



TO: Plymouth District Library Board **DATE:** September 7, 2022
RE: 2023 Cost-Of-Living- **FROM:** Shauna Anderson,
Adjustment Director

The current economic climate calls for a re-evaluation of the library's pay grade structure. Starting in February 2023, the minimum wage in Michigan will increase from the current \$9.87/hour to \$12/hour. To prepare for this, I recommend increases detailed in the attached supplements to bring the bottom half of the library's pay scale in to alignment with the new regulations and set us up for success with potential wage updates in the future.

This cost-of-living-adjustment (COLA) was accounted for in my 2023 budget proposal. I propose the updated pay scale be approved by the library board, effective January 1, 2023.

Resolved by Trustee _____, seconded by Trustee _____, to approve the cost-of-living-adjustment (COLA) as accounted for in the 2023 budget proposal with an effective date of January 1, 2023.

AYES:

NAYS:

ABSENT:

Grade	Zone 1, Entry			Zone 2, Developing			Zone 3, Mastery			Zone 4, Target			Zone 5, Added Value			Zone 6, Added Value		
	2022 Hourly	2023 Hourly	% Increase	2022 Hourly	2023 Hourly	% Increase	2022 Hourly	2023 Hourly	% Increase	2022 Hourly	2023 Hourly	% Increase	2022 Hourly	2023 Hourly	% Increase	2022 Hourly	2023 Hourly	% Increase
14	\$ 46.54	\$ 46.54	0%	\$ 52.12	\$ 52.12	0%	\$ 57.69	\$ 57.69	0%	\$ 60.53	\$ 60.53	0%	\$ 63.32	\$ 63.32	0%	\$ 68.89	\$ 68.89	0%
13	\$ 35.82	\$ 35.82	0%	\$ 39.76	\$ 39.76	0%	\$ 43.70	\$ 43.70	0%	\$ 45.67	\$ 45.67	0%	\$ 47.64	\$ 47.64	0%	\$ 51.59	\$ 51.59	0%
12	\$ 28.32	\$ 28.32	0%	\$ 31.44	\$ 31.44	0%	\$ 34.57	\$ 34.57	0%	\$ 36.11	\$ 36.11	0%	\$ 37.64	\$ 37.64	0%	\$ 40.77	\$ 40.77	0%
11	\$ 25.10	\$ 25.10	0%	\$ 27.60	\$ 27.60	0%	\$ 30.10	\$ 30.10	0%	\$ 31.39	\$ 31.39	0%	\$ 32.64	\$ 32.64	0%	\$ 35.14	\$ 35.14	0%
10	\$ 23.32	\$ 23.32	0%	\$ 25.43	\$ 25.43	0%	\$ 27.50	\$ 27.50	0%	\$ 28.56	\$ 28.56	0%	\$ 29.62	\$ 29.62	0%	\$ 31.68	\$ 31.68	0%
9	\$ 21.25	\$ 21.25	0%	\$ 23.17	\$ 23.17	0%	\$ 25.10	\$ 25.10	0%	\$ 26.01	\$ 26.01	0%						
8	\$ 19.76	\$ 19.76	0%	\$ 21.35	\$ 21.35	0%	\$ 22.93	\$ 22.93	0%	\$ 23.70	\$ 23.70	0%						
7																		
6	\$ 16.35	\$ 17.31	6%	\$ 17.64	\$ 18.61	5%	\$ 18.94	\$ 19.91	5%	\$ 19.62	\$ 20.63	5%						
5	\$ 14.86	\$ 15.82	6%	\$ 15.91	\$ 16.88	6%	\$ 16.92	\$ 17.93	6%	\$ 17.45	\$ 18.46	6%						
4	\$ 13.56	\$ 14.90	10%	\$ 14.52	\$ 15.48	7%	\$ 15.48	\$ 16.45	6%	\$ 15.91	\$ 16.92	6%						
3																		
2																		
1	\$ 10.87	\$ 12.02	11%	\$ 11.48	\$ 12.50	9%	\$ 12.06	\$ 13.08	8%	\$ 12.35	\$ 13.37	8%						

Grade	Zone 1, Entry		Zone 2, Developing		Zone 3, Mastery		Zone 4, Target		Zone 5, Added Value		Zone 6, Added Value	
	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
14	\$ 96,800.00	\$ 46.54	\$ 108,400.00	\$ 52.12	\$ 120,000.00	\$ 57.69	\$ 125,900.00	\$ 60.53	\$ 131,700.00	\$ 63.32	\$ 143,300.00	\$ 68.89
13	\$ 74,500.00	\$ 35.82	\$ 82,700.00	\$ 39.76	\$ 90,900.00	\$ 43.70	\$ 95,000.00	\$ 45.67	\$ 99,100.00	\$ 47.64	\$ 107,300.00	\$ 51.59
12	\$ 58,900.00	\$ 28.32	\$ 65,400.00	\$ 31.44	\$ 71,900.00	\$ 34.57	\$ 75,100.00	\$ 36.11	\$ 78,300.00	\$ 37.64	\$ 84,800.00	\$ 40.77
11	\$ 52,200.00	\$ 25.10	\$ 57,400.00	\$ 27.60	\$ 62,600.00	\$ 30.10	\$ 65,300.00	\$ 31.39	\$ 67,900.00	\$ 32.64	\$ 73,100.00	\$ 35.14
10	\$ 48,500.00	\$ 23.32	\$ 52,900.00	\$ 25.43	\$ 57,200.00	\$ 27.50	\$ 59,400.00	\$ 28.56	\$ 61,600.00	\$ 29.62	\$ 65,900.00	\$ 31.68
9	\$ 44,500.00	\$ 21.25	\$ 48,200.00	\$ 23.17	\$ 52,200.00	\$ 25.10	\$ 54,100.00	\$ 26.01				
8	\$ 41,100.00	\$ 19.76	\$ 44,400.00	\$ 21.35	\$ 47,700.00	\$ 22.93	\$ 49,300.00	\$ 23.70				
7												
6	\$ 34,000.00	\$ 16.35	\$ 36,700.00	\$ 17.64	\$ 39,400.00	\$ 18.94	\$ 40,800.00	\$ 19.62				
5	\$ 30,200.00	\$ 14.86	\$ 33,100.00	\$ 15.91	\$ 35,200.00	\$ 16.92	\$ 36,300.00	\$ 17.45				
4	\$ 28,200.00	\$ 13.56	\$ 30,200.00	\$ 14.52	\$ 32,200.00	\$ 15.48	\$ 33,100.00	\$ 15.91				
3												
2												
1		\$ 10.87		\$ 11.48		\$ 12.06		\$ 12.35				

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13	\$ 74,500.00	\$ 35.82	\$ 82,700.00	\$ 39.76	\$ 90,900.00	\$ 43.70	\$ 95,000.00	\$ 45.67	\$ 99,100.00	\$ 47.64	\$ 107,300.00	\$ 51.59
12	\$ 58,900.00	\$ 28.32	\$ 65,400.00	\$ 31.44	\$ 71,900.00	\$ 34.57	\$ 75,100.00	\$ 36.11	\$ 78,300.00	\$ 37.64	\$ 84,800.00	\$ 40.77
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7												
6	\$ 36,000.00	\$ 17.31	\$ 38,700.00	\$ 18.61	\$ 41,400.00	\$ 19.91	\$ 42,900.00	\$ 20.63				
5	\$ 32,900.00	\$ 15.82	\$ 35,100.00	\$ 16.88	\$ 37,300.00	\$ 17.93	\$ 38,400.00	\$ 18.46				
4	\$ 31,000.00	\$ 14.90	\$ 32,200.00	\$ 15.48	\$ 34,200.00	\$ 16.45	\$ 35,200.00	\$ 16.92				
3												
2												
1	\$ 25,000.00	\$ 12.02	\$ 26,000.00	\$ 12.50	\$ 27,200.00	\$ 13.08	\$ 27,800.00	\$ 13.37				

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