



Wages and Benefits

Adopted 6/21/2022

FTE= Full Time Employee 32 + hours wkly, PTE= Part Time Employee under 32 hours wkly
PTO=Paid Time Off, HRA=Health Reimbursement Account, IRA=Individual Retirement Account

1. PTE- No degree or certification

- 1 year \$8-\$10 hourly, 20 PTO hours
- 2-5 years \$8-\$10, 40 PTO hours
- 5+ years \$10-\$12 hourly, 80 PTO hours
- 10+ years \$10-\$12, 100 PTO hours
- 15 + years \$13-\$15, 120 PTO hours
- 20+ years \$13-\$15 hourly, 140 PTO hours

2. PTE- Degree and/or certification

- 1 year \$8-\$10, 40 PTO hours
- 2-5 years \$10-\$12, 80 PTO hours
- 5+ years \$12-\$14, 100 PTO hours
- 10+ years \$14-\$15 120 PTO hours
- 15+ years \$15- \$16, 140 PTO hours
- 20+ years \$16-\$18, 160 PTO hours

Permanent PTE may receive partial benefits as FTE.

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3. FTE- No degree or certification

Same as PTE- No degree or certification with full health, dental, vision, and life insurance coverage, 3% matching IRA and a HRA account.
If not certified within 5 years, termination.

4. FTE /No degree/ has library certification

Full health, dental, vision, and life insurance coverage, and a HRA account.

1+ years \$8-\$10 hourly, 100 PTO hours, 3% matching IRA
5+ years \$10-\$12 hourly, 120 PTO hours, 3% matching IRA
10+ years \$10-\$12 hourly, 140 PTO hours, 3% matching IRA
15+ years \$12-\$14 hourly, 150 PTO hours, 3% matching IRA
20+ years \$14-\$18 hourly, 160 PTO hours, 3% matching IRA

5. FTE/Degree/No Certification

\$10-\$12 hourly, 120 PTO hours, 3% matching IRA, Health, Dental, Vision, & Life Insurance, HRA
If not certified within 5 years, termination.

6. FTE/Degree/Certification

Full health, dental, vision, and life insurance coverage, and a HRA account

1+ years- \$10 hourly, 120 PTO hours, 3 % matching IRA
5+ years- \$10-\$12 hourly, 130 PTO hours, 3% matching IRA
10+ years- \$12-\$14 hourly, 140 PTO hours, 3% matching IRA
15+years- \$14-\$16 hourly, 150 PTO hours, 3% matching IRA
20+ years- \$16-\$20 hourly, 160 PTO hours, 3% matching IRA

Administrative salary, wages, and benefits are set by the GCPL Board.

Starting at \$18-\$25 hourly wage or a yearly salary.
Full health, dental, vision, and life insurance coverage, HRA account, 160 PTO hours
3% matching IRA