



**Lincoln County Library District Board
Regular Meeting
Tuesday November 14, 2003
132 NE 15th Ave, Newport OR 97365**

Agenda		
Call Regular Meeting to Order		President
Approval of the Agenda		President
Topic	Lead	Purpose Outcome
Public Comment	President	Anyone may speak at this time
Minutes Board Meeting September 20, 2023	President	Approval
Reports		
Board Reports	Board Members	Information
Director's Report	Director	Information
Financial Report	Director	Acceptance
Old Business		
Formal support for LCLD Book Review group	Director	review
Accessible Access to LCLD Office		Built by John Oliver construction
New Business		
Review of audit issues	Director	Information
Review of LCLD compensation administration and wage matrix	Director	Discussion
Salary range for Cataloger position	Director	approval
Update on ILS Migration project	Director	Information
Next District Board Meeting October 11, 2023		Information

Lincoln County Library District

Statement of Revenues and Expenditures - Cash Basis

September and FYTD 23/24

	Current Period Actual	Year to Date Actual	Bennial to Date	Biennial Budget
	September 2023	July 2023-September 2023	July 2023-June 2025	
Revenues				
4000 Revenues				
4010 Library Services and Technology Reading Grant			\$ -	\$ 15,000.00
4020 Chinook Library Network	\$ -	\$ -	\$ -	\$ 44,000.00
4030 Dolly Parton Imagination Library		\$ -	\$ -	\$ 10,000.00
4050 Lincoln County Law Library	\$ -	\$ 13,212.83	\$ 13,212.83	\$ 26,000.00
4060 Previously Levied Taxes	\$ 5,658.40	\$ 11,217.62	\$ 11,217.62	\$ 80,000.00
4070 Ready to Read Grant			\$ -	\$ 9,000.00
4080 Siletz			\$ -	
4081 Siletz-Carry-over			\$ -	
4082 Siletz-City of Siletz			\$ -	\$ 2,000.00
4083 Siletz-Interest			\$ -	\$ 100.00
4084 Siletz-Miscellaneous			\$ -	\$ 5,000.00
4090 State Forestry	\$ -	\$ 947.83	\$ 947.83	\$ 30,000.00
4104 Property Tax Revenue 20/21			\$ -	
4105 Property Tax Revenue 21/22			\$ -	\$ 1,407,691.50
4106 Property Tax Revenue 22/23	\$ -	\$ 9,796.17	\$ 9,796.17	\$ 1,407,691.50
4800 Interest Income	\$ 1,271.69	\$ 4,179.26	\$ 4,179.26	\$ 2,000.00
4900 Miscellaneous Income	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 10,000.00
Total 4000 Revenues	\$ 10,930.09	\$ 43,353.71	\$ 43,353.71	\$ 3,048,483.00
Uncategorized Income		\$ -	\$ -	
Services				
Available Cash On Hand				\$ 400,000.00
Total Revenues	\$ 10,930.09	\$ 43,353.71	\$ 43,353.71	\$ 3,448,483.00
Expenditures				
5000 Personnel Services				
5100 Salaries and Wages	\$ 15,214.31	\$ 29,830.08	\$ 29,830.08	\$ 610,640.00
5200 Payroll Taxes	\$ 6,316.04	\$ 12,389.61	\$ 12,389.61	\$ 60,000.00
5250 Payroll Fees	\$ 189.82	\$ 263.18	\$ 263.18	\$ 4,632.00

Total 5000 Personnel Services	\$ 21,720.17	\$ 42,482.87	\$ 42,482.87	\$ 675,272.00
5300 Employee Benefits				
5305 Health Benefits	\$ 4,392.29	\$ 15,948.87	\$ 15,948.87	\$ 36,684.00
5310 Retirement Benefits	\$ 100.00	\$ 1,282.00	\$ 1,282.00	\$ 23,736.00
Total 5300 Employee Benefits	\$ 4,492.29	\$ 17,230.87	\$ 17,230.87	\$ 60,420.00
6000 Materials and Services				
6010 Professional Services	\$ 900.00	\$ 900.00	\$ 900.00	
6011 Accounting Services	\$ 450.00	\$ 1,350.00	\$ 1,350.00	\$ 30,000.00
6012 Legal Services	\$ -	\$ 990.00	\$ 990.00	\$ 2,000.00
6013 IT Services	\$ 72.00	\$ 763.23	\$ 763.23	\$ 3,000.00
6014 General Services			\$ -	
6015 Misc. Services	\$ -	\$ 4,662.76	\$ 4,662.76	\$ 30,000.00
Total 6010 Professional Services	\$ 1,422.00	\$ 8,665.99	\$ 8,665.99	\$ 65,000.00
6030 General Office Expenses	\$ -	\$ 13.74	\$ 13.74	
6031 Office Supplies			\$ -	\$ 5,000.00
6032 Office Equipment	\$ -	\$ 40.99	\$ 40.99	\$ 5,000.00
6033 Online Expenses	\$ 245.33	\$ 402.65	\$ 402.65	\$ 7,000.00
6036 ByWater Solutions	\$ -	\$ -	\$ -	\$ 44,000.00
6040 Copier Lease	\$ 224.00	\$ 768.90	\$ 768.90	\$ 7,000.00
6050 Mileage			\$ -	\$ 5,000.00
6055 Orbis Cascade Alliance Courier	\$ -		\$ -	
6056 OCAC - LCLD			\$ -	\$ 10,000.00
6060 Postage	\$ -	\$ -	\$ -	\$ 5,000.00
6065 Professional Materials			\$ -	\$ 3,000.00
6070 Public Relations	\$ -	\$ 1,539.10	\$ 1,539.10	\$ 5,000.00
6075 Rent and Utilities			\$ -	
6076 Electricity		\$ 94.13	\$ 94.13	\$ 4,000.00
6077 Maintenance and Supplies	\$ 45.00	\$ 160.00	\$ 160.00	\$ 4,000.00
6078 Gas		\$ -	\$ -	
6079 Rent		\$ -	\$ -	\$ 34,000.00
6080 Telephone and Internet	\$ 149.97	\$ 449.91	\$ 449.91	\$ 4,000.00
6081 LCLD Garbage		\$ 76.95	\$ 76.95	\$ 1,000.00
6082 LCLD Water	\$ 69.70	\$ 214.49	\$ 214.49	\$ 4,000.00
6100 Supplies		\$ -	\$ -	
6105 Vans		\$ -	\$ -	
6106 Fuel	\$ -	\$ 603.32	\$ 603.32	\$ 6,000.00
6107 Maintenance	\$ -	\$ -	\$ -	\$ 4,000.00
6108 Supplies		\$ -	\$ -	\$ 3,000.00

Total 6030 General Office Expenses	\$ 734.00	\$ 4,364.18	\$ 4,364.18	\$ 160,000.00
6300 Travel/Training/Membership				
6310 Membership Fees	\$ -	\$ 153.00	\$ 153.00	\$ 10,000.00
6320 Registration/Training/Travel		\$ 425.00	\$ 425.00	
6321 Registration		\$ -	\$ -	\$ 10,000.00
6322 Travel/Meals/Housing	\$ -	\$ -	\$ -	\$ 10,000.00
Total 6300 Travel/Training/Membership	\$ -	\$ 578.00	\$ 578.00	\$ 30,000.00
6400 Operating Fees/Insurance				
6401 Misc. Fees		\$ -	\$ -	\$ 1,500.00
6410 Business Insurance	\$ -	\$ -	\$ -	\$ 15,000.00
6420 Election Fees	\$ -	\$ 8,164.00	\$ 8,164.00	\$ 5,000.00
6430 Legal Notices	\$ -	\$ -	\$ -	\$ 3,500.00
Total 6400 Operating Fees/Insurance	\$ -	\$ 8,164.00	\$ 8,164.00	\$ 25,000.00
6500 Reimbursement/Library Development				
6505 Contracted Library Services		\$ -	\$ -	\$ 1,970,768.00
6510 Cataloging/Interlibrary Loan/Reference		\$ -	\$ -	
6511 OCLC	\$ 1,580.47	\$ 56,140.66	\$ 56,140.66	\$ 150,000.00
Total 6500 Cataloging/Interlibrary Loan/Reference	\$ 1,580.47	\$ 56,140.66	\$ 56,140.66	\$ 2,120,768.00
6520 Library Development				
6521 Support Local Libraries		\$ -	\$ -	
6523 Special Projects (Dolly Parton Imag. Library)		\$ -	\$ -	\$ 10,000.00
6524 Summer Reading Programs	\$ -	\$ -	\$ -	\$ 9,000.00
Total 6520 Support Local Libraries	\$ -	\$ -	\$ -	\$ 19,000.00
6525 Online Databases				
6526 Library2Go (Overdrive)	\$ -	\$ 5,919.12	\$ 5,919.12	\$ 9,000.00
6527 Mango Languages		\$ -	\$ -	\$ 400.00
6528 ProQuest (Heritage Quest)		\$ -	\$ -	\$ 4,000.00
6529 Misc. Databases				
Total 6525 Online Databases	\$ -	\$ 5,919.12	\$ 5,919.12	\$ 13,400.00
6550 Siletz				
6551 Materials, Supplies and Services	\$ -	\$ 79.28	\$ 79.28	\$ 2,000.00
6554 Siletz Electricity	\$ 200.47	\$ 542.68	\$ 542.68	\$ 4,000.00
6555 Siletz Collection Development	\$ 308.48	\$ 868.88	\$ 868.88	\$ 8,000.00
6556 Siletz Water/Sewer		\$ -	\$ -	\$ 2,400.00
6557 Siletz Copier Lease	\$ 200.00	\$ 511.97	\$ 511.97	\$ 3,000.00
6558 Siletz Internet and Phone	\$ -	\$ 423.62	\$ 423.62	\$ 3,000.00
6559 Siletz Gas	\$ 16.61	\$ 55.43	\$ 55.43	\$ 2,000.00
6560 Siletz Alarm	\$ 88.56	\$ 88.56	\$ 88.56	\$ 700.00

6561 Siletz Programming	\$ -	\$ 52.21	\$ 52.21	\$ 1,820.00	
6562 Siletz Repair & Maintenance	\$ 60.00	\$ 192.50	\$ 192.50	\$ 4,000.00	
6563 Siletz Useful	\$ -	\$ -	\$ -		
Total 6550 Siletz	\$ 874.12	\$ 2,815.13	\$ 2,815.13	\$ 30,920.00	
Total 6520 Library Development	\$ 874.12	\$ 8,734.25	\$ 8,734.25	\$ 63,320.00	
6600 Library Reimbursement					
6601 Lincoln City	\$ -	\$ -	\$ -		
6602 Newport	\$ -	\$ -	\$ -		
6603 Toledo	\$ -	\$ -	\$ -		
6604 Waldport	\$ -	\$ -	\$ -		
Total 6600 Library Reimbursement	\$ -	\$ -	\$ -		
6700 Bank Charges & Fees	\$ 22.95	\$ 155.95	\$ 155.95		
Total 6000 Materials and Services	\$ 4,633.54	\$ 86,803.03	\$ 86,803.03		
Uncategorized Expense					
6910 - CPA YE Adjustment		\$ 1,441.41			
7000 Capital Outlay		\$ -	\$ -		
7010 Office Furniture and Equipment					
7011 Van Replacement				\$ 10,000.00	
7020 Van					
7022 Debt Service - Principal (closing cost \$5,758.50)	\$ 414.41	\$ 1,237.06	\$ 1,237.06		
7023 Debt Service - Interest	\$ 1,983.79	\$ 5,957.54	\$ 5,957.54		
7024 Escrow Fees	\$ 15.00	\$ 45.00	\$ 45.00		
Total 7000 Capital Outlay	\$ 2,413.20	\$ 7,239.60	\$ 7,239.60	\$ 10,000.00	
Uncategorized Expense (Fraud and closing cost)	\$ -	\$ -	\$ -		
Operating Contingency				\$ 166,157.00	
Move to 6015- Misc Service				\$ 15,000.00	
Total Operating Contingency				\$ 151,157.00	
Unappropriated Ending Balance				\$ 106,546.00	
Total Expenditures	\$ 33,259.20	\$ 153,756.37	\$ 153,756.37	\$ 3,463,483.00	\$ 3,309,726.63



Lincoln County Library District
COMPENSATION ADMINISTRATION MANUAL

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COMPENSATION POLICY

Lincoln County Library District employees play a critical role in Lincoln County Library District' success. Through competence, innovation, and customer focus, our employees are integral to ensuring achievement of the goals identified in our organization's Mission, Vision, and values statements. Lincoln County Library District strives, through the compensation program, to support employees and to create an environment that fosters teamwork, recognizes achievement, and aligns with Lincoln County Library District service level goals.

Lincoln County Library District' compensation and benefits program is designed to support a flexible and responsive organization; it positions Lincoln County Library District as competitive in the marketplace and ensures the ability to attract qualified and experienced candidates, and to retain talented employees. Pay decisions are made consistently, and with sensitivity to the compensation practices of the public and private organizations with whom we compete for talent.

It is our policy, and our commitment to communicate both our underlying compensation philosophy and all information regarding our compensation program openly and often.

GUIDING PRINCIPLES

Our compensation program is founded on the following core principles:

1. **Pay Equity Statement:** Lincoln County Library District strives to ensure all employees are paid fairly and responsibly based on a variety of factors relating to their position, job performance, and experience. From time to time, employees performing work of comparable character may have different compensation levels. Any such differences are based on Lincoln County Library District' objective processes for evaluating an employee's work and potential. Lincoln County Library District will review the following factors when making pay decisions: seniority, merit, quantity or quality of work, workplace location, necessary travel, education, training, experience, or any combination of those factors. Any employee who believes they are not being compensated fairly in light of the above factors is highly encouraged to discuss the matter with a manager or supervisor, or the Human Resources Department to obtain additional clarification.
2. In order to attract and retain qualified employees, it is the intent to reward employees for good performance, motivate good performance, and/or create or reinforce a positive workplace culture.
3. While ensuring Pay Equity, the Compensation Committee, made up of Lincoln County Library District Librarian and at least one Board member are tasked with assessing new employee skill sets and placing them within the commensurate wage range. The committee is also

tasked with following the appropriate promotional guidelines, advancement guidelines, personnel rules, and collective bargaining agreements that govern wages for applicable employee groups.

4. Lincoln County Library District is competitive in the market, based on current market data, while ensuring ongoing Pay Equity.
5. Lincoln County Library District rewards employees for a combination of performance and seniority.
6. A portion of Lincoln County Library District' market competitive stance is attributed to benefits Lincoln County Library District offers its employees.
7. Lincoln County Library District encourages all staff to inquire about their wages and Lincoln County Library District' methodology for pay.
8. Lincoln County Library District' annual performance appraisal system serves as the basis for wage increases based on merit as defined in the Personnel Rules.
9. Lincoln County Library District' compensation structure is evaluated periodically, based on available market data, and every third year based on compliance with Oregon Pay Equity.

INTERNAL EQUITY/PAY EQUITY PROCESS

Lincoln County Library District, in keeping with the Oregon Pay Equity Act, conducts a comprehensive evaluation of all positions beginning January 1, 2019, and every three years thereafter, using the five comparable characteristics: Job Knowledge, Skill, Effort, Responsibility and Working Conditions.

Once positions are grouped into substantially similar comparable groups, employee compensation in each group is analyzed for any pay inequity. Any inequity discovered that cannot be quantified with any of the exceptions under the Act, is corrected.

EXTERNAL MARKET SURVEYS

The market, in part, is defined by where the organization either loses or hires talent. Lincoln County Library District considers other similar organizations part of their market. For those positions that cross industries and are likely to be found in a variety of both public and private organizations, Lincoln County Library District' market is then considered to be "all organizations."

As a result, Lincoln County Library District conducts salary research of similar sized and configured organizations.

COMPENSATION STRUCTURE/PAY RANGES

Compensation structures are built and maintained through a combination of internal/Pay Equity assessments, and the marketplace.

Pay ranges consist of a logical and integrated system of salary ranges. Range spread differences between minimum and maximum of a range, and differences between grades, are established using compensation industry best practice, or as agreed to by collective bargaining.

Lincoln County Library District uses a Placement Matrix for all non-represented structures to maintain Pay Equity (defined further in this policy) to equitably place new and promoted employees within the pay structure.

Range Minimum - At least the minimum of the appropriate pay range is paid to all qualified employees. In general, employees hired into this position, meeting only the minimum qualification, are placed at the minimum.

Median – The Median or Midpoint of the pay range generally identifies what the market pays for a fully experienced proficient employee.

Maximum – The maximum of the range represents the “maximum” that is paid for a position. Individuals who achieve this level remain at this level with the exception of approved annual COLA increases.

MARKET POSITION

Lincoln County Library District utilizes market data to supplement Pay Equity.

PAY RANGE ASSIGNMENT

Each position at Lincoln County Library District is placed in a pay grade that establishes the value of the position in relation to other positions in the organization and is related to the external market. (subject to collective bargaining for represented staff).

An employee's position within the range is, in most circumstances, related to Pay Equity, market forces, demonstrated performance, experience and longevity. Employees normally receive a pay level that is within the range limits assigned to their position.

All adjustments are subject to review and approval by Lincoln County Library District Human Resources Director and subject to the organization's economic constraints, or “ability to pay.”

TOTAL COMPENSATION

Where appropriate and available, market data is accessed that defines Total Compensation, the components of which may include the dollar value of benefits, longevity differentials and on-call differentials. Total compensation is to be used to evaluate all individual employees' position within the market and used as one component for determining match or match plus to the market.

SALARY SYSTEM MAINTENANCE

Compensation Committee – Lincoln County Library District will establish a Compensation Committee that oversees the Library's compensation process and maintenance of the compensation system. The Committee is responsible for:

- Ensuring that Pay Equity studies are completed every three years starting with January 1, 2019.
- Securing market data from Human Resources when applicable, to ensure external competitiveness.
- Complete reclassification request analysis per the process defined in this manual.
- Review and ultimately approve hiring manager salary requests for new hires.

Market trends are monitored periodically to ensure that salaries remain competitive with the market and a market-based adjustment is made to the salary structure in accordance with market movement. Lincoln County Library District prescribes to adjustments to its salary structure based on the Cost of Living as set forth in the Compensation Administration Manual.

ADMINISTRATIVE PROCEDURES

The administration of this plan is the responsibility of Lincoln County Library District Librarian

The Library Director as the Hiring Manager will utilize the policy/procedure outlined in the manual to determine the actual salary to be paid to an employee.

HIRING SALARY

Where not otherwise defined by a Collective Bargaining Agreement, employees are hired for all regular positions at the minimum rate of the appropriate range. Where new employees possess qualifications and or prior experience warranting a higher rate in the range, the starting point may be located between the minimum and the median as regulated by the Placement Matrix. All starting rates above the minimum of the range are subject to budgetary constraints. In exceptional circumstances when experience, training or proven capability warrant, or when employment market conditions require, a new employee may be hired at a rate above the median of the range with written justification provided by the Compensation Committee.

Reference the New Hire Placement Matrix below used for creating consistent new hire placement as a method for maintaining Pay Equity.

Considerations affecting Lincoln County Library District' Pay Equity will be taken into consideration upon each hire.

The following needs to be considered when making a written recommendation to hire above the minimum of the salary range to the Human Resources Department:

- The hiring manager has demonstrated objectively that the candidate has additional and directly applicable education or experience above the minimum requirements where the value to the organization can be quantified.
- The candidate has special and/or desirable skills, talents, knowledge, or abilities directly related to the needs of the position that will be of significant benefit to the organization.
- Market conditions that support a higher starting salary (demonstrated inability to recruit.)
- Impact of the proposed starting salary on current staff within the department.

Compression (Pay Inequity) created in a comparable group as a result of hiring above the median is managed in the following manner:

- All directly related positions/incumbents in that class are evaluated against the Pay Equity study and compared to the qualifications of the new hire. As appropriate, and to retain internal equity and reduce compression, incumbent salaries may be adjusted.

NEW HIRE PLACEMENT MATRIX

Wage Structures – All Non-Represented Positions

Minimum Qualifications (MQ)*	MQ + 2 more years direct** experience beneficial to Lincoln County Library District	MQ + 4 more years direct experience	MQ + 6 more years direct experience
Step 1	Step 2	Step 3	Step 4

* MQ = Minimum Qualifications

** Direct experience is defined as experience that is both directly related and recently relevant to the position.

ADJUSTING EMPLOYEE'S SALARY RATES

Where not otherwise defined by a CBA, progression through the salary range is based upon the changes in cost of living as defined by the market, and employee's longevity with Lincoln County Library District. Each employee is eligible for and receives an evaluation by his/her supervisor as specified as follows:

- A.** New hire placement for staff is defined above in the "Hiring Salary" section. Advancement through the Salary Ranges is as follows:

1. If an employee is placed at the minimum or between the minimum and median of their respective grade, the staff member will, based upon performance and Lincoln County Library District' ability to pay, advance towards the median of their grade one step per year of longevity. **This advancement may not be inclusive of annual cost of living adjustments as approved by Lincoln County Library District Board.**

B. Demotions: An employee who is demoted for disciplinary or other reasons will receive a reduction in salary as determined by the District Librarian so that the new salary is within the appropriate range for the employee's new classification.

EMPLOYEE PERFORMANCE APPRAISAL AND PLANNING

It is Lincoln County Library District' policy that all employees receive an appraisal of their performance in a fair and consistent manner, not only on a day-to-day basis, but also on a more formal basis at regular intervals.

The purpose of this practice is to develop staff and enhance the effectiveness of the organization and service. The appraisal of individuals is to provide constructive performance feedback, and, of equal or greater importance, to assist in the individual's professional growth and development.

The Human Resources Director or designee has the authority to develop and implement a program to accomplish effective appraisal and planning for employee performance.

COMPENSATION POLICY/COMPENSATION ADMINISTRATION MANUAL

The Human Resources Director or designee is responsible for housing the Salary Administrator Manual containing the current Wage Structure, Job Descriptions, Performance Appraisal Procedures, and all relevant administrative procedures. The Compensation Policy/Compensation Administration Manual, and associated documents will be subject to updates as defined by the Human Resources Director or designee.

THE DIFFERENCE BETWEEN COMPENSATION POLICY, AND COMPENSATION PROCEDURE

A Compensation Policy, also known as a Compensation Philosophy, is used by Lincoln County Library District to best describe how and what Lincoln County Library District would like compensation to do. It is closely connected to Lincoln County Library District culture and often their mission and vision. It will discuss how Lincoln County Library District plans to connect pay to the marketplace, and how it will define and then maintain pay equity. At Lincoln County Library District pay is greater than fifty percent of payroll expenses, and for this reason alone, a well thought out compensation plan is important. Secondly, compensation is one way the

organization shows value for a job. Not the most important based on studies, but still important. So, it stands to reason that Lincoln County Library District shows value to its employees by how well designed, and how well utilized their compensation policy is.

A Compensation Procedure on the other hand are the Standards of Operation relating to the Compensation Policy. This generally falls to the Human Resources department, as well as management at certain levels. With the addition of the Oregon Equal Pay Act, the need to maintain pay equity means consistent and continual application of the Standard Operating Procedure (SOP).

EXTERNAL COMPETITIVENESS

The Oregon Equal Pay Act has placed a primary emphasis on internal equity across Lincoln County Library District. However, this does not mean that market pricing for positions is no longer applicable in Oregon.

Every other year, or at a minimum on the year that the pay equity audit is completed, Lincoln County Library District will conduct market salary research to inform decision making for market-based compensation changes. Internal equity, market equity, and financial capability of Lincoln County Library District will be considered in all compensation related decisions.

INTERNAL/PAY EQUITY

Oregon employers are required to ensure that they are providing equity pay for like jobs using the five comparable characteristics as defined by the Oregon Pay Equity Act. Those comparable characteristics are Job Knowledge, Skill, Effort, Responsibility and Working Conditions. Once pay equity has been identified and established, Lincoln County Library District will:

- Consistently utilize the processes as defined by this procedure's manual to maintain pay equity, and,
- Conduct subsequent pay equity audits every three years as defined by the Act.

As of the drafting of this procedure's manual, Lincoln County Library District has completed its initial first pay equity audit. [Addendum A](#) details the documents used in that study.

PAY EQUITY MAINTENANCE

The following procedures define how Lincoln County Library District will maintain the pay equity compliance. When a new position is created, or an existing position is altered (reclassified), the compensation committee will need to utilize the following Job Evaluation

process. This is done prior to the recruiting process for a new position, and as a result to change or reclassification request.

Lincoln County Library District
Wage Structure A-Compensation Matrix Exempt

Anchor

\$15.0000

Range Steps

Grade		Min	Step 2	Step 3	Mean	Step 5	Step 6	Max	Range Percent Spread	Max Spread	Position
11		\$12.7660	\$13.5106	\$14.2553	\$15.0000	\$15.7447	\$16.4894	\$17.2340	35.000%		Library Assistant
13		\$13.7872	\$14.5915	\$15.3957	\$16.2000	\$17.0043	\$17.8085	\$18.6128	35.000%	8.0000%	
15		\$14.8902	\$15.7588	\$16.6274	\$17.4960	\$18.3646	\$19.2332	\$20.1018	35.000%	8.0000%	Library Assistant/Courier
17		\$16.0814	\$17.0195	\$17.9576	\$18.8957	\$19.8338	\$20.7718	\$21.7099	35.000%	8.0000%	
19		\$17.3679	\$18.3811	\$19.3942	\$20.4073	\$21.4205	\$22.4336	\$23.4467	35.000%	8.0000%	
21		\$18.3666	\$19.5910	\$20.8155	\$22.0399	\$23.2644	\$24.4888	\$25.7132	40.000%	8.0000%	Library Assistant/Law Library
23		\$19.8359	\$21.1583	\$22.4807	\$23.8031	\$25.1255	\$26.4479	\$27.7703	40.000%	8.0000%	
25		\$21.4228	\$22.8510	\$24.2792	\$25.7074	\$27.1356	\$28.5637	\$29.9919	40.000%	8.0000%	Library Manager
27		\$22.6645	\$24.3643	\$26.0641	\$27.7640	\$29.4638	\$31.1636	\$32.8635	45.000%	8.0000%	
29		\$24.4776	\$26.3134	\$28.1492	\$29.9851	\$31.8209	\$33.6567	\$35.4925	45.000%	8.0000%	
31		\$26.4358	\$28.4185	\$30.4012	\$32.3839	\$34.3666	\$36.3492	\$38.3319	45.000%	8.0000%	
33		\$27.9797	\$30.3113	\$32.6429	\$34.9746	\$37.3062	\$39.6379	\$41.9695	50.000%	8.0000%	
35		\$30.2180	\$32.7362	\$35.2544	\$37.7726	\$40.2907	\$42.8089	\$45.3271	50.000%	8.0000%	
37		\$32.6355	\$35.3551	\$38.0747	\$40.7944	\$43.5140	\$46.2336	\$48.9532	50.000%	8.0000%	Cataloger/Tech Services
39		\$35.2463	\$38.1835	\$41.1207	\$44.0579	\$46.9951	\$49.9323	\$52.8695	50.000%	8.0000%	
41		\$38.0660	\$41.2382	\$44.4104	\$47.5825	\$50.7547	\$53.9269	\$57.0990	50.000%	8.0000%	Library Director
43		\$41.1113	\$44.5373	\$47.9632	\$51.3891	\$54.8151	\$58.2410	\$61.6670	50.000%	8.0000%	
45		\$44.4002	\$48.1002	\$51.8003	\$55.5003	\$59.2003	\$62.9003	\$66.6003	50.000%	8.0000%	

Newport (supervising librarian)

Step 1: 4,992 Step 2: 5,341 Step 3: 5,716 Step 4: 6,116 Step 5: 6,544

Lincoln City (forthcoming)

Corvallis (reference librarian)

\$59,122.92	\$62,079.12	\$65,183.28	\$68,442.36	\$68,442.36	\$75,457.68
\$4,926.91	\$5,173.26	\$5,431.94	\$5,703.53	\$5,703.53	\$6,288.14
\$28.4250	\$29.8463	\$31.3387	\$32.9056	\$32.9056	\$36.2784

Albany (Librarian II)

\$ 31.29 \$ / \$ 65,078.72

LCLD

\$32.6355 \$65271	\$ 35.3551 \$71,066	\$38.0747 \$76149.40	\$40.7944 \$81588,80	
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Mileage	Fuel Costs Weekly	Courier Time	Courier Costs Weekly	Annual Increase
18 (round trip)	\$18	45 min. daily	\$77.76	4788.75