

herein, an employee whose pay on April 30, 1968, was in an amount the same as an amount provided at a step in the grade to which such employee is assigned shall be placed at such step.

4. That commencing November 1, 1968, employees at Step B of the pay grades assigned in said schedule who were in service in the same position classification on May 1, 1968, shall be advanced to, and shall be paid at the rate provided for, Step C of such grade.

5. That any employee entering service or being promoted after May 1, 1968, shall commence service in grade at the lowest step provided in said schedule for such grade, and shall advance, based upon satisfactory performance ratings and length of service in grade, as follows: from Step A to Step B upon completing six months of service; from Step B to Step C upon completing one year of service; from Step C to Step D upon completing two years of service; from Step D to Step E upon completing three years of service; and from Step E to Step F upon completing four years of service.

6. That, notwithstanding the foregoing, full time pages shall be compensated on an abbreviated range comprised of Steps D through F.

7. That, notwithstanding the foregoing, supervisory employees shall be placed in grade at a step which provides an amount of pay one step higher than the then current pay of the highest paid regularly assigned employee supervised.

8. When an employee, after being certified for appointment by the Civil Service Commission, is appointed to another classified position having a pay range higher than the former position of such employee, said employee shall advance to the lowest step of the new pay grade, or to the step in the new grade with the rate next above the rate of pay of such employee immediately before appointment, whichever is higher.

9. Temporary, seasonal and part time employees as defined in the Civil Service Commission Rules shall be compensated pro rata from Step A of the pay range for the grade thereunto appertaining.

Employees designated in this section shall receive only the salary or wage provided in this section and shall not be entitled to or be credited with vacation time or pay, holidays, sick leave or other employee benefits, excepting that certain employees currently employed who work on a half-time basis and who currently receive these benefits shall not be deprived thereof.

10. That where it is found by him to be in the best interests of the public service, and the interest of better conduct of the public business, the City Librarian may, upon initial appointment or otherwise, assign a particular employee to step in grade higher than that provided herein.

DECATUR PUBLIC LIBRARY
CLASSIFICATION & PAY PLAN

May 1, 1968

	<u>Pay Grade</u>
1. Professional	
Adult Services Librarian	27
Children's Services Librarian	27
Extension Services Librarian	27
Librarian	22
Technical Services Librarian	27
2. Para-professional and Technical	
Data Processing Supervisor	21
Library Assistant I	18
Library Assistant II	20
Library Staff Artist	12
3. Clerical and Related	
Administrative Secretary	14
Bookmobile Driver Clerk	11
Clerk Stenographer II	13
Library Clerk I	9
Library Clerk II	11
Library Clerk III	13
Technical Services Clerk I	9
Technical Services Clerk II	11
Technical Services Clerk III	13
Library Page	3