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AGREEMENT

by and between the

SMITHTOWN LIBRARY

And

**CSEA, Local 1000 AFSCME, AFL-CIO
SMITHTOWN LIBRARY UNIT,
SUFFOLK COUNTY LOCAL 852**

Effective: January 1, 2005 to December 31, 2010

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AGREEMENT
by and between the
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And
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SMITHTOWN LIBRARY UNIT,
SUFFOLK COUNTY LOCAL 852

WHEREFORE, this agreement shall be retroactive to the 1st day of January, 2005, and shall run for six (6) years through December 31, 2010.

I. RECOGNITION

A. The Smithtown Library, its successors or assignees, recognize the Certified Union, CSEA 1000, AFSCME, AFL-CIO, Smithtown Library Unit of Suffolk Local 852 as the sole and exclusive bargaining agent, with respect to terms and conditions of employment for all non-professional and professional employees of the Smithtown Library, excluding the Director, the Assistant Director, one Principal Stenographer (or other title) assigned to the Director, one Administrative Aide (or other title) assigned personnel and business responsibilities in the Director's Office, all seasonal and temporary employees, and pages.

B. It is understood that the Board has the authority to create or eliminate positions. Also, that the Board will not replace any budgeted employee with volunteers or employees otherwise funded through the budget. The above employees will be used to complement the existing work force.

C. The Association shall certify in writing to the Employer, the names of their officers. The Association's President and his/her designee shall be provided some time off with reasonable notice to the Director during working hours for Unit business including the investigation and handling of grievances and meetings with the Director without any loss of pay.

It is understood the parties recognize that such consideration is intended to foster good communication and to expedite grievance handling while at the same time not interrupting Library service.

D. The Library shall provide a total of eight (8) days for officers of the CSEA Unit to attend CSEA sponsored conferences and workshops subject to reasonable notice to and consultation with the Director in keeping with the prior practice of the parties.

E. Every person who is employed on or after January 1, 1998 in a full or part time position in the Library, in a title deemed to be in the bargaining unit, shall be required, as a condition of continued employment, either to become and remain a member in good standing of the Association or to pay to the Association an "agency shop fee," as such is defined in Section 208 (b)(3) of the Civil Service Law, in an amount equal to the biweekly membership dues of the Association.

The Library agrees to deduct such agency shop fee.

No agency shop fee shall be required of any officer or employee of the Library who is not in the bargaining unit.

The Association agrees to hold the Library harmless for any claims, awards, damages or judgments which may arise from this provision or its implementation or interpretation.

II. GRIEVANCE PROCEDURE

A. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged. It is understood that the grievant or his/her representative will not suffer any loss of pay throughout the procedure.

1. Grievance means any claimed violation, misinterpretation or inequitable application of existing laws, procedures, rules, regulations or policies which relate to or involve an employee or the bargaining unit recognized as such by the Trustees of the Smithtown Library under the provisions of the Public Employees Fair Employment Act. The term “recognized bargaining unit” or president of same hereafter referred to in this provision means the recognized bargaining unit of staff members.

2. Any employee shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal and such employee or the president of the recognized bargaining unit shall have the right to be represented at all stages of this agreement procedure by a person or persons of his/her choice.

3. Each party to a grievance shall have access to all written statements and records pertaining to such a case.

4. All hearings shall be confidential.

5. “Working days” as referred to in these procedures shall be defined as “Monday to Friday.”

6. Should the grievant and/or the Association miss any timeline as provided in this procedure, then the grievance shall be considered withdrawn.

B. Step 1

1. An aggrieved employee or the president of the recognized bargaining unit if the bargaining unit is the aggrieved party, shall orally present his/her grievance to the Director or his/her designee within thirty (30) working days of the alleged occurrence and the Director or designee shall orally and informally discuss the grievance with the aggrieved employee or the president of the bargaining unit if the bargaining unit is the aggrieved party. The Director or

designee shall render his/her determination orally or in writing to the aggrieved employee or the president of the recognized bargaining unit if the bargaining unit is the aggrieved party, within (10) working days after the grievance has been presented to him/her.

C. Step 2

1. Within ten (10) working days after a determination has been made at the preceding stage, the aggrieved employee or the president of the recognized bargaining unit if the bargaining unit is the aggrieved party, may in writing, present his/her grievance to the Director or his/her designee, who shall orally discuss the grievance with the aggrieved employee or the president of the recognized bargaining unit if the bargaining unit is the aggrieved party. The employee or the president of the recognized bargaining unit, if the bargaining unit is the aggrieved party, may be represented by a person or persons of his/her choice. The Director or his/her designee shall render his/her written determination to the aggrieved employee or the president of the recognized bargaining unit if the bargaining unit is the aggrieved party, within ten (10) working days after the grievance has been presented to him/her. If such grievance is not satisfactorily resolved at this stage, the aggrieved employee or the president of the bargaining unit, if the bargaining unit is the aggrieved party, may proceed to the Board stage.

D. Step 3

1. Within ten (10) working days after a determination has been made by the Director or his/her designee, as the case may be, the aggrieved employee or the president of the recognized bargaining unit if the unit is the aggrieved party, may make a written request to the Board of Trustees for a review and determination.

2. The Board shall, within fifteen (15) working days of receiving the request for a review and determination, schedule a hearing to be held no later than twenty (20) working

days thereafter, upon notice to the aggrieved employee or the president if the recognized bargaining unit is the aggrieved party, the immediate supervisor and the Director or his/her designee, and upon such hearing shall hear such oral and written statements which the parties wish to present. The aggrieved employee or president of the recognized bargaining unit if the unit is the aggrieved party, has the right to be represented by a person or persons of his/her choice.

3. The Board shall render its final determination within thirty (30) working days, after the day of the hearing. If this decision is not acceptable to either party, then either party may request arbitration within forty-five (45) working days following the Board determination; the services of the American Arbitration Association shall be used and the decision of the Arbitrator shall be binding upon both sides. The fees of the Arbitrator will be shared equally by both parties to the dispute.

III. SALARY

A. Official annual Salary Schedules are approved by the Board of Trustees. The Salary Schedules are attached as part of this contract.

The hourly rates for part-time employees are included in the attached Salary Schedules. The Union acknowledges and agrees that the inclusion of such part-time rates in the Salary Schedule does not indicate, either explicitly or implicitly, that full-time employees are entitled to other than their annual salary regardless of the number of workdays in a particular calendar year, except for overtime pay. The Union further acknowledges the Opinion and Award of Arbitrator Richard Roth dated January 27, 2005 in American Association Case No. 15 390 00426 05 continues to be binding upon the parties to this contract, despite the inclusion of the hourly rates for part-time employees in the attached salary schedules.

B. It is general policy that all positions shall be filled at the minimum level on the pay scale. Annual salary increments within the salary schedule are automatic unless an employee's performance has been below standard. The employee must have had his/her position reviewed by his/her supervisor regularly during the preceding months and have received ample warning of the possible loss of increment.

C. Increments will be granted as of January first of each year (July 1st for those hired after June 1, 1996) unless otherwise provided in the attached salary schedules. To be eligible for increment on January 1st or July 1st the employee must be employed continuously at the Library for at least six (6) months immediately prior to their eligibility.

D. Part-time employees will receive increments based on the current salary schedule as outlined in the preceding paragraph.

E. A forty cents (\$.40) per hour differential will be paid for hours worked after 6:00 p.m. to all full and part-time employees who work more than two (2) nights per week. New employees hired after June 1, 1996 shall not be eligible for this differential.

F. Salaries for all professional, clerical and maintenance Library employees shall be determined and paid in accordance with the salary schedules.

G. The longevity agreement is as follows:

Employees with continuous service of:

11-15 years \$1,136 above base salary

16 years plus \$1,360 above base salary

Longevity eligibility shall commence on the payroll date immediately following the anniversary of employment. New hires hired after June 1, 1996 shall be eligible for longevity as follows:

Employees with continuous service of:

11-15 years	\$857
16 years plus	\$1071

b. The “branch responsibility” position differential shall continue after January 1, 1998 only for those who served in the position and received it as of December 31, 1997. No other employee may become eligible for the differential after January 1, 1998 even if they serve in the particular position. The “branch responsibility” differential shall be as follows:

Principal Clerk, one per branch \$ 500.00 above base salary

H. Payroll Withholding

Employees may request that money be withheld from their biweekly checks for Suffolk Federal Credit Union, tax sheltered annuity, retirement annuity, CSEA dues, disability insurance, contributions provided that the Library allows these deductions to be made. Details on the various withholding plans may be secured through the library business office.

IV. WORK WEEK – OVERTIME

A. Full-time staff members work 35 hours per week, usually on a five day, seven hours per day basis. The Library work week starts on Saturday and ends on Friday. Each full-time employee shall receive two (2) days off during the work week. Where possible and in consideration of Library and scheduling needs, an effort will be made to provide the two (2) days off consecutively. The Library shall continue to provide written work schedules to the employees on a weekly basis. The final determination shall be made by the Director of the Library. Sunday shall not be considered to be a part of the work week as defined above. Normal lunch period is one hour, for which no payment is rendered.

B. General policy is that there will be no cash payments for overtime. Any hours requested above 35 hours will be compensated for at straight time in pay or compensatory time per the employee's request subject to the Library approval. Time worked beyond 40 hours in any work week shall be compensated in time and one-half pay or compensatory time subject to the Library's approval. Compensatory time will be taken with approval of the Library Director or his/her designee. Overtime must be approved by the Library Director or his/her designee.

C. In the event that a part-time employee may have to work more than his/her scheduled hours due to Library need, he/she will be paid for those hours worked in excess of his/her regular schedule at his/her rate of pay. This payment may not exceed 35 hours.

D. When the Library is open six (6) days, excluding Sunday, personnel may work any ten days within the pay period as required by their department schedule.

E. When an employee is recalled to work in an emergency, he/she will earn a minimum of three hours paid time at the rate of straight time. Overtime not the result of any emergency must be approved by the Library Director or his/her designee in order to qualify for compensatory time.

V. LEAVES

A. ANNUAL VACATION

1. Full-time professional staff members are entitled to 20 working days annual vacation per year for the first seven years of service. One working day will be added for each year of employment beginning the eighth year to and including the eleventh year. After twelve years of service, professional employees will be granted 25 working days annual vacation. (See attached Schedule) Effective September 20, 1994, new hires shall no longer be eligible for the 25 day annual vacation.

2. Full-time non-professional staff members will be entitled to one half day per pay period annual vacation for the first four years of service, after which fifteen (15) working days will be granted to those who have had continuous service for five years. One additional day will be given for the sixth year. After seven years of continuous employment, twenty working days will be granted. One working day will be added for each year of employment beginning the eighth year to and including the eleventh year. After twelve years of service employees will be granted twenty-five (25) working days annual vacation. (See attached schedule) Effective September 20, 1994 new hires shall no longer be eligible for the 25 day annual vacation.

3. Annual vacation may be taken in any month of the calendar year, but such vacation must be requested of the Department Head at least two weeks in advance. Employees are encouraged to take vacation in minimum one (1) week blocks but may be approved otherwise. Should there be any disputes regarding vacation scheduling, seniority shall be considered in resolving such dispute. (Part-time service to be prorated.) Annual vacation may be carried over to a maximum of 50 days. Vacation time taken in excess of five consecutive weeks must have prior approval of the Director.

4. Employees shall be entitled to a lump sum payment at the current rate of pay for accumulated unused vacation leave credits not exceeding 25 working days, plus time accrued during current year, at the time of retirement, separation from service, or upon death, payable to the beneficiary of the employee.

5. Earned annual vacation for all employees will be computed from January to December, prorated for part-timers. Vacation shall be earned and credited on a monthly basis, January – December.

6. No terminal vacation pay will be given to any employee who resigns before completion of his/her probationary period. After this period of service, the employee will be entitled to terminal vacation based on leave earned.

7. No annual vacation will be earned while an employee is on leave without pay.

8. There shall be no "pre-paid" salary or wages prior to any employee use of vacation time.

B. SICK LEAVE

1. Each regular employee of the Library is entitled to sick leave of one-half ($\frac{1}{2}$) day per pay period. Unused sick leave will be compensated to 120 days to those eligible who have ten (10) continuous uninterrupted years of service to the Library (prorated for part timers who are eligible), upon retirement, or upon death of the employee, to the beneficiary. At the discretion of the Director an employee may use up to one-third ($\frac{1}{3}$) of his/her sick leave credits for an illness in his/her immediate family where such members are dependent in the employee for their care. Sick leave pay at retirement may be made in one, two, or three prorated payments as may be agreed by the retiree and the Library.

2. If employment is terminated at the end of the probationary period, any sick leave in excess of accumulated sick leave will be deducted from the terminal pay check.

3. A doctor's certificate may be required for sick leave taken in excess of three consecutive days.

4. Part-time employees will receive sick leave on a pro-rata basis after 13 pay periods. Compensation for accrued unused sick leave will be granted if the part-time employee has had a minimum of ten years continuous uninterrupted service. Unused sick leave

credits will be compensated to a maximum of 420 hours to the employee upon retirement, or upon death of the employee, to the beneficiary. On approval of the Director, one-third of the employee's sick leave may be drawn on for illness in the immediate family where such members are dependent on the employee for care.

5. If a full-time employee uses all accrued sick leave, vacation and personal leave time because of a long illness, the employee will be granted extended sick leave time at the rate of one additional week at half pay for every year of service in the Library. A doctor's certificate is required.

6. Employees have the option to participate in the disability plan agreed to between the Library and Union. The cost of such plan shall be paid fully by any employee who chooses to participate through payroll deduction from the employee's pay check. Requests to have such deductions made must be authorized in writing by the individual employee.

7. No sick leave will be earned while an employee is on leave without pay.

8. All sick leave days shall be earned and credited on a monthly basis.

C. BEREAVEMENT LEAVE

1. Bereavement leave of up to and including five (5) working days will be given for a death in the immediate family: Mother, Father, Sister, Brother, Husband, Wife, Child, Mother-in-Law, Father-in-Law, Grandchild, Son-in-Law, Daughter-in-Law and Domestic Partner as defined in the New York State Health Insurance Plan Rules.

2. Bereavement leave of up to and including two (2) working days will be given for the death of a maternal or paternal Grandparent, Uncle, Aunt, Brother-in-Law, Sister-in-Law, Niece or Nephew.

3. Bereavement leave of up to and including two (2) working days may be given at the Director's discretion for individuals not related by blood or marriage.

D. PERSONAL LEAVE

1. Seven (7) days personal leave per year will be given to each full-time employee. These days are earned at the rate of one (1) day for each four consecutive pay periods and credited on a prorated basis, bi-weekly. These days are not vacation time and may not be accrued. They are for the employee to use to conduct personal business not covered by other leave days. New employees hired by the Library after January 1, 1986 will be given four (4) days personal leave per year to be credited on a prorated basis, bi-weekly. New employees hired after September 20, 1994 will be given three (3) days to be credited on a prorated basis, bi-weekly.

2. No reason need be given when time is requested but the request must be approved by the Department Head three (3) days prior to the day, except in emergencies. Requests for consecutive days of personal leave must have prior approval of the Department Head.

3. Personal leave earned during the probationary period will be granted at the discretion of the Director.

4. No personal leave will be earned while an employee is on leave without pay.

5. Part-time personnel will receive personal days on a pro-rata basis.

E. CHILD CARE

An employee will be granted child care leave of absence without pay not to exceed one year. Requests for such leave must be made in writing and adequately in advance of

the time desired. The employee will have the option to use all of his/her accrued leave time prior to the leave. Upon return, the employee will be reinstated to an equivalent position maintaining seniority and proper step according to the year of entry of the employee.

F. RELIGIOUS OBSERVANCE DAYS

Religious observance days taken in addition to those holidays included in “K. Holidays,” must be charged to annual vacation and /or personal leave.

G. LEAVE WITHOUT PAY

1. If not detrimental to service, a staff member may be granted at the discretion of the Board of Trustees and the Director, a leave of absence without pay. Requests for such leaves should be made in writing and considerably in advance of the time desired.

2. During leaves without pay, no annual vacation, sick or personal leave is earned.

H. JURY AND MILITARY DUTY

1. Employees will be continued in full pay status during time off for jury duty provided the payment received for jury duty is turned over to the Library.

2. Staff members entering military service are granted leave of absence in conformity with Federal and State Law.

I. VOTING

The Library will abide by New York State Law in regard to granting time to vote.

J. CONFERENCES

1. Definitions. As used in this section, the following terms shall mean:

- a. Conference. A convention, conference, or workshop lasting more than one (1) day for the betterment of public library service believed to be of benefit to the Smithtown Library.
- b. Library. The Smithtown Library, its Board of Trustees, Administration, and other designated representatives.
- c. Unit Member. Any employee of the Smithtown Library who is included in Article I, Section A and therefore covered by the terms of this Agreement.

2. At the sole discretion of the Library, requests for conference attendance on release paid time by unit members with at least 180 calendar days of service shall be permitted according to the guidelines set forth hereinafter.

- a. No release time shall be authorized unless the Library schedule is covered without staff overtime.
- b. First consideration shall be given to unit members who are program presenters or who hold an office or committee chairmanship in the convening library organization.
- c. Second consideration shall be given to unit members who are committee members of a division in the convening library organization.
- d. Third consideration shall be given to unit members who are members in good standing of the convening organization.

e. If scheduling permits, unit members who are non-members of an organization may request to attend a library conference whose programs directly relate to their work assignments.

3. Approval of requests for attendance by unit members shall be limited to not more than one conference per year during the term of this Agreement unless otherwise deemed necessary or essential by the Library. As far as possible, approval of requests for attendance shall be rotated among unit members.

4. It is the sole responsibility of each unit member to be aware of all conferences the unit member may wish to attend and the dates and places those conferences will be held.

5. The Library will reimburse unit members for actual and necessary expenses incurred while attending conferences away from their normal work location. Unit members who have been approved to attend a conference are responsible for making their own travel arrangements. Expenses that generally will be reimbursed include the following:

- a. Conference registration fees at the membership rate.
- b. Airfare or train fare for travel in coach or economy class or the lowest available fare.
- c. Mileage costs for use of personal cars, only when less expensive transportation is not available.
- d. Cost of standard accommodations in low to mid-priced hotels, motels, or similar lodgings.

6. All requests for conference attendance on release paid time and reimbursable expenses must be submitted first to the unit member's Branch or Department Head

at least thirty (30) days prior to the conference for preliminary approval. The Branch or Department Head will then forward the request to the Library Director for final approval.

7. Where authorization to attend a conference or workshop shall have been granted by the Library, and upon the submission of expense receipts within thirty (30) days of the conclusion of the conference, all actual and necessary expenses, shall be reimbursed by the Library, except that the total reimbursement may not exceed \$500.

K. HOLIDAYS

1. The Library will close for the following holidays:

New Year's Eve Day	Washington's Birthday
New Year's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Eve Day
Labor Day	Christmas Day
Columbus Day	Martin Luther King Jr. Day

2. If one of these holidays falls on a weekend compensatory time will be given to all full-time employees based on normal work schedules for each employee.

3. If a full-time employee is scheduled to be off on one of the above holidays, he/she will be given compensatory time.

4. Lincoln's Birthday and Election Day are considered holidays. Since the Library is open on these days, persons working these days are entitled to compensatory time to be taken at the discretion of the Department Head or the Director.

5. Part-time personnel will be entitled to holidays with pay only if they are scheduled to work on the day when the Library is closed. If an employee is scheduled to work on Lincoln's Birthday and/or Election Day, he/she will receive compensatory time for another day which he/she is regularly scheduled to work.

6. All staff who are routinely scheduled to work a Tuesday through Saturday schedule will receive compensatory time at straight rate if they work the Saturday immediately preceding Washington's Birthday and will receive compensatory time at the time and one-half rate if they work the Saturday immediately preceding Columbus Day and Martin Luther King Jr. Day. Should a staff member not work the Saturday immediately preceding Columbus Day and Martin Luther King, Jr. Day, compensatory time will be given at straight rate only.

Note Well: Library buildings, whose normally scheduled hours of opening exclude Mondays, will be open on the two Saturdays immediately preceding the legal observance dates of the following holidays: Washington's Birthday, Columbus Day and Martin Luther King, Jr. Day.

L. PART-TIME LEAVE ACCRUAL

Effective July 1, 1988 part-time employees shall have their vacation, sick and personal leave accrued on a pro-rated basis to reflect actual hours worked.

VI. INSURANCE

A. HEALTH INSURANCE

1. The Library is enrolled in New York State Empire Health Insurance Plan (Core plus Medical and Psychiatric Enhancements) ("Empire Plan") for coverage of all unit members and their spouses/families, as well as retirees, otherwise eligible for coverage under the Rules and Regulations of the Empire Plan and the terms of this collective bargaining agreement.

The full cost of health insurance coverage for all active employees shall be paid by the Library. Effective January 1, 2007, all unit employees entitled to and being provided health insurance coverage by the Library shall contribute five percent (5%) of the annual premium for the coverage provided to him/her, *i.e.* the individual or family coverage provided to

him/her. Effective January 1, 2008, the contribution rate shall be ten percent (10%). Effective January 1, 2009, the contribution rate shall be fifteen percent (15%). Effective January 1, 2010, the contribution rate shall be seventeen percent (17%). The Library shall establish an Internal Revenue Service § 125 Plan for the purpose of such contributions and an employee may elect to have the contributions deducted from his/her paycheck pursuant to the Plan.

Effective January 1, 2007, employees who decline health insurance for which they are otherwise eligible and/or enrolled pursuant to the collective bargaining agreement and remain out of the plan coverage for an entire calendar year shall be paid \$2,000 if the employee waives individual coverage or changes from family to individual coverage; and \$4,000 if enrolled in or eligible for family coverage and waives all coverage. Such payment shall be made in December of the calendar year for which the employee waived coverage. An Employee may re-enter the plan during the calendar year pursuant to the Rules of the State of New York Empire Plan Rules and Regulations, which in case, he/she shall be paid a pro rated share of the annual payment based upon the number of months the Employee was not enrolled in the Health Plan. To be eligible for withdrawal from the Health Insurance Plan provided by the Library, he/she must present written proof to the Library of eligibility for health insurance coverage from another source.

The Library will pay the full cost of health insurance for employees who retire from employment with the Library on or after January 1, 2002, who have ten (10) years of full-time service with the Library, of which five (5) years of consecutive full-time service must be immediately prior to retirement into the New York State Retirement system with immediate receipt of pension benefits. Retirees shall be provided coverage under the same Plan by which the Library provides coverage to active employees. Unit employees employed as of September

25, 2003, who retire on or after January 1, 2004, shall receive prior to their retirement an individual agreement executed by the Library, guaranteeing the Library will pay the full cost of individual health insurance coverage for the employee throughout his/her retirement. Such agreement shall guarantee that health insurance coverage is provided through the same plan for retirees as it is for active employees.

2. The Library retains the right to bargain the impact of health insurance costs.

3. Upon notification by the Library, or the Association, the parties shall consider specific amendments(s) to the collective bargaining agreement in effect regarding health insurance. The Library and Association shall commence to meet and negotiate beginning no later than thirty (30) days after the aforementioned notification.

B. ACCIDENTS – WORKERS’ COMPENSATION

All employees are covered by Workers’ Compensation. Time lost as a result of a compensable disability will not be deducted from sick time. The Library shall continue to adhere to and comply with all applicable New York State laws, rules, and regulations which might apply to Workers’ Compensation procedures.

C. CSEA EMPLOYEE BENEFIT PLAN

CSEA Employee Benefit Plan and its participation is mandatory for all full-time employee members of the bargaining unit and therefore they will have to contribute three dollars (\$3.00) per week.

VII. RETIREMENT

All employees are covered by Section 75(i) of the New York State Employee Retirement System and Social Security Law.

VIII. GENERAL

A. PERSONNEL FILES

1. Upon request to the Library Administration and at reasonable intervals of time, an employee shall be permitted to examine his/her official personnel file.

2. The Library Administration shall reproduce for the employee, upon request, any material in the individual's file.

3. There shall be only one official "Employee Personnel File" in which the above type of material is filed.

4. No material detrimental to the employee shall be placed in the official file unless the employee has had the opportunity to read the material and affix his/her signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with the contents. If the employee refuses to sign the copy, the material may be inserted in the official file by the Director after adding to it and signing the following statement: "I hereby certify that the employee named above has seen and read the material but has refused to affix his/her signature thereto."

5. The employee shall have the right to answer any material filed, and his/her answer shall be attached to the filed copy.

B. MILEAGE

Mileage is allowed for an employee when the employee uses his/her own car for Library business. The rate will be set by the Board of Trustees and reviewed periodically. Effective July 1, 2006, the rate of reimbursement shall be the rate established by the Internal Revenue Service.

C. UNIFORM ALLOWANCE

The Library shall pay on an annual basis a uniform allowance for full time Custodian Workers and the Maintenance Mechanic in the amount of one hundred dollars (\$100.00). Part-time Custodian Workers will receive an allowance in the amount of fifty dollars (\$50.00). New employees must complete their probationary period before receiving uniform allowance. Proof of purchase must be submitted to the Business Office within thirty days after allowance has been received. The Custodial Workers and Maintenance Mechanic shall be required to wear a uniform consisting of navy blue slacks and shirts during all working hours.

D. EMERGENCY CLOSING

The Director or Assistant Director may close a Library building when there is a malfunction in the heating, cooling or other utility system in a building which would adversely affect working conditions in the building so affected.

E. PAST PRACTICE

It is agreed that salaries and benefits already agreed to cannot be modified or amended except by mutual agreement.

F. LABOR- MANAGEMENT COMMITTEE

A Committee consisting of two (2) representatives from the Unit and the Director shall meet monthly, or otherwise as agreed to by the Committee, at mutually convenient times to discuss matters of mutual interest and concern. An agenda shall be collected in the Director's office one week prior to the meeting. Committee members may invite guests to assist with particular agenda issues; however, notice of such attendance must be provided to either party (Director or Unit) one week prior to such attendance.

G. PART-TIME BENEFITS

New part-time employees hired after February 1, 1998 shall not be eligible for any contract benefits or pro-rations or accruals thereof with the exception of holidays until having completed 12 months continuous, uninterrupted service to the Library.

IX. **EMPLOYMENT STATUS**

A. All recruitment of personnel as well as promotions, transfers, lay offs and out-of-title assignments shall be conducted by the Library in accordance with the Laws and Rules and Regulations of the Civil Service.

B. Residents of Suffolk County where permitted by Civil Service Law, Rules and Regulations, will be considered on the basis of their qualifications and be shown preference only where their qualifications warrant. Preference in hiring is given to residents of the Town of Smithtown where permitted by Civil Service Law, Rules and Regulations.

C. Any employee required to perform and assume full responsibility in a higher paying job title for a period of more than four (4) weeks shall be temporarily promoted to and paid at the higher title rate.

D. Vacancies will be advertised to the staff, however, the filling of any vacancy shall be the final decision of the Library Director and the Board of Trustees who shall adhere to the requirements of Civil Service Law, Rules and Regulations.

E. Should an employee receive a promotion, he/she shall move to the promotional salary schedule at the time of the official promotion and shall be placed on a step of the promotional schedule providing a minimum of a 5% increase above his/her previous salary at the time of promotion.

F. All librarians will be covered under Section 75 of the Civil Service Law during the life of this contract.

If any article of this contract is in conflict with the law, the law will supersede the article and all other terms and conditions herein will remain in effect.

G. REQUIRED TAYLOR LAW LANGUAGE:

IT IS AGREED FURTHER BY THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT IMPLEMENTATION BY AMENDMENT OF THE LAW OR THE PROVISION OF FUNDING SHALL NOT BE EFFECTIVE UNTIL THE LEGISLATIVE BODY HAS APPROVED.

SMITHTOWN LIBRARY DISTRICT

SMITHTOWN LIBRARY
UNIT OF THE SUFFOLK LOCAL
852 CIVIL SERVICE
EMPLOYEES' ASSOCIATION

NON-PROFESSIONAL STAFF

VACATION SCHEDULE ***

<u>YEARS OF SERVICE</u>	<u>VACATION EARNED</u>
1-4	13 days
5	15 days
6	16 days
7	20 days
8	21 days
9	22 days
10	23 days
11	24 days
12	25 days

*** EFFECTIVE SEPTEMBER 20, 1994 NEW HIRES SHALL RECEIVE NO MORE THAN TWENTY (20) DAYS ANNUAL VACATION.

PROFESSIONAL STAFF

VACATION SCHEDULE ***

<u>YEARS OF SERVICE</u>	<u>VACATION EARNED</u>
1-7	20 days
8	21 days
9	22 days
10	23 days
11	24 days
12	25 days

*** EFFECTIVE SEPTEMBER 20, 1994 NEW HIRES SHALL RECEIVE NO MORE THAN TWENTY (20) DAYS ANNUAL VACATION.

2005 ANNUAL SALARY SCHEDULE

NON-PROFESSIONAL --FULL TIME --EFFECTIVE JANUARY 1, 2005

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIB/CLK TYP HOURLY	23,477 12.8499	24,635 13.4836	25,824 14.1347	27,043 14.8017	28,290 15.4844	29,573 16.1868	30,888 16.9062	32,236 17.6442	33,614 18.3985	35,009 19.1618	36,615 20.0413	37,531 20.5425	38,667 21.1642	38,891 21.2868
SR CLK/TYP HOURLY	27,462 15.0311	28,701 15.7093	29,731 16.2731	31,272 17.1165	32,602 17.8443	33,971 18.5941	35,224 19.2797	36,802 20.1433	38,271 20.9473	39,614 21.6824	41,266 22.5867	42,297 23.1510	43,433 23.7729	43,657 23.8955
ACCOUNT CLK HOURLY	28,326 15.5041	29,564 16.1818	30,835 16.8774	32,134 17.5882	33,464 18.3163	34,831 19.0648	36,090 19.7535	37,667 20.6170	39,136 21.4207	40,466 22.1488	42,106 23.0466	43,158 23.6226	44,294 24.2441	44,518 24.3667
PRIN/CLK/LIB HOURLY	33,167 18.1538	34,544 18.9075	35,961 19.6833	37,262 20.3952	38,895 21.2888	40,416 22.1215	41,976 22.9751	43,570 23.8479	45,210 24.7456	46,893 25.6666	48,740 26.6775	49,959 27.3447	51,095 27.9666	51,319 28.0892
SR. ACCT. CLK HOURLY	33,167 18.1538	34,544 18.9075	35,961 19.6833	37,262 20.3952	38,895 21.2888	40,416 22.1215	41,976 22.9751	43,570 23.8479	45,210 24.7456	46,893 25.6666	48,740 26.6775	49,959 27.3447	51,095 27.9666	51,319 28.0892
PR.ACCT.CLK/ HEAD CLERK HOURLY	36,768 20.1246	38,292 20.9590	39,863 21.8190	41,306 22.6087	43,115 23.5988	44,801 24.5215	46,530 25.4680	48,296 26.4348	50,116 27.4307	51,982 28.4521	54,028 29.5722	55,379 30.3114	56,515 30.9332	56,739 31.0558
ADMIN. ASSIST HOURLY	40,760 22.3099	42,447 23.2333	44,188 24.1861	45,790 25.0628	47,793 26.1593	49,661 27.1820	51,579 28.2317	53,535 29.3023	55,554 30.4073	57,623 31.5399	59,891 32.7813	61,387 33.5999	62,523 34.2217	62,747 34.3443
LIB.ASSISTANT BI-WKLY HOURLY	35,368 1,355.11 19.3587	36,717 1,406.77 20.0967	38,099 1,459.73 20.8533	39,517 1,514.08 21.6297	40,972 1,569.81 22.4258	42,465 1,627.00 23.2428	43,991 1,685.49 24.0784	45,556 1,745.44 24.9349	47,094 1,804.38 25.7769	48,589 1,861.66 26.5951	50,335 1,928.56 27.5509	51,594 1,976.77 28.2396	52,730 2,020.31 28.8615	52,954 2,028.89 28.9841
PUB.REL.ASSIST/ COMP.GRAPH.TEC HOURLY	36,601 20.0334	37,997 20.7973	39,426 21.5798	40,894 22.3832	42,401 23.2080	43,945 24.0531	45,525 24.9179	47,144 25.8041	48,737 26.6757	50,283 27.5219	52,090 28.5113	53,392 29.2239	54,528 29.8456	54,752 29.9683
PUB.REL.SPEC. HOURLY	37,877 20.7319	39,321 21.5223	40,800 22.3319	42,320 23.1634	43,879 24.0170	45,477 24.8914	47,112 25.7866	48,788 26.7039	50,435 27.6054	52,036 28.4814	53,906 29.5052	55,253 30.2426	56,389 30.8643	56,613 30.9869

NON-PROFESSIONAL 2005 SALARY SCHEDULE - PAGE 2

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN*	ELEVEN**
LIB.PROJ.COOR. HOURLY	54,263 29.7006	55,744 30.5112	57,283 31.3537	58,911 32.2445	60,551 33.1422	62,200 34.0446	63,848 34.9470	65,489 35.8453	67,140 36.7488	68,782 37.6477	70,622 38.6546	72,387 39.6209	73,523 39.1073	73,747 39.2337
COMP.TECH/ NETWK.SYS.SPEC HOURLY	35,368 19.3587	36,717 20.0967	38,099 20.8533	39,517 21.6297	40,972 22.4258	42,465 23.2428	43,991 24.0784	45,556 24.9349	47,094 25.7769	48,589 26.5951	50,335 27.5509	51,594 28.2396	52,730 28.8615	52,954 28.9841
WEBSITE MGR HOURLY	35,368 19.3587	36,717 20.0967	38,099 20.8533	39,517 21.6297	40,972 22.4258	42,465 23.2428	43,991 24.0784	45,556 24.9349	47,094 25.7769	48,589 26.5951	50,335 27.5509	51,594 28.2396	52,730 28.8615	52,954 28.9841
CUST. WKR I HOURLY	25,824 14.1349	27,043 14.8021	28,290 15.4844	29,575 16.1876	30,888 16.9065	32,235 17.6439	33,611 18.3971	35,022 19.1694	36,326 19.8830	37,492 20.5212	39,080 21.3905	40,057 21.9253	41,193 22.5468	41,417 22.6694
CUST.WKR II HOURLY	30,207 16.5337	31,509 17.2462	31,902 17.4616	34,200 18.7193	35,595 19.4829	37,029 20.2674	38,330 20.9799	39,981 21.8835	41,361 22.6389	42,422 23.2196	44,043 24.1069	45,144 24.7096	46,280 25.3311	46,504 25.4537
CUST.WKR III HOURLY	35,342 19.3445	35,976 19.6912	36,711 20.0937	39,549 21.6469	41,021 22.4525	42,535 23.2813	43,712 23.9257	45,642 24.9822	47,095 25.7771	48,001 26.2732	49,637 27.1684	50,878 27.8478	52,014 28.4696	52,238 28.5922
MAINT. MECH II HOURLY	54,263 29.7006	55,744 30.5112	57,283 31.3537	58,911 32.2445	60,551 33.1422	62,200 34.0446	63,848 34.9470	65,489 35.8453	67,140 36.7488	68,782 37.6477	70,622 38.6546	72,387 39.6209	73,523 40.2425	73,747 40.3651

LONGEVITY: * 11 THRU 15 YRS--\$1,136

**16 YRS AND OVER--\$1,360

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071) (16 yrs & over)

2005 ANNUAL SALARY SCHEDULE

PROFESSIONAL -- FULL TIME -- EFFECTIVE JANUARY 1, 2005

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIBRARIAN I HOURLY	41,127 22.5106	42,694 23.3681	44,301 24.2481	45,951 25.1513	47,641 26.0759	49,377 27.0264	51,152 27.9977	52,972 28.9939	54,761 29.9732	56,499 30.9242	58,529 32.0354	59,991 32.8360	61,127 33.4576	61,351 33.5802
LIBRARIAN II HOURLY	44,301 24.2481	45,951 25.1513	47,641 26.0759	49,377 27.0264	51,152 27.9977	52,972 28.9939	54,836 30.0143	56,752 31.0629	58,711 32.1352	60,713 33.2312	62,873 34.4134	64,444 35.2731	65,580 35.8949	65,804 36.0175
LIBRARIAN III HOURLY	47,641 26.0759	49,377 27.0264	51,152 27.9977	52,972 28.9939	54,836 30.0143	56,752 31.0629	58,711 32.1352	60,717 33.2334	62,775 34.3598	64,879 35.5110	67,136 36.7468	68,815 37.6658	69,951 38.2874	70,175 38.4100
LIBRARIAN IV HOURLY	51,152 27.9977	52,972 28.9939	54,836 30.0143	56,752 31.0629	58,711 32.1352	60,717 33.2334	62,775 34.3598	64,886 35.5150	67,038 36.6927	69,229 37.8924	71,598 39.1890	73,388 40.1683	74,524 40.7904	74,748 40.9130

LONGEVITY: *11 THRU 15 YRS--\$1,136

**16 YRS AND OVER--\$1,360

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 yrs & over)

LIBRARIAN TRAINEE-FULL & PART TIME - BASED ON PERCENTAGE OF LIBRARIAN I ENTRY

NOTE: THIS SCHEDULE IS INCLUDED FOR YOUR CONVENIENCE ONLY; IT IS NOT PART OF THE CSEA CONTRACT

	(9 CR)	(18 CR)	(27 CR)	(36 CR)	(MLS)	
LIB.I	86%	88%	91%	94%	97%	100%
ANNUAL	35,369	36,912	37,426	38,659	39,893	41,127
HOURLY	19.3591	20.2036	20.4849	21.1598	21.8352	22.5106

2006 ANNUAL SALARY SCHEDULE

NON-PROFESSIONAL --FULL TIME --EFFECTIVE JANUARY 1, 2006

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIB/CLK TYP HOURLY	24,181 13.2354	25,374 13.8881	26,599 14.5588	27,854 15.2457	29,139 15.9489	30,461 16.6724	31,814 17.4134	33,203 18.1735	34,622 18.9504	36,059 19.7367	37,714 20.6425	38,657 21.1588	39,793 21.7805	40,017 21.9031
SR CLK/TYP HOURLY	28,286 15.4821	29,562 16.1806	30,623 16.7613	32,210 17.6300	33,580 18.3796	34,991 19.1519	36,281 19.8581	37,906 20.7477	39,419 21.5757	40,802 22.3329	42,504 23.2643	43,566 23.8456	44,702 24.4674	44,926 24.5900
ACCOUNT CLK HOURLY	29,176 15.9692	30,451 16.6672	31,760 17.3837	33,098 18.1158	34,468 18.8658	35,876 19.6368	37,172 20.3461	38,797 21.2355	40,310 22.0633	41,680 22.8133	43,369 23.7380	44,453 24.3313	45,589 24.9529	45,813 25.0755
PRIN/CLK/LIB HOURLY	34,162 18.6984	35,580 19.4747	37,040 20.2738	38,380 21.0070	40,062 21.9275	41,629 22.7852	43,235 23.6644	44,877 24.5633	46,567 25.4880	48,300 26.4366	50,202 27.4779	51,458 28.1651	52,594 28.7871	52,818 28.9097
SR. ACCT. CLK HOURLY	34,162 18.6984	35,580 19.4747	37,040 20.2738	38,380 21.0070	40,062 21.9275	41,629 22.7852	43,235 23.6644	44,877 24.5633	46,567 25.4880	48,300 26.4366	50,202 27.4779	51,458 28.1651	52,594 28.7871	52,818 28.9097
PR.ACCT.CLK/ HEAD CLERK HOURLY	37,871 20.7283	39,441 21.5878	41,059 22.4736	42,545 23.2870	44,408 24.3067	46,145 25.2571	47,926 26.2320	49,745 27.2279	51,619 28.2536	53,541 29.3057	55,649 30.4594	57,040 31.2208	58,176 31.8424	58,400 31.9650
ADMIN. ASSIST HOURLY	41,983 22.9792	43,721 23.9304	45,514 24.9117	47,163 25.8147	49,227 26.9441	51,151 27.9974	53,127 29.0786	55,141 30.1814	57,221 31.3195	59,352 32.4861	61,688 33.7647	63,229 34.6079	64,365 35.2299	64,589 35.3525
LIB.ASSISTANT HOURLY	36,429 19.9394	37,818 20.6996	39,242 21.4789	40,703 22.2786	42,201 23.0986	43,739 23.9401	45,311 24.8008	46,923 25.6830	48,507 26.5502	50,047 27.3929	51,846 28.3774	53,141 29.0868	54,277 29.7083	54,501 29.8309
PUB.REL.ASSIST/ COMP.GRAPH.TEC HOURLY	37,699 20.6344	39,137 21.4212	40,609 22.2272	42,121 23.0547	43,673 23.9042	45,263 24.7747	46,891 25.6654	48,558 26.5782	50,199 27.4760	51,791 28.3476	53,653 29.3667	54,994 30.1006	56,130 30.7225	56,354 30.8451
PUB.REL.SPEC. HOURLY	39,014 21.3539	40,501 22.1680	42,024 23.0018	43,589 23.8583	45,195 24.7375	46,841 25.6381	48,526 26.5602	50,252 27.5050	51,948 28.4335	53,597 29.3359	55,523 30.3904	56,911 31.1499	58,047 31.7718	58,271 31.8944

NON-PROFESSIONAL 2006 SALARY SCHEDULE - PAGE 2

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN*	ELEVEN**
LIB.PROJ.COOR. HOURLY	55,891 30.5916	57,416 31.4265	59,002 32.2944	60,678 33.2118	62,367 34.1365	64,065 35.0660	65,764 35.9954	67,454 36.9207	69,154 37.8513	70,846 38.7772	72,741 39.8143	74,559 40.8095	75,695 39.1073	75,919 39.2337
COMP.TECH/ NETWK.SYS.SPEC HOURLY	36,429 19.9394	37,818 20.6996	39,242 21.4789	40,703 22.2786	42,201 23.0986	43,739 23.9401	45,311 24.8008	46,923 25.6830	48,507 26.5502	50,047 27.3929	51,846 28.3774	53,141 29.0868	54,277 29.7083	54,501 29.8309
WEBSITE MGR HOURLY	36,429 19.9394	37,818 20.6996	39,242 21.4789	40,703 22.2786	42,201 23.0986	43,739 23.9401	45,311 24.8008	46,923 25.6830	48,507 26.5502	50,047 27.3929	51,846 28.3774	53,141 29.0868	54,277 29.7083	54,501 29.8309
CUST. WKR I HOURLY	26,599 14.5589	27,855 15.2461	29,139 15.9489	30,462 16.6732	31,815 17.4137	33,203 18.1732	34,620 18.9490	36,073 19.7444	37,416 20.4795	38,617 21.1368	40,253 22.0322	41,259 22.5830	42,395 23.2047	42,619 23.3273
CUST.WKR II HOURLY	31,113 17.0297	32,454 17.7635	32,859 17.9854	35,226 19.2809	36,663 20.0674	38,139 20.8755	39,480 21.6093	41,181 22.5400	42,602 23.3181	43,695 23.9162	45,365 24.8301	46,499 25.4509	47,635 26.0728	47,859 26.1954
CUST.WKR III HOURLY	36,403 19.9248	37,055 20.2819	37,813 20.6966	40,735 22.2963	42,251 23.1261	43,811 23.9797	45,024 24.6434	47,012 25.7316	48,508 26.5504	49,441 27.0614	51,126 27.9835	52,404 28.6832	53,540 29.3049	53,764 29.4275
MAINT. MECH II HOURLY	55,891 30.5916	57,416 31.4265	59,002 32.2944	60,678 33.2118	62,367 34.1365	64,065 35.0660	65,764 35.9954	67,454 36.9207	69,154 37.8513	70,846 38.7772	72,741 39.8143	74,559 40.8095	75,695 41.4313	75,919 41.5539

LONGEVITY: *11 THRU 15 YRS--\$1,136

**16 YRS AND OVER --\$1,360

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 yrs & over)

2006 ANNUAL SALARY SCHEDULE

PROFESSIONAL -- FULL TIME -- EFFECTIVE JANUARY 1, 2006

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIBRARIAN I HOURLY	42,361 23.1859	43,974 24.0691	45,630 24.9756	47,330 25.9058	49,070 26.8581	50,858 27.8372	52,686 28.8377	54,561 29.8637	56,404 30.8724	58,194 31.8520	60,285 32.9965	61,791 33.8211	62,927 34.4428	63,151 34.5654
LIBRARIAN II HOURLY	45,630 24.9756	47,330 25.9058	49,070 26.8581	50,858 27.8372	52,686 28.8377	54,561 29.8637	56,481 30.9148	58,455 31.9948	60,472 33.0993	62,535 34.2281	64,759 35.4458	66,377 36.3313	67,513 36.9529	67,737 37.0755
LIBRARIAN III HOURLY	49,070 26.8581	50,858 27.8372	52,686 28.8377	54,561 29.8637	56,481 30.9148	58,455 31.9948	60,472 33.0993	62,539 34.2304	64,659 35.3906	66,825 36.5764	69,151 37.8492	70,880 38.7957	72,016 39.4176	72,240 39.5402
LIBRARIAN IV HOURLY	52,686 28.8377	54,561 29.8637	56,481 30.9148	58,455 31.9948	60,472 33.0993	62,539 34.2304	64,659 35.3906	66,832 36.5804	69,049 37.7935	71,306 39.0292	73,746 40.3647	75,589 41.3734	76,725 41.9951	76,949 42.1177

LONGEVITY: *11 THRU 15 YRS--\$1,136 (FT Annual)

**16 YRS AND OVER--\$1,360 (FT Annual)

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 years & over)

LIBRARIAN TRAINEE-FULL & PART TIME - BASED ON PERCENTAGE OF LIBRARIAN I ENTRY

NOTE: THIS SCHEDULE IS INCLUDED FOR YOUR CONVENIENCE ONLY; IT IS NOT PART OF THE CSEA CONTRACT

	(9 CR)	(18 CR)	(27 CR)	(36 CR)	(MLS)	
LIB.I	86%	88%	91%	94%	97%	100%
ANNUAL	36,430	37,278	38,549	39,819	41,090	42,361
HOURLY	19.9398	20.4039	21.0996	21.7947	22.4904	23.1859

2007 ANNUAL SALARY SCHEDULE

NON-PROFESSIONAL --FULL TIME --EFFECTIVE JANUARY 1, 2007

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIB/CLK TYP HOURLY	24,967 13.6656	26,198 14.3395	27,463 15.0319	28,759 15.7412	30,086 16.4673	31,451 17.2143	32,848 17.9793	34,282 18.7641	35,748 19.5663	37,231 20.3781	38,940 21.3134	39,913 21.8464	41,049 22.4680	41,273 22.5906
SR CLK/TYP HOURLY	29,205 15.9852	30,523 16.7065	31,618 17.3060	33,257 18.2030	34,671 18.9770	36,128 19.7744	37,460 20.5034	39,138 21.4219	40,700 22.2769	42,128 23.0587	43,885 24.0204	44,982 24.6206	46,118 25.2425	46,342 25.3651
ACCOUNT CLK HOURLY	30,124 16.4882	31,441 17.2089	32,792 17.9487	34,173 18.7046	35,588 19.4790	37,042 20.2750	38,380 21.0074	40,058 21.9257	41,620 22.7803	43,034 23.5547	44,779 24.5094	45,898 25.1220	47,034 25.7438	47,258 25.8664
PRIN/CLK/LIB HOURLY	35,272 19.3061	36,737 20.1076	38,244 20.9327	39,627 21.6898	41,364 22.6402	42,981 23.5257	44,640 24.4335	46,336 25.3616	48,080 26.3164	49,869 27.2958	51,834 28.3709	53,130 29.0804	54,266 29.7022	54,490 29.8248
SR. ACCT. CLK HOURLY	35,272 19.3061	36,737 20.1076	38,244 20.9327	39,627 21.6898	41,364 22.6402	42,981 23.5257	44,640 24.4335	46,336 25.3616	48,080 26.3164	49,869 27.2958	51,834 28.3709	53,130 29.0804	54,266 29.7022	54,490 29.8248
PR.ACCT.CLK/ HEAD CLERK HOURLY	39,101 21.4020	40,723 22.2894	42,394 23.2040	43,928 24.0438	45,852 25.0967	47,644 26.0780	49,484 27.0846	51,362 28.1128	53,297 29.1718	55,282 30.2581	57,458 31.4493	58,894 32.2354	60,030 32.8571	60,254 32.9797
ADMIN. ASSIST HOURLY	43,347 23.7260	45,142 24.7081	46,993 25.7213	48,696 26.6536	50,827 27.8198	52,814 28.9073	54,853 30.0237	56,933 31.1623	59,080 32.3374	61,281 33.5419	63,693 34.8621	65,284 35.7326	66,420 36.3547	66,644 36.4773
LIB.ASSISTANT HOURLY	37,613 20.5875	39,047 21.3723	40,517 22.1770	42,026 23.0026	43,573 23.8493	45,160 24.7182	46,784 25.6068	48,448 26.5177	50,084 27.4131	51,673 28.2832	53,531 29.2997	54,869 30.0321	56,005 30.6541	56,229 30.7767
PUB.REL.ASSIST/ COMP.GRAPH.TEC HOURLY	38,924 21.3050	40,409 22.1174	41,929 22.9496	43,490 23.8040	45,092 24.6811	46,734 25.5798	48,415 26.4995	50,137 27.4420	51,830 28.3689	53,474 29.2689	55,397 30.3211	56,781 31.0789	57,917 31.7006	58,141 31.8232
PUB.REL.SPEC. HOURLY	40,281 22.0479	41,817 22.8885	43,390 23.7494	45,006 24.6337	46,664 25.5415	48,363 26.4714	50,103 27.4235	51,885 28.3989	53,636 29.3576	55,339 30.2893	57,328 31.3781	58,761 32.1623	59,897 32.7843	60,121 32.9070

NON-PROFESSIONAL 2007 SALARY SCHEDULE - PAGE 2

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN*	ELEVEN**
LIB.PROJ.COOR. HOURLY	57,707 31.5858	59,282 32.4479	60,919 33.3439	62,650 34.2912	64,394 35.2459	66,148 36.2056	67,901 37.1652	69,646 38.1206	71,402 39.0815	73,148 40.0374	75,105 41.1082	76,982 42.1358	78,118 39.1073	78,342 39.2337
COMP.TECH/ NETWK.SYS.SPEC HOURLY	37,613 20.5875	39,047 21.3723	40,517 22.1770	42,026 23.0026	43,573 23.8493	45,160 24.7182	46,784 25.6068	48,448 26.5177	50,084 27.4131	51,673 28.2832	53,531 29.2997	54,869 30.0321	56,005 30.6541	56,229 30.7767
WEBSITE MGR HOURLY	37,613 20.5875	39,047 21.3723	40,517 22.1770	42,026 23.0026	43,573 23.8493	45,160 24.7182	46,784 25.6068	48,448 26.5177	50,084 27.4131	51,673 28.2832	53,531 29.2997	54,869 30.0321	56,005 30.6541	56,229 30.7767
CUST. WKR I HOURLY	27,464 15.0321	28,760 15.7416	30,086 16.4672	31,452 17.2151	32,849 17.9796	34,282 18.7639	35,745 19.5648	37,245 20.3861	38,632 21.1451	39,872 21.8238	41,561 22.7482	42,600 23.3170	43,736 23.9387	43,960 24.0613
CUST.WKR II HOURLY	32,124 17.5831	33,509 18.3409	33,927 18.5700	36,371 19.9075	37,855 20.7196	39,379 21.5539	40,763 22.3116	42,519 23.2725	43,987 24.0759	45,115 24.6935	46,839 25.6371	48,010 26.2781	49,146 26.8998	49,370 27.0224
CUST.WKR III HOURLY	37,586 20.5724	38,259 20.9411	39,042 21.3692	42,059 23.0210	43,625 23.8777	45,235 24.7590	46,487 25.4443	48,540 26.5679	50,084 27.4133	51,048 27.9409	52,787 28.8930	54,107 29.6154	55,243 30.2370	55,467 30.3596
MAINT. MECH II HOURLY	57,707 31.5858	59,282 32.4479	60,919 33.3439	62,650 34.2912	64,394 35.2459	66,148 36.2056	67,901 37.1652	69,646 38.1206	71,402 39.0815	73,148 40.0374	75,105 41.1082	76,982 42.1358	78,118 42.7575	78,342 42.8801

LONGEVITY: *11 THRU 15 YRS--\$1,136

**16 YRS AND OVER --\$1,360

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 yrs & over)

2007 ANNUAL SALARY SCHEDULE

PROFESSIONAL -- FULL TIME -- EFFECTIVE JANUARY 1, 2007

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIBRARIAN I HOURLY	43,737 23.9395	45,403 24.8514	47,113 25.7873	48,868 26.7478	50,665 27.7310	52,511 28.7419	54,399 29.7749	56,334 30.8343	58,237 31.8757	60,085 32.8872	62,244 34.0689	63,799 34.9202	64,935 35.5419	65,159 35.6645
LIBRARIAN II HOURLY	47,113 25.7873	48,868 26.7478	50,665 27.7310	52,511 28.7419	54,399 29.7749	56,334 30.8343	58,317 31.9195	60,354 33.0346	62,438 34.1750	64,567 35.3405	66,864 36.5978	68,535 37.5121	69,671 38.1341	69,895 38.2567
LIBRARIAN III HOURLY	50,665 27.7310	52,511 28.7419	54,399 29.7749	56,334 30.8343	58,317 31.9195	60,354 33.0346	62,438 34.1750	64,572 35.3429	66,760 36.5408	68,997 37.7651	71,398 39.0793	73,183 40.0566	74,319 40.6782	74,543 40.8008
LIBRARIAN IV HOURLY	54,399 29.7749	56,334 30.8343	58,317 31.9195	60,354 33.0346	62,438 34.1750	64,572 35.3429	66,760 36.5408	69,005 37.7693	71,293 39.0218	73,624 40.2976	76,143 41.6766	78,046 42.7180	79,182 43.3399	79,406 43.4625

LONGEVITY: *11 THRU 15 YRS--\$1,136 (FT Annual)

**16 YRS AND OVER--\$1,360 (FT Annual)

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LIBRARIAN TRAINEE-FULL & PART TIME - BASED ON PERCENTAGE OF LIBRARIAN I ENTRY

NOTE: THIS SCHEDULE IS INCLUDED FOR YOUR CONVENIENCE ONLY; IT IS NOT PART OF THE CSEA CONTRACT

		(9 CR)	(18 CR)	(27 CR)	(36 CR)	(MLS)
LIB.I	86%	88%	91%	94%	97%	100%
ANNUAL	37,614	38,489	39,801	41,113	42,425	43,737
HOURLY	20.5878	21.0668	21.7849	22.5030	23.2211	23.9392

2008 ANNUAL SALARY SCHEDULE

NON-PROFESSIONAL --FULL TIME --EFFECTIVE JANUARY 1, 2008

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIB/CLK TYP HOURLY	25,841 14.1439	27,115 14.8413	28,425 15.5581	29,766 16.2921	31,139 17.0436	32,551 17.8168	33,998 18.6086	35,482 19.4209	36,999 20.2512	38,534 21.0914	40,303 22.0594	41,310 22.6111	42,446 23.2326	42,670 23.3552
SR CLK/TYP HOURLY	30,227 16.5447	31,591 17.2912	32,725 17.9117	34,421 18.8401	35,884 19.6412	37,392 20.4665	38,771 21.2211	40,508 22.1717	42,124 23.0566	43,603 23.8658	45,421 24.8611	46,556 25.4823	47,692 26.1040	47,916 26.2266
ACCOUNT CLK HOURLY	31,178 17.0653	32,541 17.8112	33,940 18.5769	35,369 19.3592	36,834 20.1607	38,339 20.9846	39,724 21.7426	41,460 22.6931	43,076 23.5776	44,541 24.3791	46,346 25.3673	47,504 26.0013	48,640 26.6229	48,864 26.7455
PRIN/CLK/LIB HOURLY	36,507 19.9818	38,022 20.8114	39,583 21.6653	41,014 22.4489	42,811 23.4326	44,486 24.3491	46,202 25.2887	47,957 26.2493	49,763 27.2374	51,615 28.2511	53,648 29.3639	54,990 30.0983	56,126 30.7203	56,350 30.8429
SR. ACCT. CLK HOURLY	36,507 19.9818	38,022 20.8114	39,583 21.6653	41,014 22.4489	42,811 23.4326	44,486 24.3491	46,202 25.2887	47,957 26.2493	49,763 27.2374	51,615 28.2511	53,648 29.3639	54,990 30.0983	56,126 30.7203	56,350 30.8429
PR.ACCT.CLK/ HEAD CLERK HOURLY	40,470 22.1511	42,148 23.0695	43,877 24.0161	45,466 24.8853	47,457 25.9751	49,312 26.9907	51,215 28.0325	53,160 29.0967	55,162 30.1929	57,216 31.3171	59,469 32.5500	60,955 33.3637	62,091 33.9852	62,315 34.1078
ADMIN. ASSIST/AIDE HOURLY	44,865 24.5564	46,722 25.5729	48,638 26.6216	50,401 27.5865	52,606 28.7934	54,662 29.9191	56,773 31.0745	58,926 32.2529	61,148 33.4692	63,426 34.7158	65,922 36.0823	67,568 36.9833	68,704 37.6048	68,928 37.7274
LIB.ASSISTANT HOURLY	38,930 21.3080	40,414 22.1204	41,935 22.9532	43,497 23.8077	45,098 24.6840	46,741 25.5833	48,421 26.5030	50,143 27.4458	51,837 28.3726	53,482 29.2731	55,404 30.3252	56,789 31.0832	57,925 31.7050	58,149 31.8276
PUB.REL.ASSIST/ COMP.GRAPH.TEC HOURLY	40,287 22.0507	41,823 22.8915	43,396 23.7528	45,012 24.6371	46,671 25.5449	48,370 26.4751	50,109 27.4270	51,891 28.4025	53,644 29.3619	55,346 30.2933	57,335 31.3823	58,769 32.1667	59,905 32.7887	60,129 32.9113
PUB.REL.SPEC. HOURLY	41,691 22.8196	43,281 23.6895	44,909 24.5806	46,581 25.4959	48,298 26.4354	50,056 27.3979	51,856 28.3833	53,701 29.3929	55,514 30.3851	57,275 31.3494	59,334 32.4763	60,817 33.2880	61,953 33.9097	62,177 34.0323

NON-PROFESSIONAL 2008 SALARY SCHEDULE - PAGE 2

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN*	ELEVEN**
LIB.PROJ.COOR. HOURLY	59,727 32.6913	61,357 33.5836	63,052 34.5110	64,843 35.4914	66,648 36.4795	68,463 37.4728	70,277 38.4660	72,084 39.4548	73,901 40.4493	75,709 41.4387	77,733 42.5470	79,676 43.6106	80,812 39.1073	81,036 39.2337
COMP.TECH/ NETWK.SYS.SPEC HOURLY	38,930 21.3080	40,414 22.1204	41,935 22.9532	43,497 23.8077	45,098 24.6840	46,741 25.5833	48,421 26.5030	50,143 27.4458	51,837 28.3726	53,482 29.2731	55,404 30.3252	56,789 31.0832	57,925 31.7050	58,149 31.8276
WEBSITE MGR HOURLY	38,930 21.3080	40,414 22.1204	41,935 22.9532	43,497 23.8077	45,098 24.6840	46,741 25.5833	48,421 26.5030	50,143 27.4458	51,837 28.3726	53,482 29.2731	55,404 30.3252	56,789 31.0832	57,925 31.7050	58,149 31.8276
CUST. WKR I HOURLY	28,425 15.5582	29,767 16.2926	31,139 17.0436	32,553 17.8176	33,998 18.6089	35,481 19.4206	36,996 20.2496	38,549 21.0997	39,984 21.8852	41,268 22.5876	43,016 23.5444	44,091 24.1331	45,227 24.7548	45,451 24.8774
CUST.WKR II HOURLY	33,249 18.1985	34,682 18.9828	35,115 19.2199	37,644 20.6043	39,180 21.4448	40,757 22.3083	42,190 23.0925	44,007 24.0870	45,526 24.9186	46,694 25.5577	48,478 26.5344	49,690 27.1978	50,826 27.8194	51,050 27.9420
CUST.WKR III HOURLY	38,901 21.2924	39,598 21.6740	40,408 22.1171	43,531 23.8267	45,151 24.7134	46,818 25.6256	48,114 26.3349	50,238 27.4978	51,837 28.3727	52,835 28.9188	54,635 29.9042	56,001 30.6519	57,137 31.2737	57,361 31.3963
MAINT. MECH II HOURLY	59,727 32.6913	61,357 33.5836	63,052 34.5110	64,843 35.4914	66,648 36.4795	68,463 37.4728	70,277 38.4660	72,084 39.4548	73,901 40.4493	75,709 41.4387	77,733 42.5470	79,676 43.6106	80,812 44.2321	81,036 44.3547

LONGEVITY: *11 THRU 15 YRS--\$1,136

**16 YRS AND OVER --\$1,360

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 yrs & over)

2008 ANNUAL SALARY SCHEDULE

PROFESSIONAL -- FULL TIME -- EFFECTIVE JANUARY 1, 2008

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIBRARIAN I HOURLY	45,268 24.7773	46,993 25.7212	48,762 26.6898	50,579 27.6839	52,438 28.7016	54,349 29.7478	56,303 30.8170	58,306 31.9135	60,275 32.9914	62,188 34.0382	64,422 35.2613	66,032 36.1424	67,168 36.7641	67,392 36.8867
LIBRARIAN II HOURLY	48,762 26.6898	50,579 27.6839	52,438 28.7016	54,349 29.7478	56,303 30.8170	58,306 31.9135	60,358 33.0367	62,467 34.1909	64,623 35.3711	66,827 36.5774	69,204 37.8787	70,933 38.8250	72,069 39.4466	72,293 39.5692
LIBRARIAN III HOURLY	52,438 28.7016	54,349 29.7478	56,303 30.8170	58,306 31.9135	60,358 33.0367	62,467 34.1909	64,623 35.3711	66,832 36.5799	69,097 37.8197	71,412 39.0869	73,897 40.4471	75,745 41.4586	76,881 42.0805	77,105 42.2031
LIBRARIAN IV HOURLY	56,303 30.8170	58,306 31.9135	60,358 33.0367	62,467 34.1909	64,623 35.3711	66,832 36.5799	69,097 37.8197	71,420 39.0912	73,788 40.3875	76,201 41.7080	78,808 43.1353	80,777 44.2131	81,913 44.8347	82,137 44.9573

LONGEVITY: *11 THRU 15 YRS--\$1,136 (FT Annual)

**16 YRS AND OVER--\$1,360 (FT Annual)

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 years & over)

LIBRARIAN TRAINEE-FULL & PART TIME - BASED ON PERCENTAGE OF LIBRARIAN I ENTRY

NOTE: THIS SCHEDULE IS INCLUDED FOR YOUR CONVENIENCE ONLY; IT IS NOT PART OF THE CSEA CONTRACT

	(9 CR)	(18 CR)	(27 CR)	(36 CR)	(MLS)	
LIB.I	86%	88%	91%	94%	97%	100%
ANNUAL	38,930	39,836	41,194	42,553	43,910	45,268
HOURLY	21.3082	21.8041	22.5473	23.2912	24.0339	24.7772

2009 ANNUAL SALARY SCHEDULE

NON-PROFESSIONAL --FULL TIME --EFFECTIVE JANUARY 1, 2009

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIB/CLK TYP HOURLY	26,745 14.6389	28,064 15.3608	29,419 16.1026	30,808 16.8624	32,229 17.6401	33,691 18.4404	35,188 19.2599	36,724 20.1006	38,294 20.9600	39,883 21.8296	41,713 22.8315	42,756 23.4024	43,892 24.0241	44,116 24.1467
SR CLK/TYP HOURLY	31,285 17.1238	32,697 17.8964	33,870 18.5387	35,626 19.4995	37,140 20.3286	38,701 21.1828	40,128 21.9638	41,925 22.9477	43,599 23.8636	45,129 24.7011	47,011 25.7313	48,186 26.3742	49,322 26.9962	49,546 27.1188
ACCOUNT CLK HOURLY	32,270 17.6626	33,680 18.4346	35,128 19.2271	36,607 20.0368	38,123 20.8664	39,681 21.7191	41,114 22.5036	42,911 23.4873	44,584 24.4029	46,100 25.2324	47,968 26.2551	49,167 26.9114	50,303 27.5331	50,527 27.6557
PRIN/CLK/LIB HOURLY	37,784 20.6811	39,353 21.5398	40,968 22.4236	42,450 23.2346	44,310 24.2527	46,043 25.2013	47,819 26.1738	49,636 27.1680	51,504 28.1907	53,421 29.2399	55,525 30.3916	56,914 31.1517	58,050 31.7734	58,274 31.8960
SR. ACCT. CLK HOURLY	37,784 20.6811	39,353 21.5398	40,968 22.4236	42,450 23.2346	44,310 24.2527	46,043 25.2013	47,819 26.1738	49,636 27.1680	51,504 28.1907	53,421 29.2399	55,525 30.3916	56,914 31.1517	58,050 31.7734	58,274 31.8960
PR.ACCT.CLK/ HEAD CLERK HOURLY	41,886 22.9263	43,623 23.8770	45,413 24.8567	47,057 25.7563	49,117 26.8842	51,038 27.9354	53,008 29.0137	55,020 30.1151	57,093 31.2496	59,219 32.4132	61,550 33.6893	63,089 34.5314	64,225 35.1533	64,449 35.2759
ADMIN. ASSIST HOURLY	46,435 25.4159	48,357 26.4679	50,340 27.5533	52,165 28.5520	54,447 29.8012	56,575 30.9663	58,760 32.1621	60,989 33.3818	63,288 34.6406	65,646 35.9309	68,230 37.3451	69,933 38.2777	71,069 38.8993	71,293 39.0219
LIB.ASSISTANT HOURLY	40,292 22.0538	41,828 22.8946	43,403 23.7566	45,019 24.6410	46,676 25.5480	48,377 26.4787	50,116 27.4306	51,898 28.4064	53,651 29.3656	55,354 30.2977	57,343 31.3865	58,777 32.1711	59,913 32.7931	60,137 32.9157
PUB.REL.ASSIST/ COMP.GRAPH.TEC HOURLY	41,697 22.8225	43,287 23.6927	44,915 24.5842	46,587 25.4994	48,304 26.4390	50,063 27.4018	51,863 28.3870	53,708 29.3966	55,522 30.3895	57,283 31.3535	59,342 32.4807	60,825 33.2925	61,961 33.9141	62,185 34.0367
PUB.REL.SPEC. HOURLY	43,151 23.6182	44,796 24.5187	46,481 25.4410	48,211 26.3883	49,988 27.3607	51,808 28.3568	53,671 29.3767	55,580 30.4216	57,457 31.4486	59,280 32.4467	61,411 33.6130	62,946 34.4531	64,082 35.0750	64,306 35.1976

NON-PROFESSIONAL 2009 SALARY SCHEDULE - PAGE 2

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN*	ELEVEN**
LIB.PROJ.COOR. HOURLY	61,817 33.8355	63,505 34.7590	65,258 35.7188	67,112 36.7336	68,981 37.7563	70,859 38.7843	72,737 39.8123	74,607 40.8357	76,487 41.8650	78,358 42.8891	80,454 44.0362	82,465 45.1369	83,601 39.1073	83,825 39.2337
COMP.TECH/ NETWK.SYS.SPEC HOURLY	40,292 22.0538	41,828 22.8946	43,403 23.7566	45,019 24.6410	46,676 25.5480	48,377 26.4787	50,116 27.4306	51,898 28.4064	53,651 29.3656	55,354 30.2977	57,343 31.3865	58,777 32.1711	59,913 32.7931	60,137 32.9157
WEBSITE MGR HOURLY	40,292 22.0538	41,828 22.8946	43,403 23.7566	45,019 24.6410	46,676 25.5480	48,377 26.4787	50,116 27.4306	51,898 28.4064	53,651 29.3656	55,354 30.2977	57,343 31.3865	58,777 32.1711	59,913 32.7931	60,137 32.9157
CUST. WKR I HOURLY	29,420 16.1028	30,808 16.8628	32,229 17.6401	33,692 18.4412	35,188 19.2602	36,723 20.1003	38,291 20.9583	39,898 21.8381	41,384 22.6512	42,712 23.3782	44,521 24.3685	45,634 24.9777	46,770 25.5993	46,994 25.7219
CUST.WKR II HOURLY	34,412 18.8355	35,895 19.6472	36,344 19.8926	38,962 21.3255	40,551 22.1954	42,184 23.0891	43,667 23.9008	45,547 24.9301	47,120 25.7907	48,328 26.4523	50,175 27.4631	51,430 28.1497	52,566 28.7718	52,790 28.8944
CUST.WKR III HOURLY	40,263 22.0377	40,984 22.4326	41,822 22.8912	45,055 24.6606	46,732 25.5784	48,457 26.5225	49,798 27.2566	51,997 28.4602	53,651 29.3658	54,684 29.9310	56,547 30.9509	57,961 31.7248	59,097 32.3465	59,321 32.4691
MAINT. MECH II HOURLY	61,817 33.8355	63,505 34.7590	65,258 35.7188	67,112 36.7336	68,981 37.7563	70,859 38.7843	72,737 39.8123	74,607 40.8357	76,487 41.8650	78,358 42.8891	80,454 44.0362	82,465 45.1369	83,601 45.7586	83,825 45.8812

LONGEVITY: *11 THRU 15 YRS--\$1,136

**16 YRS AND OVER --\$1,360

***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 yrs & over)

2009 ANNUAL SALARY SCHEDULE

PROFESSIONAL -- FULL TIME -- EFFECTIVE JANUARY 1, 2009

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIBRARIAN I	46,853	48,637	50,469	52,349	54,273	56,252	58,273	60,347	62,385	64,364	66,677	68,343	69,479	69,703
HOURLY	25.6446	26.6214	27.6240	28.6529	29.7062	30.7890	31.8956	33.0305	34.1461	35.2295	36.4954	37.4074	38.0290	38.1516
LIBRARIAN II	50,469	52,349	54,273	56,252	58,273	60,347	62,471	64,653	66,885	69,166	71,627	73,416	74,552	74,776
HOURLY	27.6240	28.6529	29.7062	30.7890	31.8956	33.0305	34.1929	35.3875	36.6091	37.8576	39.2045	40.1839	40.8057	40.9283
LIBRARIAN III	54,273	56,252	58,273	60,347	62,471	64,653	66,885	69,171	71,515	73,911	76,483	78,396	79,532	79,756
HOURLY	29.7062	30.7890	31.8956	33.0305	34.1929	35.3875	36.6091	37.8602	39.1434	40.4549	41.8627	42.9096	43.5315	43.6541
LIBRARIAN IV	58,273	60,347	62,471	64,653	66,885	69,171	71,515	73,919	76,371	78,868	81,566	83,605	84,741	84,965
HOURLY	31.8956	33.0305	34.1929	35.3875	36.6091	37.8602	39.1434	40.4594	41.8011	43.1678	44.6450	45.7606	46.3826	46.5052

LONGEVITY: *11 THRU 15 YRS--\$1,136 (FT Annual)

 **16 YRS AND OVER--\$1,360 (FT Annual)

 ***Employees hired after June 1, 1996 will receive \$857 (11-15yrs) and \$1071 (16 years & over)

LIBRARIAN TRAINEE-FULL & PART TIME - BASED ON PERCENTAGE OF LIBRARIAN I ENTRY

NOTE: THIS SCHEDULE IS INCLUDED FOR YOUR CONVENIENCE ONLY; IT IS NOT PART OF THE CSEA CONTRACT

		(9 CR)	(18 CR)	(27 CR)	(36 CR)	(MLS)
LIB.I	86%	88%	91%	94%	97%	100%
ANNUAL	40,294	41,231	42,636	44,042	45,447	46,853
HOURLY	22.0547	22.5676	23.3366	24.1062	24.8752	25.6448

2010 ANNUAL SALARY SCHEDULE

NON-PROFESSIONAL --FULL TIME --EFFECTIVE JANUARY 1, 2010

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN *	ELEVEN **
LIB/CLK TYP HOURLY	27,748 15.1878	29,117 15.9368	30,523 16.7064	31,963 17.4947	33,437 18.3016	34,954 19.1319	36,507 19.9822	38,101 20.8544	39,730 21.7459	41,378 22.6482	43,277 23.6877	44,360 24.2800	45,496 24.9020	45,720 25.0246
SR CLK/TYP HOURLY	32,458 17.7659	33,923 18.5675	35,140 19.2339	36,961 20.2307	38,533 21.0909	40,152 21.9772	41,633 22.7874	43,498 23.8083	45,234 24.7585	46,821 25.6274	48,774 26.6962	49,993 27.3632	51,129 27.9852	51,353 28.1078
ACCOUNT CLK HOURLY	33,480 18.3250	34,943 19.1259	36,445 19.9481	37,980 20.7882	39,552 21.6489	41,169 22.5335	42,656 23.3475	44,521 24.3681	46,256 25.3180	47,828 26.1786	49,767 27.2397	51,011 27.9205	52,147 28.5424	52,371 28.6650
PRIN/CLK/LIB HOURLY	39,201 21.4567	40,829 22.3475	42,504 23.2645	44,042 24.1059	45,971 25.1622	47,769 26.1464	49,613 27.1553	51,497 28.1868	53,436 29.2479	55,425 30.3364	57,608 31.5313	59,048 32.3199	60,184 32.9414	60,408 33.0640
SR. ACCT. CLK HOURLY	39,201 21.4567	40,829 22.3475	42,504 23.2645	44,042 24.1059	45,971 25.1622	47,769 26.1464	49,613 27.1553	51,497 28.1868	53,436 29.2479	55,425 30.3364	57,608 31.5313	59,048 32.3199	60,184 32.9414	60,408 33.0640
PR.ACCT.CLK/ HEAD CLERK HOURLY	43,457 23.7861	45,259 24.7723	47,116 25.7888	48,821 26.7222	50,959 27.8924	52,952 28.9830	54,996 30.1017	57,084 31.2444	59,234 32.4215	61,440 33.6287	63,858 34.9526	65,455 35.8263	66,591 36.4483	66,815 36.5709
ADMIN. ASSIST HOURLY	48,176 26.3690	50,170 27.4605	52,228 28.5866	54,121 29.6227	56,489 30.9188	58,697 32.1275	60,964 33.3682	63,276 34.6336	65,662 35.9396	68,107 37.2783	70,788 38.7456	72,556 39.7131	73,692 40.3350	73,916 40.4576
LIB.ASSISTANT HOURLY	41,803 22.8808	43,397 23.7531	45,031 24.6474	46,707 25.5650	48,426 26.5060	50,191 27.4717	51,995 28.4593	53,845 29.4716	55,663 30.4668	57,430 31.4338	59,494 32.5635	60,981 33.3775	62,117 33.9995	62,341 34.1221
PUB.REL.ASSIST/ COMP.GRAPH.TEC HOURLY	43,260 23.6783	44,910 24.5812	46,600 25.5061	48,334 26.4556	50,115 27.4305	51,940 28.4293	53,808 29.4515	55,722 30.4990	57,604 31.5291	59,431 32.5293	61,568 33.6987	63,106 34.5410	64,242 35.1626	64,466 35.2852
PUB.REL.SPEC. HOURLY	44,769 24.5039	46,475 25.4381	48,224 26.3950	50,019 27.3778	51,862 28.3867	53,751 29.4202	55,684 30.4783	57,665 31.5624	59,611 32.6279	61,503 33.6634	63,714 34.8735	65,306 35.7451	66,442 36.3667	66,666 36.4893

NON-PROFESSIONAL 2010 SALARY SCHEDULE - PAGE 2

TITLE	ENTRY	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	ELEVEN*	ELEVEN**
LIB.PROJ.COOR. HOURLY	64,136 35.1043	65,886 36.0624	67,706 37.0583	69,629 38.1111	71,568 39.1722	73,516 40.2387	75,465 41.3053	77,405 42.3671	79,356 43.4350	81,297 44.4974	83,471 45.6875	85,558 46.8296	86,694 39.1073	86,918 39.2337
COMP.TECH/ NETWK.SYS.SPEC HOURLY	41,803 22.8808	43,397 23.7531	45,031 24.6474	46,707 25.5650	48,426 26.5060	50,191 27.4717	51,995 28.4593	53,845 29.4716	55,663 30.4668	57,430 31.4338	59,494 32.5635	60,981 33.3775	62,117 33.9995	62,341 34.1221
WEBSITE MGR HOURLY	41,803 22.8808	43,397 23.7531	45,031 24.6474	46,707 25.5650	48,426 26.5060	50,191 27.4717	51,995 28.4593	53,845 29.4716	55,663 30.4668	57,430 31.4338	59,494 32.5635	60,981 33.3775	62,117 33.9995	62,341 34.1221
CUST. WKR I HOURLY	30,523 16.7066	31,964 17.4952	33,437 18.3016	34,956 19.1328	36,508 19.9825	38,100 20.8541	39,727 21.7443	41,394 22.6571	42,936 23.5006	44,314 24.2548	46,191 25.2823	47,346 25.9144	48,482 26.5364	48,706 26.6590
CUST.WKR II HOURLY	35,703 19.5418	37,241 20.3840	37,707 20.6386	40,423 22.1252	42,072 23.0277	43,766 23.9549	45,304 24.7970	47,255 25.8650	48,887 26.7579	50,141 27.4442	52,057 28.4929	53,358 29.2053	54,494 29.8270	54,718 29.9496
CUST.WKR III HOURLY	41,773 22.8641	42,521 23.2739	43,391 23.7496	46,745 25.5854	48,484 26.5376	50,274 27.5171	51,665 28.2787	53,947 29.5274	55,663 30.4670	56,734 31.0534	58,668 32.1115	60,135 32.9144	61,271 33.5364	61,495 33.6590
MAINT. MECH II HOURLY	64,136 35.1043	65,886 36.0624	67,706 37.0583	69,629 38.1111	71,568 39.1722	73,516 40.2387	75,465 41.3053	77,405 42.3671	79,356 43.4350	81,297 44.4974	83,471 45.6875	85,558 46.8296	86,694 47.4516	86,918 47.5742

LONGEVITY: *11 THRU 15 YRS--\$1,136

**16 YRS AND OVER --\$1,360

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LIBRARIAN I HOURLY	48,610 26.6062	50,461 27.6197	52,362 28.6599	54,312 29.7273	56,308 30.8201	58,361 31.9436	60,459 33.0917	62,610 34.2691	64,724 35.4265	66,778 36.5507	69,178 37.8640	70,906 38.8102	72,041 39.4313	72,266 39.5545
LIBRARIAN II HOURLY	52,362 28.6599	54,312 29.7273	56,308 30.8201	58,361 31.9436	60,459 33.0917	62,610 34.2691	64,813 35.4752	67,078 36.7146	69,393 37.9819	71,760 39.2773	74,313 40.6746	76,169 41.6908	77,305 42.3125	77,529 42.4351
LIBRARIAN III HOURLY	56,308 30.8201	58,361 31.9436	60,459 33.0917	62,610 34.2691	64,813 35.4752	67,078 36.7146	69,393 37.9819	71,765 39.2800	74,197 40.6113	76,683 41.9720	79,351 43.4326	81,336 44.5187	82,472 45.1407	82,696 45.2633
LIBRARIAN IV HOURLY	60,459 33.0917	62,610 34.2691	64,813 35.4752	67,078 36.7146	69,393 37.9819	71,765 39.2800	74,197 40.6113	76,691 41.9766	79,234 43.3686	81,825 44.7866	84,625 46.3192	86,740 47.4766	87,876 48.0985	88,100 48.2211

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		(9 CR)	(18 CR)	(27 CR)	(36 CR)	(MLS)
LIB.I	86%	88%	91%	94%	97%	100%
ANNUAL	41,805	42,777	44,235	45,693	47,152	48,610
HOURLY	22.8818	23.4138	24.2118	25.0099	25.8084	26.6065