,944.69
7	\$ 25.32	\$ 46,076.58	7	\$ 27.20	\$ 49,509.26	7	\$ 28.15	\$ 51,242.08	7	\$ 29.14	\$ 53,035.55
8	\$ 25.88	\$ 47,097.60	8	\$ 27.78	\$ 50,566.01	8	\$ 28.76	\$ 52,335.82	8	\$ 29.76	\$ 54,167.58
9	\$ 26.44	\$ 48,118.62	9	\$ 28.36	\$ 51,622.77	9	\$ 29.36	\$ 53,429.56	9	\$ 30.38	\$ 55,299.60
10	\$ 27.02	\$ 49,176.76	10	\$ 28.97	\$ 52,717.95	10	\$ 29.98	\$ 54,563.08	10	\$ 31.03	\$ 56,472.79
11	\$ 27.61	\$ 50,253.48	11	\$ 29.58	\$ 53,832.35	11	\$ 30.61	\$ 55,716.48	11	\$ 31.68	\$ 57,666.56
12	\$ 28.22	\$ 51,367.32	12	\$ 30.21	\$ 54,985.17	12	\$ 31.27	\$ 56,909.65	12	\$ 32.36	\$ 58,901.49
13	\$ 28.85	\$ 52,499.72	13	\$ 30.86	\$ 56,157.21	13	\$ 31.94	\$ 58,122.71	13	\$ 33.05	\$ 60,157.01
14	\$ 29.49	\$ 53,669.25	14	\$ 31.52	\$ 57,367.68	14	\$ 32.62	\$ 59,375.54	14	\$ 33.77	\$ 61,453.69
15	\$ 30.15	\$ 54,875.91	15	\$ 32.21	\$ 58,616.57	15	\$ 33.33	\$ 60,668.15	15	\$ 34.50	\$ 62,791.53
16	\$ 30.82	\$ 56,101.14	16	\$ 32.90	\$ 59,884.68	16	\$ 34.06	\$ 61,980.64	16	\$ 35.25	\$ 64,149.96
17	\$ 31.52	\$ 57,363.49	17	\$ 33.62	\$ 61,191.21	17	\$ 34.80	\$ 63,332.90	17	\$ 36.02	\$ 65,549.55
18	\$ 32.23	\$ 58,662.97	18	\$ 34.36	\$ 62,536.17	18	\$ 35.56	\$ 64,724.94	18	\$ 36.81	\$ 66,990.31
19	\$ 32.96	\$ 59,981.01	19	\$ 35.11	\$ 63,900.35	19	\$ 36.34	\$ 66,136.86	19	\$ 37.61	\$ 68,451.65
20	\$ 33.69	\$ 61,317.62	20	\$ 35.87	\$ 65,283.74	20	\$ 37.13	\$ 67,568.67	20	\$ 38.43	\$ 69,933.57

Librarian III; Network Specialist II

		2002-2003		2003-2004		2004-2005		2005-2006			
STEP	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual			
	2.00%		3.50%		3.50%		3.50%				
Step Adj>>	0.5		Step Adj>	0.75		Step Adj>>	Step Adj>>				
1	\$ 26.69	\$ 48,582.35	1	\$ 28.38	\$ 51,647.73	1	\$ 29.37	\$ 53,455.41	1	\$ 30.40	\$ 55,326.34
2	\$ 27.30	\$ 49,677.63	2	\$ 29.00	\$ 52,781.34	2	\$ 30.02	\$ 54,628.69	2	\$ 31.07	\$ 56,540.70
3	\$ 27.89	\$ 50,754.34	3	\$ 29.61	\$ 53,895.74	3	\$ 30.65	\$ 55,782.09	3	\$ 31.72	\$ 57,734.47
4	\$ 28.52	\$ 51,905.31	4	\$ 30.27	\$ 55,086.99	4	\$ 31.33	\$ 57,015.04	4	\$ 32.42	\$ 59,010.56
5	\$ 29.17	\$ 53,093.40	5	\$ 30.94	\$ 56,316.87	5	\$ 32.03	\$ 58,287.76	5	\$ 33.15	\$ 60,327.83
6	\$ 29.81	\$ 54,262.94	6	\$ 31.61	\$ 57,527.14	6	\$ 32.71	\$ 59,540.59	6	\$ 33.86	\$ 61,624.51
7	\$ 30.50	\$ 55,506.72	7	\$ 32.32	\$ 58,814.46	7	\$ 33.45	\$ 60,872.97	7	\$ 34.62	\$ 63,003.52
8	\$ 31.18	\$ 56,750.51	8	\$ 33.02	\$ 60,101.78	8	\$ 34.18	\$ 62,205.34	8	\$ 35.38	\$ 64,382.53
9	\$ 31.90	\$ 58,049.99	9	\$ 33.76	\$ 61,446.74	9	\$ 34.94	\$ 63,597.38	9	\$ 36.17	\$ 65,823.29
10	\$ 32.63	\$ 59,386.60	10	\$ 34.52	\$ 62,830.13	10	\$ 35.73	\$ 65,029.19	10	\$ 36.98	\$ 67,305.21
11	\$ 33.36	\$ 60,723.21	11	\$ 35.28	\$ 64,213.52	11	\$ 36.52	\$ 66,460.99	11	\$ 37.80	\$ 68,787.13
12	\$ 34.14	\$ 62,134.07	12	\$ 36.08	\$ 65,673.76	12	\$ 37.35	\$ 67,972.35	12	\$ 38.65	\$ 70,351.38
13	\$ 34.91	\$ 63,544.94	13	\$ 36.89	\$ 67,134.01	13	\$ 38.18	\$ 69,483.70	13	\$ 39.51	\$ 71,915.63
14	\$ 35.73	\$ 65,030.06	14	\$ 37.73	\$ 68,671.11	14	\$ 39.05	\$ 71,074.60	14	\$ 40.42	\$ 73,562.21
15	\$ 36.56	\$ 66,533.74	15	\$ 38.59	\$ 70,227.42	15	\$ 39.94	\$ 72,685.38	15	\$ 41.33	\$ 75,229.37
16	\$ 37.39	\$ 68,055.99	16	\$ 39.45	\$ 71,802.95	16	\$ 40.83	\$ 74,316.05	16	\$ 42.26	\$ 76,917.11
17	\$ 38.26	\$ 69,633.93	17	\$ 40.35	\$ 73,436.12	17	\$ 41.76	\$ 76,006.38	17	\$ 43.22	\$ 78,666.60
18	\$ 39.15	\$ 71,249.00	18	\$ 41.27	\$ 75,107.71	18	\$ 42.71	\$ 77,736.48	18	\$ 44.21	\$ 80,457.26
19	\$ 40.07	\$ 72,919.76	19	\$ 42.22	\$ 76,836.95	19	\$ 43.70	\$ 79,526.24	19	\$ 45.23	\$ 82,309.66
20	\$ 41.00	\$ 74,627.64	20	\$ 43.19	\$ 78,604.61	20	\$ 44.70	\$ 81,355.77	20	\$ 46.27	\$ 84,203.22

LIBRARIAN TRAINEE

		2002-2003		2003-2004		2004-2005		2005-2006	
	STEP	hourly	annual	STEP	hourly	annual	STEP	hourly	annual
85%	1	\$ 17.45	\$31,764.55	1	\$ 18.91	\$34,423.31	1	\$ 19.58	\$35,628.13
90%	2	\$ 18.48	\$33,633.05	2	\$ 20.03	\$36,448.21	2	\$ 20.73	\$37,723.90
95%	3	\$ 19.51	\$35,501.56	3	\$ 21.14	\$38,473.11	3	\$ 21.88	\$39,819.67
<u>for reference only</u>									
Librarian I	1	\$ 20.53		1	\$ 22.25		1	\$ 23.03	
								\$ 23.84	

definition of steps

- 1 0-11 credits
- 2 12-24 credits
- 3 25-36 credits