

DECATUR PUBLIC LIBRARY

MANAGEMENT SALARY CLASSIFICATION SCHEDULE

| Classification | Level | Current Range | Proposed Range |
|--|-------|---------------------|---------------------|
| City Librarian | NA | Set by Board | Set by Board |
| Division Head 1 | 5 | \$26,200 - \$35,154 | \$30,000 - \$42,600 |
| Division Head 2 | 4 | \$26,443 - \$31,959 | \$26,000 - \$36,920 |
| Information Specialist | 3 | \$26,443 - \$31,959 | \$24,000 - \$34,080 |
| Administrative Secretary Public Relations/Exhibits | 2 | \$18,165 - \$25,220 | \$20,900 - \$29,678 |
| Area Supervisor Administrative Aide Staff Artist | 1 | \$17,339 - \$22,976 | \$18,200 - \$25,844 |

MANAGEMENT SALARY RANGES

| Level | Start | 1st quartile | 2nd quartile | 3rd quartile | Top level |
|-------|--------|-----------------|-----------------|-----------------|--------------|
| 5 | 30,000 | 33,150 | 36,300 | 39,450 | 42,600 |
| 4 | 26,000 | 28,730 | 31,460 | 34,190 | 36,920 |
| 3 | 24,000 | 26,520 | 29,040 | 31,560 | 34,080 |
| 2 | 20,900 | 23,095 | 25,289 | 27,484 | 29,678 |
| 1 | 18,200 | 20,111 | 22,022 | 23,933 | 25,844 |

COST OF MANAGEMENT BENEFIT PROPOSALS

Management Pay Classification Schedule:

2.6% bonus for all staff

Cost in FY 93 - \$12,692

This cost will be covered by the 3% increase budgeted in FY 93.

Joan Bauer's salary will have to be adjusted from \$27,047 to \$30,000.

Cost in FY 93 - \$984.32

This cost will be covered by the 3% increase budgeted in FY 93.

Cost in FY 94 - \$2,953.00

Cost will be covered by vacant T.S. Clerk position.

Jerald Merrick's salary will be frozen at \$35,154 until level 3 range catches up with his salary.

Management Benefit Program:

Increasing dependent health insurance premium payment from \$120 to \$200 per month.

Cost in FY 93 - \$1,920

Cost will be covered by salary budgeted for vacant T.S. Clerk position.

Cost in FY 94 - \$7,680.00

Cost will be covered by salary budgeted for vacant T.S. Clerk position.

There are sixteen management staff employees. Eight management staff now carry dependent health insurance. Of the other eight staff, seven have no dependents.

DECATUR PUBLIC LIBRARY
MANAGEMENT BENEFIT PROGRAM

| Item | Current | Proposed |
|-------------------------------|----------------|---|
| Salaries for Management Staff | Base | 2.6% bonus |
| Individual Health Premium | 100% | 100% |
| Dependent Health Premium | \$120/month | \$200/month |
| Dental | None | City's Management Staff Coverage at Employee's Cost |

Create a pool of \$200/month X 8 employees = \$19,200 for management dependent insurance. The amount paid per employee could be adjusted annually depending on how many carried the insurance.