

**2021 OSHKOSH PUBLIC LIBRARY EMPLOYEE PAY PLAN
OPTION #2 - 2.5 PERCENT ACROSS THE BOARD SALARY RATE INCREASE**

OSHKOSH PUBLIC LIBRARY PAY PLAN ---- HOURLY RATES/STEPS AS OF 1/1/2021								
GRADE	POSITION	2021 PAY PLAN RATES FOR SALARIED EMPLOYEES					100%	120%
		MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	CONT PT	MAX
N		58.38	60.05	61.71	63.38	65.05	66.72	80.06
M	LIBRARY DIRECTOR	53.06	54.58	56.09	57.61	59.13	60.64	72.77
L		48.22	49.60	50.97	52.35	53.73	55.11	66.13
K		43.84	45.09	46.34	47.60	48.85	50.10	60.12
J		39.84	40.98	42.11	43.25	44.39	45.53	54.64
I	LIBRARY ASSISTANT DIRECTOR	36.20	37.23	38.27	39.30	40.34	41.37	49.65
H	MANAGING LIBRARIAN	32.89	33.83	34.77	35.71	36.65	37.59	45.11
G		29.89	30.74	31.60	32.45	33.31	34.16	40.99
F	LIBRARIAN	27.17	27.94	28.72	29.50	30.27	31.05	37.26
	OPERATIONS MANAGER							
	MARKETING COORDINATOR							
E		24.67	25.38	26.08	26.79	27.50	28.20	33.84
	MAINTENANCE ENGINEER							
	GRAPHIC ARTIST							
D		22.09	22.72	23.36	23.99	24.62	25.25	30.30
C	LIBRARY ASSISTANT II	19.51	20.07	20.62	21.18	21.74	22.30	26.76
	BUILDING MAINTENANCE CUSTODIAN							
B	LIBRARY ASSISTANT I	16.24	16.71	17.17	17.64	18.10	18.57	22.28
A		12.77	13.13	13.50	13.86	14.23	14.59	17.51

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