

**2021 OSHKOSH PUBLIC LIBRARY
EMPLOYEE PAY PLAN OPTION #1 - ZERO ACROSS THE BOARD SALARY RATE INCREASE**

GRADE	OSHKOSH PUBLIC LIBRARY PAY PLAN ----- HOURLY RATES/STEPS AS OF 01/01/2021							
	POSITION	2021 PAY PLAN RATES FOR SALARIED EMPLOYEES					100% CONT PT	120% MAX
		MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5		
N		56.96	58.59	60.21	61.84	63.47	65.10	78.11
M	LIBRARY DIRECTOR	51.77	53.25	54.73	56.21	57.69	59.17	71.00
L		47.05	48.39	49.74	51.08	52.42	53.77	64.52
K		42.77	43.99	45.22	46.44	47.66	48.88	58.66
J		38.87	39.98	41.09	42.20	43.31	44.42	53.31
I	LIBRARY ASSISTANT DIRECTOR	35.32	36.33	37.34	38.35	39.36	40.37	48.44
H	MANAGING LIBRARIAN	32.10	33.01	33.93	34.85	35.77	36.68	44.02
G		29.17	30.00	30.83	31.67	32.50	33.33	40.00
F	LIBRARIAN	26.51	27.27	28.02	28.78	29.54	30.30	36.35
	OPERATIONS MANAGER							
	MARKETING COORDINATOR							
E	LIBRARY MAINTENANCE ENGINEER	24.08	24.77	25.45	26.14	26.83	27.52	33.02
	GRAPHIC ARTIST							
D		21.56	22.17	22.79	23.41	24.02	24.64	29.57
C	LIBRARY ASSISTANT II	19.04	19.58	20.13	20.67	21.21	21.76	26.11
	BUILDING MAINTENANCE CUSTODIAN							
B	LIBRARY ASSISTANT I	15.85	16.31	16.76	17.21	17.66	18.12	21.74
A		12.46	12.82	13.17	13.53	13.88	14.24	17.09

NOTES: 1) PAGE PAY PLAN BASE HOURLY RATE IS \$9.30; INCREASES \$0.10/HOUR/YEAR IF MEETING EXPECTATIONS