

EXHIBIT A**Library Assistant - Part Time**

		1.50%	2.25%	2.00%	2.00%
		2021	2022	2023	2024
START		16.00	16.36	16.69	17.03
STEP 1		16.27	16.63	16.97	17.30
STEP 2		16.54	16.91	17.25	17.60
STEP 3		16.80	17.18	17.52	17.88
STEP 4		17.08	17.46	17.81	18.17
STEP 5		17.34	17.73	18.08	18.45
STEP 6		17.61	18.01	18.37	18.74
STEP 7		17.87	18.28	18.64	19.02

Sr Library Assistant - Part Time

		1.50%	2.25%	2.00%	2.00%
		2021	2022	2023	2024
START		19.07	19.50	19.89	20.29
STEP 1		19.67	20.11	20.52	20.93
STEP 2		20.28	20.74	21.15	21.58
STEP 3		20.88	21.35	21.78	22.21
STEP 4		21.49	21.97	22.41	22.86
STEP 5		22.11	22.61	23.06	23.52
STEP 6		22.71	23.22	23.68	24.16
STEP 7		23.32	23.84	24.32	24.81
STEP 8		23.93	24.47	24.96	25.45
STEP 9		24.53	25.08	25.58	26.09
STEP 10		25.15	25.71	26.23	26.75
STEP 11		25.75	26.32	26.85	27.39
STEP 12		26.35	26.95	27.49	28.04
STEP 13		26.96	27.57	28.12	28.69
STEP 14		27.56	28.18	28.75	29.32
STEP 15		28.17	28.81	29.38	29.97
STEP 16		28.79	29.44	30.03	30.63

Supervising Library Assistant - Part Time

		2.00%	2.00%
	2022	2023	2024
START	23	23.46	23.93
STEP 1	23.6	24.07	24.55
STEP 2	24.2	24.68	25.18
STEP 3	24.8	25.30	25.80
STEP 4	25.4	25.91	26.43
STEP 5	26	26.52	27.05
STEP 6	26.65	27.18	27.73
STEP 7	27.3	27.85	28.40
STEP 8	27.95	28.51	29.08
STEP 9	28.6	29.17	29.76
STEP 10	29.25	29.84	30.43
STEP 11	30	30.60	31.21
STEP 12	30.7	31.31	31.94
STEP 13	31.4	32.03	32.67
STEP 14	32.35	33.00	33.66
STEP 15	33.05	33.71	34.39
STEP 16	33.75	34.43	35.11

Library Assistant					
Full Time		1.50%	2.25%	2.00%	2.00%
		2021	2022	2023	2024
START		29,767	30,437	31,046	31,666
STEP 1		30,739	31,431	32,059	32,700
STEP 2		31,711	32,425	33,073	33,735
STEP 3		32,681	33,416	34,085	34,766
STEP 4		33,653	34,410	35,098	35,800

Senior Library Assistant

Full Time		1.50%	2.25%	2.00%	2.00%
		2021	2022	2023	2024
START		35,393	36,190	36,913	37,652
STEP 1		36,486	37,307	38,053	38,814
STEP 2		37,579	38,424	39,193	39,977
STEP 3		38,672	39,542	40,333	41,139
STEP 4		39,765	40,659	41,473	42,302
STEP 5		40,859	41,778	42,613	43,466
STEP 6		41,951	42,895	43,753	44,628
STEP 7		43,044	44,013	44,893	45,791
STEP 8		44,137	45,130	46,033	46,954
STEP 9		45,230	46,248	47,173	48,116
STEP 10		46,323	47,365	48,313	49,279
STEP 11		47,539	48,608	49,581	50,572
STEP 12		48,632	49,726	50,720	51,735
STEP 13		49,725	50,843	51,860	52,897
STEP 14		50,817	51,961	53,000	54,060
STEP 15		51,910	53,078	54,140	55,223
STEP 16		53,246	54,444	55,533	56,643
STEP 17		54,339	55,561	56,673	57,806
STEP 18		55,555	56,805	57,941	59,099
STEP 19		56,890	58,170	59,334	60,520
STEP 20		58,227	59,537	60,728	61,942
STEP 21		60,130	61,483	62,712	63,967

Information Assistant - Part Time

			1.50%	2.25%	2.00%	2.00%
			2021	2022	2023	2024
START			19.07	19.50	19.89	20.29
STEP 1			19.67	20.11	20.52	20.93
STEP 2			20.28	20.74	21.15	21.58
STEP 3			20.88	21.35	21.78	22.21
STEP 4			21.49	21.97	22.41	22.86
STEP 5			22.11	22.61	23.06	23.52
STEP 6			22.71	23.22	23.68	24.16
STEP 7			23.32	23.84	24.32	24.81
STEP 8			23.93	24.47	24.96	25.45
STEP 9			24.53	25.08	25.58	26.09
STEP 10			25.15	25.71	26.23	26.75
STEP 11			25.75	26.33	26.86	27.39
STEP 12			26.35	26.95	27.49	28.04
STEP 13			26.96	27.57	28.12	28.69
STEP 14			27.56	28.18	28.75	29.32
STEP 15			28.17	28.81	29.38	29.97
STEP 16			28.79	29.44	30.03	30.63
STEP 17			29.39	30.05	30.65	31.27
STEP 18			30.22	30.90	31.52	32.15
STEP 19			30.82	31.51	32.14	32.79
STEP 20			31.41	32.12	32.76	33.41
STEP 21			32.01	32.73	33.38	34.05

**Information Assistant
Full
Time**

		2.00%	2.00%
	NEW	2022	2023 2024
START	TITLE	35,799	36,515 37,245
STEP 1		36,909	37,647 38,400
STEP 2		38,001	38,761 39,536
STEP 3		39,111	39,893 40,691
STEP 4		40,240	41,045 41,866
STEP 5		41,332	42,159 43,002
STEP 6		42,442	43,291 44,157
STEP 7		43,559	44,430 45,319
STEP 8		44,644	45,537 46,448
STEP 9		45,773	46,688 47,622
STEP 10		46,865	47,802 48,758
STEP 11		47,957	48,916 49,894
STEP 12		49,067	50,048 51,049
STEP 13		50,159	51,162 52,185
STEP 14		51,269	52,294 53,340
STEP 15		52,397	53,445 54,514
STEP 16		53,489	54,559 55,650
STEP 17		55,000	56,100 57,222
STEP 18		56,092	57,214 58,358
STEP 19		57,166	58,309 59,476
STEP 20		58,258	59,423 60,612
STEP 21		59,350	60,537 61,748

Library Clerk/Driver - Part Time

		2.00%	2.00%	NEW TITLE
	2022	2023	2024	
START	21	21.42	21.85	
STEP 1	21.6	22.03	22.47	
STEP 2	22.25	22.70	23.15	
STEP 3	23	23.46	23.93	
STEP 4	23.6	24.07	24.55	
STEP 5	24.2	24.68	25.18	
STEP 6	24.8	25.30	25.80	
STEP 7	25.4	25.91	26.43	
STEP 8	26	26.52	27.05	
STEP 9	26.65	27.18	27.73	
STEP 10	27.3	27.85	28.40	
STEP 11	27.95	28.51	29.08	
STEP 12	28.6	29.17	29.76	
STEP 13	29.25	29.84	30.43	
STEP 14	30	30.60	31.21	
STEP 15	30.7	31.31	31.94	
STEP 16	31.4	32.03	32.67	
STEP 17	32.35	33.00	33.66	
STEP 18	33.05	33.71	34.39	
STEP 19	33.75	34.43	35.11	

Maintenance - Part Time

		1.50%	2.25%	2.00%	2.00%
		2021	2022	2023	2024
START		16.25	16.61	16.94	17.28
STEP 1		16.51	16.88	17.22	17.56
STEP 2		16.79	17.17	17.51	17.86
STEP 3		17.06	17.44	17.79	18.14
STEP 4		17.33	17.72	18.07	18.43
STEP 5		17.60	18.00	18.36	18.72
STEP 6		17.87	18.28	18.64	19.02
STEP 7		18.14	18.55	18.92	19.29

Sr. Maintenance - Part Time

		2.25%	2.00%	2.00%
	2021	2022	2023	2024
START	19.43	19.87	20.26	20.67
STEP 1	19.70	20.15	20.55	20.96
STEP 2	20.09	20.54	20.95	21.37
STEP 3	20.37	20.82	21.24	21.66
STEP 4	20.64	21.10	21.52	21.96
STEP 5	20.90	21.37	21.80	22.23
STEP 6	21.17	21.65	22.08	22.53
STEP 7	21.45	21.93	22.37	22.82
STEP 8	21.72	22.21	22.65	23.10
STEP 9	21.99	22.48	22.93	23.39
STEP 10	22.26	22.76	23.21	23.68
STEP 11	22.53	23.03	23.50	23.97
STEP 12	22.80	23.31	23.78	24.25
STEP 13	23.07	23.59	24.06	24.54
STEP 14	23.34	23.86	24.34	24.83
STEP 15	23.61	24.14	24.62	25.11
STEP 16	23.88	24.42	24.91	25.40

Maintenance**Full****Time****1.50%****2.25%****2.00%****2.00%**

		2021	2022	2023	2024
START		40,409	41,318	42,144	42,987
STEP 1		41,457	42,389	43,237	44,102
STEP 2		42,504	43,461	44,330	45,216
STEP 3		43,552	44,532	45,422	46,331
STEP 4		44,601	45,604	46,516	47,447

Senior Maintenance				
Full		2.25%	2.00%	2.00%
Time	2021	2022	2023	2024
START	47,744	48,818	49,794	50,790
STEP 1	48,791	49,889	50,887	51,905
STEP 2	49,839	50,960	51,980	53,019
STEP 3	50,888	52,033	53,073	54,135
STEP 4	51,935	53,104	54,166	55,249
STEP 5	52,983	54,175	55,259	56,364
STEP 6	54,031	55,247	56,351	57,478
STEP 7	55,079	56,318	57,445	58,594
STEP 8	56,127	57,390	58,538	59,708
STEP 9	57,175	58,461	59,631	60,823
STEP 10	58,223	59,533	60,724	61,938
STEP 11	59,271	60,605	61,817	63,053
STEP 12	60,319	61,676	62,910	64,168
STEP 13	61,367	62,748	64,003	65,283
STEP 14	62,415	63,819	65,096	66,398
STEP 15	63,463	64,891	66,189	67,513
STEP 16	64,511	65,962	67,282	68,627
STEP 17	65,559	67,034	68,375	69,742
STEP 18	66,607	68,106	69,468	70,857
STEP 19	67,655	69,177	70,561	71,972

Social Worker – Part Time

	1.50%	2.25%	2.00%	2.00%
	2021	2022	2023	2024
START	29.51	30.17	30.77	31.39
STEP 1	30.01	30.69	31.30	31.93
STEP 2	30.52	31.20	31.83	32.46
STEP 3	31.02	31.72	32.35	33.00
STEP 4	31.54	32.25	32.89	33.55
STEP 5	32.04	32.76	33.42	34.08

Sr Social Worker – Part Time

	1.50%	2.25%	2.00%	2.00%
	2021	2022	2023	2024
START	33.83	34.59	35.28	35.98
STEP 1	34.48	35.25	35.96	36.68
STEP 2	35.11	35.90	36.62	37.35
STEP 3	35.74	36.54	37.27	38.02
STEP 4	36.37	37.19	37.93	38.69
STEP 5	37.00	37.83	38.59	39.36
STEP 6	37.65	38.50	39.27	40.05
STEP 7	38.28	39.14	39.93	40.72
STEP 8	38.91	39.79	40.58	41.40
STEP 9	39.54	40.43	41.24	42.07
STEP 10	40.18	41.09	41.91	42.75
STEP 11	40.81	41.73	42.57	43.42
STEP 12	41.46	42.39	43.24	44.10
STEP 13	42.10	43.04	43.90	44.78
STEP 14	42.73	43.69	44.56	45.45
STEP 15	43.80	44.78	45.68	46.59

Librarian – Part Time

				1.50%	2.25%	2.00%	2.00%
				2021	2022	2023	2024
START				29.51	30.17	30.77	31.39
STEP 1				30.01	30.69	31.30	31.93
STEP 2				30.52	31.20	31.83	32.46
STEP 3				31.02	31.72	32.35	33.00
STEP 4				31.54	32.25	32.89	33.55
STEP 5				32.04	32.76	33.42	34.08

Sr Librarian – Part Time

				1.50%	2.25%	2.00%	2.00%
				2021	2022	2023	2024
START				33.83	34.59	35.28	35.98
STEP 1				34.48	35.25	35.96	36.68
STEP 2				35.11	35.90	36.62	37.35
STEP 3				35.74	36.54	37.27	38.02
STEP 4				36.37	37.19	37.93	38.69
STEP 5				37.00	37.83	38.59	39.36
STEP 6				37.65	38.50	39.27	40.05
STEP 7				38.28	39.14	39.93	40.72
STEP 8				38.91	39.79	40.58	41.40
STEP 9				39.54	40.43	41.24	42.07
STEP 10				40.18	41.09	41.91	42.75
STEP 11				40.81	41.73	42.57	43.42
STEP 12				41.46	42.39	43.24	44.10
STEP 13				42.10	43.04	43.90	44.78
STEP 14				42.73	43.69	44.56	45.45
STEP 15				43.80	44.78	45.68	46.59

Principal Librarian Full Time			1.50%	2.25%	2.00%	2.00%
			2021	2022	2023	2024
START			61,798	63,188		
STEP 1			62,940	64,356	ELIMINATE THESE STEPS	
STEP 2			64,082	65,524		
STEP 3 0			65,224	66,692	68,026	69,386
STEP 4 1			66,368	67,861	69,218	70,602
STEP 5 2			67,511	69,030	70,411	71,819
STEP 6 3			68,653	70,198	71,602	73,034
STEP 7 4			69,797	71,367	72,794	74,250
STEP 8 5			70,939	72,535	73,986	75,465
STEP 9 6			72,081	73,703	75,177	76,680
STEP 10 7			73,351	75,002	76,502	78,032
STEP 11 8			74,493	76,169	77,692	79,246
STEP 12 9			75,636	77,338	78,885	80,462
STEP 13 10			76,779	78,507	80,077	81,679
STEP 14 11			77,922	79,675	81,268	82,894
STEP 15 12			79,826	81,622	83,254	84,919
STEP 16 13			81,821	83,662	85,335	87,042
STEP 17 14			83,867	85,754	87,469	89,219
STEP 18 15			85,964	87,898	89,656	91,449
STEP 19 16			88,758	90,755	92,570	94,421
INCREMENT			1,500			
STEP 17			90,258	92,289	94,134	96,017
STEP 18			91,758	93,822	95,699	97,613
STEP 19			93,258	95,356	97,263	99,208

Librarian							
Full Time				1.50%	2022	2.00%	2.00%
				2021	NJLA Min	2023	2024
START				56,214	57,945	59,104	60,286
STEP 1				57,484	59,145	60,328	61,534
STEP 2				58,753	60,345	61,552	62,783

Senior Librarian							
Full Time				1.50%	2.25%	2.00%	2.00%
				2021	2022	2023	2024
START				61,798	63,188	64,452	65,741
STEP 1				62,940	64,356	65,643	66,956
STEP 2				64,082	65,524	66,834	68,171
STEP 3				65,224	66,692	68,026	69,386
STEP 4				66,368	67,861	69,218	70,602
STEP 5				67,511	69,030	70,411	71,819
STEP 6				68,653	70,198	71,602	73,034
STEP 7				69,797	71,367	72,794	74,250
STEP 8				70,939	72,535	73,986	75,465
STEP 9				72,081	73,703	75,177	76,680
STEP 10				73,351	75,002	76,502	78,032
STEP 11				74,493	76,169	77,692	79,246
STEP 12				75,636	77,338	78,885	80,462
STEP 13				76,779	78,507	80,077	81,679
STEP 14				77,922	79,675	81,268	82,894
STEP 15				79,826	81,622	83,254	84,919
STEP 16				80,968	82,790	84,446	86,134
STEP 17				82,111	83,958	85,638	87,350

Network Librarian

Full Time		1.50%	2.00%	2.00%
		2021	2022	2023
		2024		
START		58,753	60,445	61,654
STEP 1		60,022	61,695	62,929
STEP 2		61,292	62,945	64,204
				65,488

Senior Network Librarian

Full Time		1.50%	2.25%	2.00%	2.00%
		2021	2022	2023	2024
START		64,225	65,673	66,986	68,326
STEP 1		65,367	66,841	68,177	69,541
STEP 2		66,510	68,009	69,369	70,756
STEP 3		67,653	69,178	70,561	71,972
STEP 4		68,795	70,346	71,753	73,188
STEP 5		69,937	71,514	72,944	74,403
STEP 6		71,082	72,684	74,138	75,620
STEP 7		72,224	73,852	75,329	76,835
STEP 8		73,366	75,020	76,520	78,051
STEP 9		74,508	76,188	77,712	79,266
STEP 10		75,652	77,357	78,904	80,482
STEP 11		76,922	78,656	80,229	81,834
STEP 12		78,064	79,824	81,421	83,049
STEP 13		79,207	80,992	82,612	84,264
STEP 14		80,349	82,160	83,803	85,479
STEP 15		82,253	84,107	85,789	87,505

Network Administrator		1.50%	2.25%	2.00%	2.00%
Full Time		2021	2022	2023	2024
START		67,852	69,379	ELIMINATE THESE STEPS	
STEP 1		69,103	70,658		
STEP 2		70,342	71,925		
STEP 3 0		71,605	73,216	74,680	76,174
STEP 4 1		72,855	74,495	75,985	77,504
STEP 5 2		74,108	75,776	77,291	78,837
STEP 6 3		75,359	77,054	78,595	80,167
STEP 7 4		76,610	78,334	79,901	81,499
STEP 8 5		77,861	79,612	81,205	82,829
STEP 9 6		79,112	80,892	82,510	84,160
STEP 10 7		80,613	82,427	84,075	85,757
STEP 11 8		81,865	83,707	85,381	87,089
STEP 12 9		83,116	84,986	86,686	88,419
STEP 13 10		84,367	86,266	87,991	89,751
STEP 14 11		85,618	87,544	89,295	91,081
STEP 15 12		87,118	89,079	90,860	92,677
STEP 16 13		88,370	90,358	92,166	94,009
STEP 17 14		89,621	91,637	93,470	95,339
STEP 18 15		90,873	92,918	94,776	96,672
STEP 19 16		93,499	95,603	97,515	99,465
INCREMENT		1,250			
STEP 17		94,749	96,881	98,819	100,795
STEP 19		95,999	98,159	100,122	102,125
STEP 19		97,249	99,437	101,426	103,455

Supervisor		1.50%	2.25%	2.00%	2.00%
Full Time		2021	2022	2023	2024
START	52,780	53,968	ELIMINATE THESE STEPS		
STEP 1	54,134	55,352			
STEP 2	55,487	56,736			
STEP 3	56,841	58,120			
STEP 4 0	58,194	59,504	60,694	61,908	
STEP 5 1	59,548	60,888	62,105	63,347	
STEP 6 2	60,900	62,270	63,516	64,786	
STEP 7 3	62,254	63,654	64,927	66,226	
STEP 8 4	63,607	65,038	66,339	67,666	
STEP 9 5	64,961	66,422	67,751	69,106	
STEP 10 6	66,314	67,806	69,162	70,545	
STEP 11 7	67,668	69,190	70,574	71,985	
STEP 12 8	69,021	70,574	71,985	73,425	
STEP 13 9	70,374	71,958	73,397	74,865	
STEP 14 10	71,727	73,341	74,808	76,304	
STEP 15 11	73,080	74,725	76,219	77,744	
STEP 16 12	74,434	76,109	77,631	79,183	
STEP 17 13	75,787	77,493	79,042	80,623	
INCREMENT		1,300			
STEP 14	77,087	78,822	80,398	82,006	
STEP 15	78,387	80,151	81,754	83,389	
STEP 16	79,687	81,480	83,110	84,772	

Department Head				
Full Time	1.50%	2.25%	2.00%	2.00%
	2021	2022	2023	2024
START	66,211	67,701		
STEP 1	67,482	69,000	ELIMINATE THESE STEPS	
STEP 2	68,750	70,297		
STEP 3 0	70,020	71,596	73,028	74,488
STEP 4 1	71,290	72,894	74,352	75,839
STEP 5 2	72,560	74,193	75,677	77,190
STEP 6 3	73,829	75,490	77,000	78,540
STEP 7 4	75,099	76,789	78,325	79,891
STEP 8 5	76,368	78,087	79,648	81,241
STEP 9 6	77,639	79,386	80,973	82,593
STEP 10 7	79,163	80,944	82,563	84,214
STEP 11 8	80,432	82,242	83,887	85,564
STEP 12 9	81,830	83,671	85,344	87,051
STEP 13 10	83,098	84,968	86,667	88,400
STEP 14 11	84,368	86,267	87,992	89,752
STEP 15 12	85,892	87,825	89,581	91,373
STEP 16 13	87,162	89,123	90,905	92,723
STEP 17 14	88,430	90,420	92,228	94,073
STEP 18 15	89,700	91,719	93,553	95,424
STEP 19 16	92,367	94,446	96,335	98,261
INCREMENT	1,500			
STEP 17	93,867	95,979	97,899	99,857
STEP 18	95,367	97,513	99,463	101,453
STEP 19	96,867	99,047	101,028	103,048

103.88%