

July 1, 2022

2%

BROCKTON PUBLIC LIBRARY

Full-Time

Group Code: 1004

PARA-PROFESSIONAL CLASSIFICATIONS

STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8

PARA-PROFESSIONAL III

ASST. BRANCH SUPERVISOR (1607)	GR 3	\$ 41,490.54	\$ 42,416	\$ 44,413	\$ 46,962	\$ 49,930	\$ 51,299	\$ 54,379	\$ 55,467	SALARY
ASST. TECHNICAL SERVICE SUPERVISOR (1350)	GR 3	\$ 1,595.81	\$ 1,631.38	\$ 1,708.19	\$ 1,806.23	\$ 1,920.38	\$ 1,973.04	\$ 2,091.50	\$ 2,133.35	BIWEEKLY
ASST. CIRCULATION SERVICE SUPERVISOR (1351)	GR 3	\$ 22.7973	\$ 23.3054	\$ 24.4027	\$ 25.8033	\$ 27.4340	\$ 28.1863	\$ 29.8786	\$ 30.4764	HOURLY
ASST. CHILDREN'S ROOM SUPERVISOR (1781)	GR 3	\$ 34.1960	\$ 34.9581	\$ 36.6040	\$ 38.7050	\$ 41.1510	\$ 42.2795	\$ 44.8179	\$ 45.7146	O.T
ADMINISTRATIVE ASSISTANT (1369)	GR 4									

PARA-PROFESSIONAL II

SR. LIBRARY ASST. TECHNICAL SERVICES (1303)	GR 2	\$ 39,950	\$ 40,828	\$ 41,702	\$ 42,581	\$ 44,010	\$ 46,495	\$ 49,282	\$ 50,269	SALARY
SR. LIBRARY ASST. ADULT SERVICES (1303)	GR 2	\$ 1,536.54	\$ 1,570.31	\$ 1,603.92	\$ 1,637.73	\$ 1,692.69	\$ 1,788.27	\$ 1,895.46	\$ 1,933.42	BIWEEKLY
SR. LIBRARY ASST. CIRCULATION (1303)	GR 2	\$ 21.9506	\$ 22.4330	\$ 22.9131	\$ 23.3961	\$ 24.1813	\$ 25.5467	\$ 27.0780	\$ 27.6203	HOURLY
		\$ 32.9259	\$ 33.6495	\$ 34.3697	\$ 35.0942	\$ 36.2719	\$ 38.3201	\$ 40.6170	\$ 41.4305	O.T

PARA-PROFESSIONAL I

LIBRARY ASST. - BRANCH	GR 1	\$ 34,500	\$ 35,247	\$ 36,046	\$ 36,872	\$ 38,111	\$ 40,281	\$ 42,688	\$ 43,542	SALARY
LIBRARY ASST. - ADULT SERVICES	GR 1	\$ 1,326.92	\$ 1,355.65	\$ 1,386.38	\$ 1,418.15	\$ 1,465.81	\$ 1,549.27	\$ 1,641.85	\$ 1,674.69	BIWEEKLY
LIBRARY ASST. - CHILDREN'S SERVICES	GR 1	\$ 18.9560	\$ 19.3664	\$ 19.8054	\$ 20.2593	\$ 20.9401	\$ 22.1324	\$ 23.4550	\$ 23.9241	HOURLY
LIBRARY ASST. - CIRCULATION	GR 1	\$ 28.4340	\$ 29.0496	\$ 29.7081	\$ 30.3890	\$ 31.4102	\$ 33.1986	\$ 35.1824	\$ 35.8862	O.T
BI-LINGUAL LIBRARY ASST. - CIRCULATION	GR 1									

PROFESSIONAL CLASSIFICATIONS

PROFESSIONAL III

BRANCH LIBRARIAN (1357)	GR 7	\$ 50,855	\$ 52,199	\$ 54,691	\$ 57,358	\$ 59,319	\$ 62,643	\$ 66,419	\$ 67,747	SALARY
HEACH TECHNICAL SERVICES LIBRARIAN (1365)	GR 8	\$ 1,955.96	\$ 2,007.65	\$ 2,103.50	\$ 2,206.08	\$ 2,281.50	\$ 2,409.35	\$ 2,554.58	\$ 2,605.65	BIWEEKLY
HEAD ADULT SERVICES LIBRARIAN (1364)	GR 8	\$ 27.9423	\$ 28.6807	\$ 30.0500	\$ 31.5154	\$ 32.5929	\$ 34.4193	\$ 36.4940	\$ 37.2236	HOURLY
HEAD CHILDREN'S SERVICES LIBRARIAN (1358)	GR 7	\$ 41.9135	\$ 43.0211	\$ 45.0750	\$ 47.2731	\$ 48.8894	\$ 51.6290	\$ 54.7410	\$ 55.8354	O.T
HEAD CIRCULATION SERVICES LIBRARIAN (1361)	GR 8									

PROFESSIONAL II

ASST. HEAD ADULT SERVICES LIBRARIAN (1353)	GR 6	\$ 45,682	\$ 46,685	\$ 49,070	\$ 51,695	\$ 53,441	\$ 57,151	\$ 60,592	\$ 61,804	SALARY
SENIOR ADMINISTRATIVE ASSISTANT (1356)	GR 6	\$ 1,757.00	\$ 1,795.58	\$ 1,887.31	\$ 1,988.27	\$ 2,055.42	\$ 2,198.12	\$ 2,330.46	\$ 2,377.08	BIWEEKLY
		\$ 25.1000	\$ 25.6511	\$ 26.9616	\$ 28.4039	\$ 29.3631	\$ 31.4017	\$ 33.2923	\$ 33.9583	HOURLY
		\$ 37.6500	\$ 38.4767	\$ 40.4424	\$ 42.6059	\$ 44.0447	\$ 47.1026	\$ 49.9385	\$ 50.9375	O.T

PROFESSIONAL I

CHILDREN'S LIBRARIAN	GR 5	\$ 44,802	\$ 45,806	\$ 48,190	\$ 50,819	\$ 52,530	\$ 55,457	\$ 58,794	\$ 59,970	SALARY
FICTION READER'S ADVISOR	GR 5	\$ 1,723.15	\$ 1,761.77	\$ 1,853.46	\$ 1,954.58	\$ 2,020.38	\$ 2,132.96	\$ 2,261.31	\$ 2,306.54	BIWEEKLY
REFERENCE LIBRARIAN (1352)	GR 5	\$ 24.6164	\$ 25.1681	\$ 26.4780	\$ 27.9226	\$ 28.8626	\$ 30.4709	\$ 32.3044	\$ 32.9506	HOURLY
LITERACY SERVICE COORDINATOR (1370)	GR 5	\$ 36.9246	\$ 37.7522	\$ 39.7170	\$ 41.8839	\$ 43.2940	\$ 45.7064	\$ 48.4566	\$ 49.4259	O.T

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HOURLY

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
ASST. BRANCH SUPERVISOR (1304)	GR 5	22.68	23.18	24.29	25.68	27.32	28.07	29.76	30.36	HOURLY
SENIOR LIBRARY ASSISTANT	GR 4	21.84	22.32	22.80	23.28	24.06	25.43	26.96	27.50	HOURLY
LIBRARY ASSISTANT (1606)	GR 3	18.84	19.25	19.69	20.15	20.83	22.01	23.34	23.81	HOURLY
LIBRARY CLERK (1301)	GR 2	15.80	16.10	16.40	16.70	17.00	17.30	17.80	18.15	HOURLY
LIBRARY PAGE (1300)	GR 1	15.10	15.30	15.50	15.70					HOURLY

*UPDATED 1/1/23 WITH NEW MINIMUM WAGE RATE

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PARA-PROFESSIONAL CLASSIFICATIONS

STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8

PARA-PROFESSIONAL III

ASST. BRANCH SUPERVISOR (1607)	GR 3	\$ 42,113	\$ 43,052	\$ 45,079	\$ 47,666	\$ 50,679	\$ 52,068	\$ 55,195	\$ 56,299	SALARY
ASST. TECHNICAL SERVICE SUPERVISOR (1350)	GR 3	\$ 1,619.73	\$ 1,655.85	\$ 1,733.81	\$ 1,833.31	\$ 1,949.19	\$ 2,002.62	\$ 2,122.88	\$ 2,165.35	BIWEEKLY
ASST. CIRCULATION SERVICE SUPERVISOR (1351)	GR 3	\$ 23.1390	\$ 23.6550	\$ 24.7687	\$ 26.1901	\$ 27.8456	\$ 28.6089	\$ 30.3269	\$ 30.9336	HOURLY
ASST. CHILDREN'S ROOM SUPERVISOR (1781)	GR 3	\$ 34.7084	\$ 35.4825	\$ 37.1530	\$ 39.2852	\$ 41.7684	\$ 42.9134	\$ 45.4903	\$ 46.4004	O.T
ADMINISTRATIVE ASSISTANT (1369)	GR 4									

PARA-PROFESSIONAL II

SR. LIBRARY ASST. TECHNICAL SERVICES (1303)	GR 2	\$ 40,549	\$ 41,440	\$ 42,328	\$ 43,220	\$ 44,670	\$ 47,192	\$ 50,021	\$ 51,023	SALARY
SR. LIBRARY ASST. ADULT SERVICES (1303)	GR 2	\$ 1,559.58	\$ 1,593.85	\$ 1,628.00	\$ 1,662.31	\$ 1,718.08	\$ 1,815.08	\$ 1,923.88	\$ 1,962.42	BIWEEKLY
SR. LIBRARY ASST. CIRCULATION (1303)	GR 2	\$ 22.2797	\$ 22.7693	\$ 23.2571	\$ 23.7473	\$ 24.5440	\$ 25.9297	\$ 27.4840	\$ 28.0346	HOURLY
		\$ 33.4196	\$ 34.1540	\$ 34.8857	\$ 35.6210	\$ 36.8160	\$ 38.8946	\$ 41.2260	\$ 42.0519	O.T

PARA-PROFESSIONAL I

LIBRARY ASST. - BRANCH	GR 1	\$ 35,018	\$ 35,776	\$ 36,587	\$ 37,425	\$ 38,683	\$ 40,885	\$ 43,328	\$ 44,195	SALARY
LIBRARY ASST. - ADULT SERVICES	GR 1	\$ 1,346.85	\$ 1,376.00	\$ 1,407.19	\$ 1,439.42	\$ 1,487.81	\$ 1,572.50	\$ 1,666.46	\$ 1,699.81	BIWEEKLY
LIBRARY ASST. - CHILDREN'S SERVICES	GR 1	\$ 19.2407	\$ 19.6571	\$ 20.1027	\$ 20.5631	\$ 21.2544	\$ 22.4643	\$ 23.8066	\$ 24.2830	HOURLY
LIBRARY ASST. - CIRCULATION	GR 1	\$ 28.8610	\$ 29.4857	\$ 30.1541	\$ 30.8447	\$ 31.8816	\$ 33.6965	\$ 35.7099	\$ 36.4245	O.T
BI-LINGUAL LIBRARY ASST. - CIRCULATION	GR 1									

PROFESSIONAL CLASSIFICATIONS

PROFESSIONAL III

BRANCH LIBRARIAN (1357)	GR 7	\$ 51,618	\$ 52,982	\$ 55,511	\$ 58,218	\$ 60,209	\$ 63,583	\$ 67,415	\$ 68,763	SALARY
HEACH TECHNICAL SERVICES LIBRARIAN (1365)	GR 8	\$ 1,985.31	\$ 2,037.77	\$ 2,135.04	\$ 2,239.15	\$ 2,315.73	\$ 2,445.50	\$ 2,592.88	\$ 2,644.73	BIWEEKLY
HEAD ADULT SERVICES LIBRARIAN (1364)	GR 8	\$ 28.3616	\$ 29.1110	\$ 30.5006	\$ 31.9879	\$ 33.0819	\$ 34.9357	\$ 37.0411	\$ 37.7819	HOURLY
HEAD CHILDREN'S SERVICES LIBRARIAN (1358)	GR 7	\$ 42.5424	\$ 43.6665	\$ 45.7509	\$ 47.9819	\$ 49.6229	\$ 52.4035	\$ 55.5617	\$ 56.6729	O.T
HEAD CIRCULATION SERVICES LIBRARIAN (1361)	GR 8									

PROFESSIONAL II

ASST. HEAD ADULT SERVICES LIBRARIAN (1353)	GR 6	\$ 46,367	\$ 47,385	\$ 49,806	\$ 52,470	\$ 54,243	\$ 58,008	\$ 61,501	\$ 62,731	SALARY
SENIOR ADMINISTRATIVE ASSISTANT (1356)	GR 6	\$ 1,783.35	\$ 1,822.50	\$ 1,915.62	\$ 2,018.08	\$ 2,086.27	\$ 2,231.08	\$ 2,365.42	\$ 2,412.73	BIWEEKLY
		\$ 25.4764	\$ 26.0357	\$ 27.3660	\$ 28.8297	\$ 29.8039	\$ 31.8726	\$ 33.7917	\$ 34.4676	HOURLY
		\$ 38.2146	\$ 39.0536	\$ 41.0490	\$ 43.2445	\$ 44.7059	\$ 47.8089	\$ 50.6876	\$ 51.7014	O.T

PROFESSIONAL I

CHILDREN'S LIBRARIAN	GR 5	\$ 45,474	\$ 46,493	\$ 48,913	\$ 51,581	\$ 53,318	\$ 56,289	\$ 59,676	\$ 60,870	SALARY
FICTION READER'S ADVISOR	GR 5	\$ 1,749.00	\$ 1,788.19	\$ 1,881.27	\$ 1,983.88	\$ 2,050.69	\$ 2,164.96	\$ 2,295.23	\$ 2,341.15	BIWEEKLY
REFERENCE LIBRARIAN (1352)	GR 5	\$ 24.9857	\$ 25.5456	\$ 26.8753	\$ 28.3411	\$ 29.2956	\$ 30.9280	\$ 32.7890	\$ 33.4450	HOURLY
LITERACY SERVICE COORDINATOR (1370)	GR 5	\$ 37.4786	\$ 38.3184	\$ 40.3130	\$ 42.5117	\$ 43.9434	\$ 46.3920	\$ 49.1835	\$ 50.1675	O.T

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1.50%

HOURLY

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
ASST. BRANCH SUPERVISOR (1304)	GR 5	23.02	23.53	24.65	26.07	27.73	28.49	30.21	30.82	HOURLY
SENIOR LIBRARY ASSISTANT	GR 4	22.17	22.65	23.14	23.63	24.42	25.81	27.36	27.91	HOURLY
LIBRARY ASSISTANT (1606)	GR 3	19.12	19.54	19.99	20.45	21.14	22.34	23.69	24.17	HOURLY
LIBRARY CLERK (1301)	GR 2	16.04	16.34	16.65	16.95	17.26	17.56	18.07	18.42	HOURLY
LIBRARY PAGE (1300)	GR 1	15.33	15.53	15.73	15.94					HOURLY

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STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8

PARA-PROFESSIONAL III

ASST. BRANCH SUPERVISOR (1607)	GR 3	\$ 42,745	\$ 43,698	\$ 45,755	\$ 48,381	\$ 51,439	\$ 52,849	\$ 56,023	\$ 57,143	SALARY
ASST. TECHNICAL SERVICE SUPERVISOR (1350)	GR 3	\$ 1,644.04	\$ 1,680.69	\$ 1,759.81	\$ 1,860.81	\$ 1,978.42	\$ 2,032.65	\$ 2,154.73	\$ 2,197.81	BIWEEKLY
ASST. CIRCULATION SERVICE SUPERVISOR (1351)	GR 3	\$ 23.4863	\$ 24.0099	\$ 25.1401	\$ 26.5830	\$ 28.2631	\$ 29.0379	\$ 30.7819	\$ 31.3973	HOURLY
ASST. CHILDREN'S ROOM SUPERVISOR (1781)	GR 3	\$ 35.2295	\$ 36.0149	\$ 37.7102	\$ 39.8745	\$ 42.3947	\$ 43.5569	\$ 46.1729	\$ 47.0959	O.T
ADMINISTRATIVE ASSISTANT (1369)	GR 4									

PARA-PROFESSIONAL II

SR. LIBRARY ASST. TECHNICAL SERVICES (1303)	GR 2	\$ 41,157	\$ 42,062	\$ 42,963	\$ 43,868	\$ 45,340	\$ 47,900	\$ 50,771	\$ 51,788	SALARY
SR. LIBRARY ASST. ADULT SERVICES (1303)	GR 2	\$ 1,582.96	\$ 1,617.77	\$ 1,652.42	\$ 1,687.23	\$ 1,743.85	\$ 1,842.31	\$ 1,952.73	\$ 1,991.85	BIWEEKLY
SR. LIBRARY ASST. CIRCULATION (1303)	GR 2	\$ 22.6137	\$ 23.1110	\$ 23.6060	\$ 24.1033	\$ 24.9121	\$ 26.3187	\$ 27.8961	\$ 28.4550	HOURLY
		\$ 33.9206	\$ 34.6665	\$ 35.4090	\$ 36.1549	\$ 37.3682	\$ 39.4780	\$ 41.8442	\$ 42.6824	O.T

PARA-PROFESSIONAL I

LIBRARY ASST. - BRANCH	GR 1	\$ 35,543	\$ 36,313	\$ 37,136	\$ 37,986	\$ 39,263	\$ 41,498	\$ 43,978	\$ 44,858	SALARY
LIBRARY ASST. - ADULT SERVICES	GR 1	\$ 1,367.04	\$ 1,396.65	\$ 1,428.31	\$ 1,461.00	\$ 1,510.12	\$ 1,596.08	\$ 1,691.46	\$ 1,725.31	BIWEEKLY
LIBRARY ASST. - CHILDREN'S SERVICES	GR 1	\$ 19.5291	\$ 19.9521	\$ 20.4044	\$ 20.8714	\$ 21.5731	\$ 22.8011	\$ 24.1637	\$ 24.6473	HOURLY
LIBRARY ASST. - CIRCULATION	GR 1	\$ 29.2937	\$ 29.9282	\$ 30.6066	\$ 31.3071	\$ 32.3597	\$ 34.2017	\$ 36.2456	\$ 36.9710	O.T
BI-LINGUAL LIBRARY ASST. - CIRCULATION	GR 1									

PROFESSIONAL CLASSIFICATIONS

PROFESSIONAL III

BRANCH LIBRARIAN (1357)	GR 7	\$ 52,392	\$ 53,777	\$ 56,344	\$ 59,091	\$ 61,112	\$ 64,537	\$ 68,426	\$ 69,794	SALARY
HEACH TECHNICAL SERVICES LIBRARIAN (1365)	GR 8	\$ 2,015.08	\$ 2,068.35	\$ 2,167.08	\$ 2,272.73	\$ 2,350.46	\$ 2,482.19	\$ 2,631.77	\$ 2,684.38	BIWEEKLY
HEAD ADULT SERVICES LIBRARIAN (1364)	GR 8	\$ 28.7869	\$ 29.5479	\$ 30.9583	\$ 32.4676	\$ 33.5780	\$ 35.4599	\$ 37.5967	\$ 38.3483	HOURLY
HEAD CHILDREN'S SERVICES LIBRARIAN (1358)	GR 7	\$ 43.1804	\$ 44.3219	\$ 46.4375	\$ 48.7014	\$ 50.3671	\$ 53.1899	\$ 56.3951	\$ 57.5225	O.T
HEAD CIRCULATION SERVICES LIBRARIAN (1361)	GR 8									

PROFESSIONAL II

ASST. HEAD ADULT SERVICES LIBRARIAN (1353)	GR 6	\$ 47,063	\$ 48,096	\$ 50,553	\$ 53,257	\$ 55,057	\$ 58,878	\$ 62,424	\$ 63,672	SALARY
SENIOR ADMINISTRATIVE ASSISTANT (1356)	GR 6	\$ 1,810.12	\$ 1,849.85	\$ 1,944.35	\$ 2,048.35	\$ 2,117.58	\$ 2,264.54	\$ 2,400.92	\$ 2,448.92	BIWEEKLY
		\$ 25.8589	\$ 26.4264	\$ 27.7764	\$ 29.2621	\$ 30.2511	\$ 32.3506	\$ 34.2989	\$ 34.9846	HOURLY
		\$ 38.7884	\$ 39.6396	\$ 41.6646	\$ 43.8932	\$ 45.3767	\$ 48.5259	\$ 51.4484	\$ 52.4769	O.T

PROFESSIONAL I

CHILDREN'S LIBRARIAN	GR 5	\$ 46,156	\$ 47,190	\$ 49,647	\$ 52,355	\$ 54,118	\$ 57,133	\$ 60,571	\$ 61,783	SALARY
FICTION READER'S ADVISOR	GR 5	\$ 1,775.23	\$ 1,815.00	\$ 1,909.50	\$ 2,013.65	\$ 2,081.46	\$ 2,197.42	\$ 2,329.65	\$ 2,376.27	BIWEEKLY
REFERENCE LIBRARIAN (1352)	GR 5	\$ 25.3604	\$ 25.9286	\$ 27.2786	\$ 28.7664	\$ 29.7351	\$ 31.3917	\$ 33.2807	\$ 33.9467	HOURLY
LITERACY SERVICE COORDINATOR (1370)	GR 5	\$ 38.0406	\$ 38.8929	\$ 40.9179	\$ 43.1496	\$ 44.6027	\$ 47.0876	\$ 49.9211	\$ 50.9201	O.T

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		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	
ASST. BRANCH SUPERVISOR (1304)	GR 5	23.37	23.88	25.02	26.46	28.15	28.92	30.66	31.28	HOURLY
SENIOR LIBRARY ASSISTANT	GR 4	22.50	22.99	23.49	23.98	24.79	26.20	27.77	28.33	HOURLY
LIBRARY ASSISTANT (1606)	GR 3	19.41	19.83	20.29	20.76	21.46	22.68	24.05	24.53	HOURLY
LIBRARY CLERK (1301)	GR 2	16.28	16.59	16.90	17.20	17.52	17.82	18.34	18.70	HOURLY
LIBRARY PAGE (1300)	GR 1	15.56	15.76	15.97	16.18					HOURLY

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