

BAKER COUNTY LIBRARY DISTRICT
 Standardized Wage Scale Fiscal Year 2026-2027

BCLD WAGE SCALE, FY2026-27

\$29,602

3.60% ## State incr 3.56%

State rate (non-urban) \$14.55

Prior Year \$14.05

CURRENT OREGON MINIMUM WAGE

Range	Step	Annual	Monthly Salary	Hourly Rate
Library Assistant II - Public Services				
4	1	30,668	2555.64	14.74
4	2	32,201	2683.42	15.48
4	3	33,811	2817.59	16.26
4	4	35,502	2958.47	17.07
4	5	37,277	3106.40	17.92
Library Assistant III / Branch				
5	1	32,201	2683.42	15.48
5	2	33,811	2817.59	16.26
5	3	35,502	2958.47	17.07
5	4	37,277	3106.40	17.92
5	5	39,141	3261.72	18.82
Library Technician I				
6	1	33,811	2817.59	16.26
6	2	35,502	2958.47	17.07
6	3	37,277	3106.40	17.92
6	4	39,141	3261.72	18.82
6	5	41,098	3424.80	19.76
Library Technician II				
7	1	35,502	2958.47	17.07
7	2	37,277	3106.40	17.92
7	3	39,141	3261.72	18.82
7	4	41,098	3424.80	19.76
7	5	43,152	3596.04	20.75
Library Technician III				
8	1	37,277	3106.40	17.92
8	2	39,141	3261.72	18.82
8	3	41,098	3424.80	19.76
8	4	43,152	3596.04	20.75
8	5	45,310	3775.84	21.78
Library Associate I				
9	1	39,141	3261.72	18.82
9	2	41,098	3424.80	19.76
9	3	43,152	3596.04	20.75
9	4	45,310	3775.84	21.78
9	5	47,576	3964.64	22.87
Library Associate II				
10	1	41,098	3424.80	19.76
10	2	43,152	3596.04	20.75
10	3	45,310	3775.84	21.78
10	4	47,576	3964.64	22.87

<i>Range</i>	<i>Step</i>	<i>Annual</i>	<i>Monthly Salary</i>	<i>Hourly Rate</i>
10	5	49,954	4162.87	24.02
Librarian I				
11	1	43,152	3596.04	20.75
11	2	45,310	3775.84	21.78
11	3	47,576	3964.64	22.87
11	4	49,954	4162.87	24.02
11	5	52,452	4371.01	25.22
Librarian II				
12	1	45,310	3775.84	21.78
12	2	47,576	3964.64	22.87
12	3	49,954	4162.87	24.02
12	4	52,452	4371.01	25.22
12	5	55,075	4589.56	26.48
Admin I				
13	1	47,576	3964.64	22.87
13	2	49,954	4162.87	24.02
13	3	52,452	4371.01	25.22
13	4	55,075	4589.56	26.48
13	5	57,828	4819.04	27.80
Admin II				
14	1	49,954	4162.87	24.02
14	2	52,452	4371.01	25.22
14	3	55,075	4589.56	26.48
14	4	57,828	4819.04	27.80
14	5	60,720	5059.99	29.19
Admin III				
15	1	52,452	4371.01	25.22
15	2	55,075	4589.56	26.48
15	3	57,828	4819.04	27.80
15	4	60,720	5059.99	29.19
15	5	63,756	5312.99	30.65
Admin IV				
16	1	55,075	4589.56	26.48
16	2	57,828	4819.04	27.80
16	3	60,720	5059.99	29.19
16	4	63,756	5312.99	30.65
16	5	66,944	5578.64	32.18
Admin V				
17	1	57,828	4819.04	27.80
17	2	60,720	5059.99	29.19
17	3	63,756	5312.99	30.65
17	4	66,944	5578.64	32.18
17	5	70,291	5857.57	33.79
Admin VI				
18	1	60,720	5059.99	29.19
18	2	63,756	5312.99	30.65
18	3	66,944	5578.64	32.18
18	4	70,291	5857.57	33.79
18	5	73,805	6150.45	35.48
Admin VII - TECHNOLOGY SYSTEM MANAGER ADMIN				

<i>Range</i>	<i>Step</i>	<i>Annual</i>	<i>Monthly Salary</i>	<i>Hourly Rate</i>
19	1	63,756	5312.99	30.65
19	2	66,944	5578.64	32.18
19	3	70,291	5857.57	33.79
19	4	73,805	6150.45	35.48
19	5	77,496	6457.97	37.26
19-5	reduced hours salary	61,997	5166.38	37.26

Admin VIII

20	1	70,291	5857.57	33.79
20	2	73,805	6150.45	35.48
20	3	77,496	6457.97	37.26
20	4	81,370	6780.87	39.12
20	5	85,439	7119.92	41.08

Admin IX - SAGE LIBRARY SYSTEM ADMIN

21	1
21	2
21	3
21	4
21	5

NOTES ON CHANGES from prior fiscal years:

Removed Range 1 and 2 - historically not used and not in compliance

Removed Non-PERS rate column; move those in that range to PERS, now all on same scale

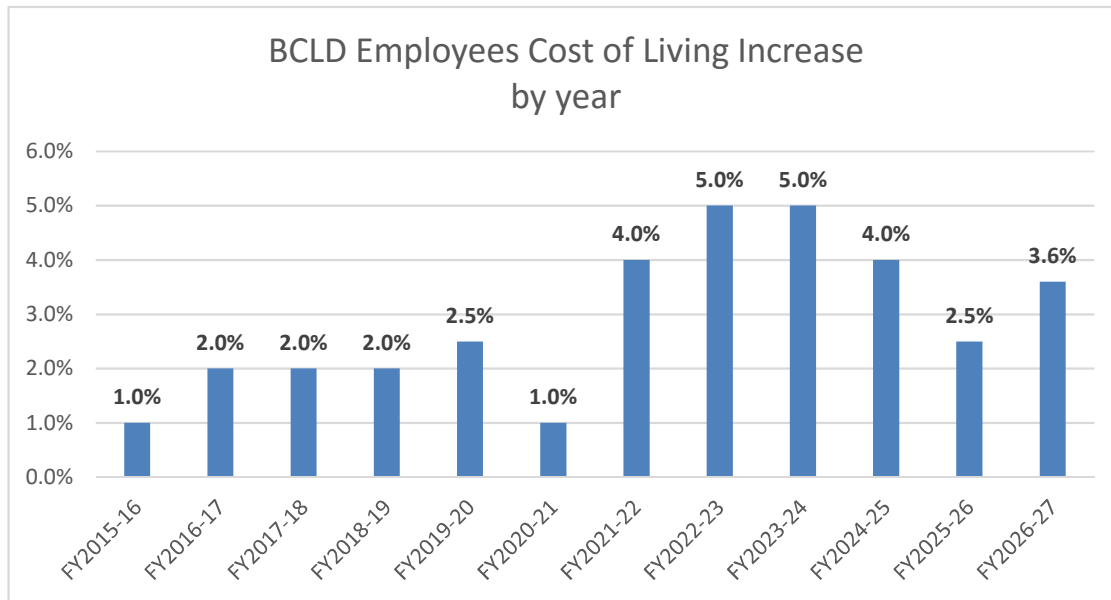
The purpose of these changes is to move toward a uniform classification

3/23/2026 - FY2026-27 Removed Range 3 - no longer using; leave numbering the same per Director

Cost of Living Increase (COLI) History:

FY2015-16	1.0%
FY2016-17	2.0%
FY2017-18	2.0%
FY2018-19	2.0%
FY2019-20	2.5%
FY2020-21	1.0%
FY2021-22	4.0%
FY2022-23	5.0%
FY2023-24	5.0%
FY2024-25	4.0%
FY2025-26	2.5%

FY2026-27 3.6% Proposed



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							Executive Director, Perry Stokes; DOH 4/23/2007	
D	1	\$54,080 7.715% *	\$4,506.67	\$26.00					FY 2007-08 Starting salary (*Mgmt Step increase % as approved by board)	1 year at D-1
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 only @2%	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 2.5%	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 only 2.5% for director	Step D-5 @ 7/01/2023
D	5				2.0%	\$92,606	\$7,717.20	\$44.52	FY 2024-25 at top of scale, COLI 2.0%	Step D-5 @ 7/01/2024
D	5				1.0%	\$93,533	\$7,794.38	\$44.97	FY 2025-26 at top of scale, COLI 1.0% for director	Step D-5 @ 7/01/2024
D	5				1.8%	\$95,216	\$7,934.68	\$45.78	FY 2026-27 at top of scale, COLI 50% for director of staff rate	Step D-5 @ 7/01/2024

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)