

PERSONNEL SALARY INFORMATION
FULL-TIME AND PART-TIME JOB CLASSIFICATIONS
Effective Fiscal Year 2011-2012

Not all job classifications are currently filled

CLASSIFICATION	DEPARTMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Director	Administration	51.45	NA	NA	NA	NA	NA	NA	NA	NA
Public Services Mgr	Ref./Chil./Circ./ Coll. Mgmt.	32.48	33.78	35.13	36.54	38.00	39.52	41.10	42.74	44.45
System Svcs Mgr	System Services	32.48	33.78	35.13	36.54	38.00	39.52	41.10	42.74	44.45
Support Svcs Mgr	Circ./Sup. Svcs.	32.48	33.78	35.13	36.54	38.00	39.52	41.10	42.74	44.45
System Svcs Librarian	System Services	23.45	24.39	25.36	26.38	27.43	28.53	29.67	30.86	32.09
Business Officer	Administration	24.79	25.78	26.81	27.89	29.00	30.16	31.37	32.62	33.93
Administrative Asst.	Administration	21.86	22.73	23.64	24.59	25.57	26.60	27.66	28.77	29.92
Facility Maintenance Supervisor	Support Services	18.37	19.10	19.87	20.66	21.49	22.35	23.24	24.17	25.14
Librarian II	Reference/Chil.	24.96	25.96	27.00	28.08	29.20	30.37	31.58	32.85	34.16
Librarian I	Reference/Chil.	23.45	24.39	25.36	26.38	27.43	28.53	29.67	30.86	32.09
Library Clerk I	Circulation	14.47	15.05	15.65	16.28	16.93	17.60	18.31	19.04	19.80
Library Clerk II	Acq/Chil/Circ/Sys	16.06	16.70	17.37	18.07	18.79	19.54	20.32	21.13	21.98
P/T Library Clerk II	Circ/Support Svcs	16.06	16.70	17.37	18.07	18.79	19.54	20.32	21.13	21.98
P/T Library Clerk I	Circulation	14.47	15.05	15.65	16.28	16.93	17.60	18.31	19.04	19.80
P/T Page	Circulation	9.45	9.83	10.22	10.63	11.06	11.50	11.96	12.44	12.93



BENEFITS FOR ALL ELIGIBLE FULL-TIME EMPLOYEES

<u>Vacation:</u>	0 to 5 years more than 5 to 10 years more than 10 years	10 Vacation Days per Year 15 Vacation Days per Year 20 Vacation Days per Year
<u>Sick Leave:</u>	8 Hours accrued per month	
<u>Administrative Leave:</u>	The Director is authorized to take up to twenty-four (24) hours of paid Administrative leave per year. Leave time is to be communicated to the President of the Board of Trustees. The Director may authorize up to sixteen (16) hours of paid Administrative Leave for each Manager per year.	
<u>Holidays:</u>	8 Paid and 4 Unpaid Holidays per year. 1 Floating Holiday per year.	
<u>Health Insurance:</u>	The District pays up to Kaiser South one-party basic plan towards employee's coverage, plus \$250 for the employee's dependent through the Public Employees' Retirement System. Eligible: 30 days following hire date, effective first of month thereafter.	
<u>Dental Insurance:</u>	The District pays the premium for dental coverage for the employee only. Employee can pay for dependent coverage. Orthodontic Benefits - for eligible dependent(s) children to age 19, full-time students to age 26. 50% of Delta Dental's allowed fee, subject to a \$1,000 lifetime maximum per person. Eligible: 30 days following hire date, effective first of month thereafter.	
<u>Vision Insurance:</u>	The District pays the premium for vision coverage for the employee only. Employee can pay for dependent coverage. Eligible: 30 days following hire date, effective first of month thereafter.	
<u>Life Insurance:</u>	The District pays the premium for life insurance for the employee only. Insurance coverage is equal to the employee's annual salary, up to \$100,000. Eligible: 30 days following hire date, effective first of month thereafter.	
<u>Long Term Disability:</u>	The District pays the premium for a plan that allows a total disability benefit of sixty-six and two-thirds percent (66-2/3%) of insured earnings. Eligible: 30 days following hire date, effective first of month thereafter.	
<u>Retirement Plan:</u>	A "2% @ 60" retirement plan is provided through a contract with the Public Employees' Retirement System. Eligible: Date of hire, effective immediately. The District pays 100% of employer contribution (5-year vesting requirement). The employee pays their contribution, currently 7% of annual salary.	
<u>Deferred Compensation Plan:</u>	Through CalPERS of California. Eligible: After 6 months of continued full-time service.	