



DOWNTOWN • 610 Quincy St. Rapid City, SD 57701 • (605) 394-6139 or (605) 394-4171
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Date: June 21, 2016
To: RCPL Board of Trustees
From: Maryanne Rohrer, Policy Committee Chair
Re: Authorization for Pay

Date: June 21, 2016
To: Maryanne Rohrer, Policy Committee Chair
From: Jim McShane, Library Director
Re: Authorization for Pay

Motion: Move to authorize the promotion of Jennifer Read to Grade 16, Step 2 of the City's non-union payscale effective June 12, 2016.

Background:

According to the City's Non Union Employee Guide:

Transfer, Promotion, or Reclassification: If an employee is promoted or transfers to a grade that is higher than his or her current grade, the employee will be placed on the wage scale at a step within the appropriate grade that provides the closest to a ten percent (10%) increase in pay.

This would place Jennifer Read at Grade 16, Step 1 on the pay scale. However, given Jennifer's considerable Library experience and over 11 year tenure with the Library, staff recommends Jennifer starting pay to be at a Grade 16, Step 2 effective June 12, 2016.

Grade 16, Step 2 (annually):	\$44,335.39
Grade 16, Step 1 (annually):	<u>\$43,788.28</u>
Difference (annually):	\$ 547.11