

**2020 OSHKOSH PUBLIC LIBRARY
EMPLOYEE PAY PLAN**

GRADE	OSHKOSH PUBLIC LIBRARY PAY PLAN ----- HOURLY RATES/STEPS AS OF 01/01/2020							
	POSITION	2020 PAY PLAN RATES FOR SALARIED EMPLOYEES					100%	120%
		MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	CONT PT	MAX
N		56.9583	58.5856	60.2130	61.8404	63.4678	65.0951	78.1141
M	LIBRARY DIRECTOR	51.7724	53.2515	54.7308	56.2100	57.6891	59.1684	71.0020
L		47.0468	48.3910	49.7351	51.0794	52.4235	53.7678	64.5213
K		42.7728	43.9949	45.2169	46.4390	47.6610	48.8831	58.6598
J		38.8708	39.9814	41.0920	42.2026	43.3131	44.4238	53.3085
I	LIBRARY ASSISTANT DIRECTOR	35.3220	36.3313	37.3404	38.3496	39.3588	40.3680	48.4416
H	MANAGING LIBRARIAN	32.0968	33.0138	33.9309	34.8479	35.7650	36.6820	44.0184
G		29.1653	29.9986	30.8319	31.6651	32.4985	33.3318	39.9981
F	LIBRARIAN	26.5085	27.2659	28.0233	28.7806	29.5380	30.2954	36.3545
	OPERATIONS MANAGER							
	MARKETING COORDINATOR							
E	LIBRARY MAINTENANCE ENGINEER	24.0773	24.7653	25.4531	26.1410	26.8290	27.5169	33.0203
	GRAPHIC ARTIST							
D		21.5580	22.1740	22.7900	23.4059	24.0218	24.6378	29.5653
C	LIBRARY ASSISTANT II	19.0383	19.5823	20.1261	20.6701	21.2140	21.7580	26.1096
	BUILDING MAINTENANCE CUSTODIAN							
B	LIBRARY ASSISTANT I	15.8523	16.3053	16.7581	17.2110	17.6640	18.1169	21.7403
A		12.4603	12.8163	13.1723	13.5283	13.8843	14.2403	17.0883

NOTES: 1) PAGE PAY PLAN BASE HOURLY RATE IS \$9.30; INCREASES \$0.10/HOUR/YEAR IF MEETING EXPECTATIONS
2) DIRECTOR 2020 SALARY PENDING LIBRARY BOARD PERFORMANCE AND COMPENSATION REVIEW