

BAKER COUNTY LIBRARY DISTRICT
Standardized Wage Scale Fiscal Year 2022-23

\$25,188 *Prior Fiscal Year Standard Wage Step 3-1*
5.00% # *Percentage Increase factor COLI * (See history in margin)*
CURRENT OREGON MINIMUM WAGE \$12.00 Eff 7/1/21; \$12.50 Eff 7/01/22 (Baker County)

Range	Step	Annual	Monthly Salary	Hourly Rate	Staff Classifications
Library Asst I - PUBLIC SERVICES					
3	1	26,448	2203.99	12.74	<i>Step 3-1 does not meet minimum wage - DO NOT USE</i>
3	2	27,770	2314.19	13.35	<i>Step 3-2 does not meet minimum wage - DO NOT USE</i>
3	3	29,159	2429.90	14.02	GENERAL NEW HIRE starting step
				14.02	Amanda MacNaughton (DOH 2/16/21); reclass on 2/6/22 for new position
				14.02	Branch Library SUB; Maurianne (Anne) Bradford (DOH 6/24/21); hold step static
3	4	30,617	2551.39	14.72	Page #3: Candace Peterson (DOH 7/01/20); Special projects - step increase
				14.72	Page #4: Kaycee Cuzick (DOH 8/10/21); Shelving - step increase
3	5	32,148	2678.96	15.46	Grace Taylor (DOH 08/27/2018); Sub only (hold step static)
				15.46	Page #1: Phoebe Wise (DOH 7/01/19); Special Projects - step increase
				15.46	Page #2: Jose Arenas (DOH 7/01/20); Shelving - step increase
Library Assistant II					
4	1	27,770	2314.19	13.35	
4	2	29,159	2429.90	14.02	<i>Branch Library SUB wage; STATIC (subs stay at this level unless moved by Director)</i>
				14.02	<i>*branch subs include: Rose Harrison (HU), Pamela Taylor (RC), Toni Thompson (SU), Ruth Teunnisen (SU), Shauna Hanely (HF); Robert Moyer (HA)</i>
4	3	30,617	2551.39	14.72	
				14.72	
4	4	32,148	2678.96	15.46	Julie Stromer (DOH 3/19/2019); Eff 9/1/21 Branch sub, hold step static
				15.46	
4	5	33,755	2812.91	16.23	Cynthia Cottrell (DOH 11/06/2019); Baker Sub/PT - step increase
				16.23	John Nuttall (DOH 10/16/2019; Baker SUB/PT) - step increase
Library Assistant III / Branch					
5	1	29,159	2429.90	14.02	BRANCH LEAD NEW HIRE starting step 5/3
5	2	30,617	2551.39	14.72	
5	3	32,148	2678.96	15.46	Ya-Wen Ott (DOH 7/13/2016); reclass on 2/24/22 for new position
				15.46	Genine Halfway Lead (DOH 4/25/22)
				15.46	
5	4	33,755	2812.91	16.23	Amanda MacNaughton (DOH 02/16/2021); new position 02/06/22
5	5	35,443	2953.56	17.04	Reb Wilson, Richland Lead (DOH 2/28/11)
				17.04	Jerry Ann Dunn, Sumpter Lead (DOH 4/30/08)
				17.04	Lourdes Cuevas, Halfway Lead (DOH 4/10/17) - retired 4/30/2022
				17.04	Donna Valentine, Bookmobile Lead (DOH 9/01/15)
				17.04	Juanita Klosky, Huntington Lead (DOH 2/06/18) - step increase
Library Technician I					
6	1	30,617	2551.39	14.72	
6	2	32,148	2678.96	15.46	
6	3	33,755	2812.91	16.23	
6	4	35,443	2953.56	17.04	Ekaterina Minnigalieva (DOH 12/2022); 32 hrs/wk
6	5	37,215	3101.23	17.89	Ed Adamson, Facility Maint (DOH 4/10/17); Eff 7/1/19 Full time 40 hrs wk
				17.89	Courtney Snyder, Media/Tech Svc (DOH 10/01/11); Eff 7/1/18 34 hrs/wk; Eff 2/8/22 FT
Library Technician II					
7	1	32,148	2678.96	15.46	
7	2	33,755	2812.91	16.23	
7	3	35,443	2953.56	17.04	
7	4	37,215	3101.23	17.89	
7	5	39,076	3256.30	18.79	Missy Grammon, Youth Services Specialist (DOH 4/25/16); FT Salary
Library Technician III					
8	1	33,755	2812.91	16.23	
8	2	35,443	2953.56	17.04	
8	3	37,215	3101.23	17.89	
8	4	39,076	3256.30	18.79	
8	5	41,029	3419.11	19.73	
Library Associate I					
9	1	35,443	2953.56	17.04	

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Range	Step	Annual	Monthly Salary	Hourly Rate	Staff Classifications
9	2	37,215	3101.23	17.89	
9	3	39,076	3256.30	18.79	
9	4	41,029	3419.11	19.73	
9	5	43,081	3590.07	20.71	
Library Associate II					
10	1	37,215	3101.23	17.89	
10	2	39,076	3256.30	18.79	
10	3	41,029	3419.11	19.73	
10	4	43,081	3590.07	20.71	
10	5	45,235	3769.57	21.75	Sylvia Bowers, Periodicals/Tech Svc (DOH 8/1/2004) FT salary thru March 2022
	PT Calc line		3015.66	21.75	Sylvia Bowers, Periodical/Tech Svc (DOH 8/1/2004 FT); Eff 4/01/22 reduced hours 32 hrs/wk
Librarian I					
11	1	39,076	3256.30	18.79	
11	2	41,029	3419.11	19.73	
11	3	43,081	3590.07	20.71	
11	4	45,235	3769.57	21.75	
11	5	47,497	3958.05	22.83	Heather Spry, Admin/Ofc Mgr (DOH 10/03/11; new position 10/1/19); reclass to 11-4 for step increase 7/1/21; FT - step increase
Librarian II					
12	1	41,029	3419.11	19.73	
12	2	43,081	3590.07	20.71	
12	3	45,235	3769.57	21.75	
12	4	47,497	3958.05	22.83	
12	5	49,871	4155.95	23.98	
Admin I					
13	1	43,081	3590.07	20.71	
13	2	45,235	3769.57	21.75	
13	3	47,497	3958.05	22.83	
13	4	49,871	4155.95	23.98	
13	5	52,365	4363.75	25.18	John Brockman, Admin Tech/Catalog (DOH 04/01/15); FT Salary
				25.18	Diana Pearson, Admin Community Svc/Branch (DOH 3/19/07; Eff 7/1/18, 36 hrs/wk); Reclass to 13-5 7/1/21
Admin II					
14	1	45,235	3769.57	21.75	
14	2	47,497	3958.05	22.83	
14	3	49,871	4155.95	23.98	
14	4	52,365	4363.75	25.18	
14	5	54,983	4581.94	26.43	
Admin III					
15	1	47,497	3958.05	22.83	
15	2	49,871	4155.95	23.98	
15	3	52,365	4363.75	25.18	
15	4	54,983	4581.94	26.43	
15	5	57,732	4811.03	27.76	Christine Hawes, Business Mgr (DOH 4/18/2005; Eff 7/01/18 25hrs/wk; new duties, reclass to Step 15-5 7/01/20)
Admin IV					
16	1	49,871	4155.95	23.98	
16	2	52,365	4363.75	25.18	
16	3	54,983	4581.94	26.43	
16	4	57,732	4811.03	27.76	
16	5	60,619	5051.58	29.14	
Admin V					
17	1	52,365	4363.75	25.18	
17	2	54,983	4581.94	26.43	
17	3	57,732	4811.03	27.76	
17	4	60,619	5051.58	29.14	
17	5	63,650	5304.16	30.60	
Admin VI					
18	1	54,983	4581.94	26.43	
18	2	57,732	4811.03	27.76	
18	3	60,619	5051.58	29.14	
18	4	63,650	5304.16	30.60	
18	5	66,832	5569.37	32.13	
Admin VII					
19	1	57,732	4811.03	27.76	
19	2	60,619	5051.58	29.14	
19	3	63,650	5304.16	30.60	
19	4	66,832	5569.37	32.13	NEW IT POSITION 32 hours/ week

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Range	Step	Annual	Monthly Salary	Hourly Rate	Staff Classifications
19	5	70,174	5847.84	33.74	TECH: Jim White, Pay increase @ 8/01/2019 (Retired w/PERS); works 12 hours a week
Admin VIII					
20	1	60,619	5051.58	29.14	
20	2	63,650	5304.16	30.60	
20	3	66,832	5569.37	32.13	
20	4	70,174	5847.84	33.74	
20	5	73,683	6140.23	35.42	
Admin IX					
21	1				
21	2				Wage Scale 21 moved to separate Admin salary sheet, FY21-22
21	3				Ch 7/27/2021
21	4				
21	5				

NOTES ON CHANGES from prior fiscal year:
 Removed Range 1 and 2 - historically not used and not in compliance
 Removed Non-PERS rate column; move those in that range to PERS
 The purpose of these changes is to move toward a uniform classification

BAKER COUNTY LIBRARY DISTRICT
Standardized scale - LIBRARY EXECUTIVE DIRECTOR

Updated CH 07/26/2021

Range	Step	----- As Originally Adopted -----			----- Salary Adjusted for COLI: -----				Notes	
		Annual	Monthly	Hourly	COLI	Annual	Monthly	Hourly		
		Adopted by board 12/11/2009 Wages scale begins FY 2007-08			Plus:					
D	1	\$54,080	\$4,506.67	\$26.00					Executive Director, Perry Stokes; DOH 4/23/2007 FY 2007-08 Starting salary (*Mgmt Step increase % as approved by board)	1 year at D-1
		7.715% *								
D	2	\$58,252	\$4,854.36	\$28.01					FY 2008-09 Step increase	2 years at D-2
D	2	\$58,252	\$4,854.36	\$28.01					FY 2009-10; Step incr DEFERRED one year	
D	3	\$62,746	\$5,228.87	\$30.17	3.0%	\$64,629	\$5,385.75	\$31.07	FY 2010-11; Step increase plus COLI	2 years at D-3
D	3				1.0%	\$65,275	\$5,439.58	\$31.38	FY 2011-12; Step incr DEFERRED; COLI only	
D	4	\$67,587	\$5,632.28	\$32.49	1.0%	\$71,014	\$5,917.83	\$34.14	FY 2012-13; Step increase plus COLI; 40 hrs/wk	7 Years at Step D-4
D	4				0.0%	71,014	5,917.83	34.14	FY 2013-14; Step incr DEFERRED; no COLI	
D	4				0.0%	\$69,236	\$5,769.66	\$34.14	FY 2013-14; Salary based on 39 hours/week 7/1/13	
D	4				0.0%	\$71,718	\$5,976.53	\$34.48	FY 2013-14; Salary reinstated to 40 hours/week; 10/01/13	
D	4				0.0%	71,718	5,976.53	34.48	FY 2014-15; Step increase DEFERRED; No COLI	
D	4				1.0%	\$72,436	\$6,036.30	\$34.82	FY 2015-16; Step increase DEFERRED; COLI only	
D	4				2.0%	\$73,884	\$6,157.02	\$35.52	FY 2016-17; Step increase DEFERRED; COLI only	
D	4				2.0%	\$75,362	\$6,280.17	\$36.23	FY 2017-18; Step increase DEFERRED; COLI only	
D	4				2.0%	76,869	6,405.77	36.96	FY 2018-19; Step increase DEFERRED; COLI only	
D	5	\$72,802	\$6,066.81	\$35.00	2.5%	\$84,721	\$7,060.12	\$40.73	FY 2019-20 Step increase 7.715% plus COLI	Step D-5 @ 7/01/2019
D	5				0.0%	\$84,721	\$7,060.12	\$40.73	FY 2020-21 at top of scale, No COLI, freeze salary	Step D-5 @ 7/01/2020
D	5				2.0%	\$86,416	\$7,201.32	\$41.55	FY 2021-22 at top of scale, COLI at half of staff rate	Step D-5 @ 7/01/2021
D	5				2.5%	\$88,576	\$7,381.35	\$42.58	FY 2022-23 at top of scale, COLI at half of staff rate	Step D-5 @ 7/01/2022
D	5				2.5%	\$90,791	\$7,565.89	\$43.65	FY 2023-24 at top of scale, COLI at half of staff rate	Step D-5 @ 7/01/2023

Note: Step increases on this scale are 7.715% over 5 years plus whatever the group gets for COLI (3% estimated) on top of this. The idea is to start the Director where Aletha left off and bring him up to parity with Hermiston and Umatilla Libraries over 5 years.

The Board approved Step 1 at \$54,080 and Step 5 at \$72,800. This forces a larger than 5% step increase for this first 5 year scale as recorded in the December 11, 2006 Minutes.

At the end of 5 years, the Director's Salary should be compared to the current salaries at these other Libraries to be sure we are keeping up with the region standard.

Aletha reviewed and approved this salary scale. 3/29/2007
 (Retired Director, Aletha Bonebrake)