

Not to be taken from this room

Pay hike methods vary

Library employees get increases

LARRY GALICA
Times Correspondent

Methods of giving library pay raises are as varied as the amount of the raises themselves.

Some library districts grant only cost of living increases; others give only merit hikes; still others grant a combination, records show.

The Times obtained records from nine library districts to find out the methods used for granting pay increases.

Calumet City, Lansing and South Holland give strictly cost of living increases. No merit increases are awarded.

Calumet City gave full-time employees a rate percent increase based on what each employee had made during the previous year.

Under that system, the greater the amount of the employee's salary, the more he or she would get under the percent rate system, records show.

In most cases, full-time staff members got 4.5 percent pay hikes in Calumet City.

Vickie Novak, administrative librarian, now makes the top salary in her district with \$32,522.40, an increase of \$1,400 over her \$31,122 from last year, records show. On the other hand, Josephine Thomas, technical services librarian received only \$690 (4.5 percent) increase with her salary going from \$15,318 to \$16,008.

The top paid positions in the Calumet City library district are as follows: Novak, \$32,522.40; Muriel Laphort, business manager, \$22,716; Gale Edgren, youth services librarian, \$21,132; Joseph Lait, chief custodian, \$20,647.20; and Rita Montague, chief clerk, \$20,287.

Top salaried persons with pay hikes in the Lansing Public Library include Joanne Jensen, head librarian, \$29,772; Norine Beemsterboer, automation supervisor, \$18,537 and Lynne Howe,

SAUK VILLAGE — Mary Frances Pena, administrative librarian, and Martha Pope, cataloguer, received the library district's top pay hikes this year.

Pena, who is a full-time employee, received a 7 percent hike, raising her yearly salary from \$17,000 to \$18,200, records show.

The district's only other full-time staff member, Martha Hernandez, circulation librarian, received a 4 percent hike — increasing her salary from \$12,249 to \$12,750 per year.

children's librarian, \$17,655.

In Lansing, as in Calumet City, the percent rate hike is based on the full-time employee's previous year's salary so the more the employee has made in the past, the more his or her salary hike will be, records show.

The South Holland Public Library District gives incremental hikes of \$800 per year to full-time staff members.

Taking top honors for salary hikes this year in the South Holland Library District include: Helen Rukavina, administrative librarian, \$25,200; Alma DeYoung, assistant librarian children's services, \$22,500; Susan Lytinen, technical services librarian, \$19,500 and Barbara Nelson, reference services, \$18,550.

Dolton, Glenwood-Lynwood, and Thornton give a combination of cost of living and merit increases.

Dolton gives two percent cost of living pay hikes to full-time staff members at budget time, William Locke, acting administrative librarian said.

Dolton gives up to three percent merit hikes to full-time employees on anniversary dates, Locke said.

Pope leads the part-time employees in pay hikes.

Pope, who has a college degree in library science, received a 16.6 percent hike, increasing her yearly salary from \$6,240 to \$7,280.

Next in line is Michelle Lopez, circulation clerk, with a 5.5 percent pay hike raising her salary from \$5,428.80 to \$5,730.40. Nanette Wargo, reference librarian, received a 3.8 percent pay hike, raising her yearly salary from \$6,422 to \$6,669.

Taking top honors in the Dolton Library for increased salaries this year include: Don Baird, adult services librarian, \$22,845; Jack Faulkner-Becker, reference librarian, \$20,535; and Ruth Ann Wallish, youth services librarian, \$20,548, records show.

The three top-paid Dolton full-time staff members have expensive experience in library work records show.

Salary hikes in the Glenwood-Library District range from 3.8 percent to as high as 99.3 percent, for one person who was promoted, records show.

Top salary getters in Glenwood-Lynwood library district for 1988-89 include Priscilla Toth, administrative librarian, at \$24,988.60; A. Bartusiewicz, salary of \$20,711.60; and J. Konieczka, \$13,140, records show.

Riverdale uses a scale system allowing employees to advance on it depending upon their job title.

For instance, in Riverdale's system, the administrative librarian one year could make as much as \$37,359 and then in the following year her salary could increase up to \$40,721, the records show. The scale adjusts downward for other

The student page-clerks received the lowest increases.

Lorinda Soto and Susanna Soto, page-clerks, each received 2.8 percent pay hikes, raising their salaries from \$3,094 to \$3,182.40.

The employee who received the smallest pay hike was William Schuch, page, received a 1.5 percent pay hike raising his salary from \$1,742 to \$1,768.

All salary hikes are given on merit. Reasons are not made public, Arlayne Amaro, library board president, said.

— Larry Galica

full-time employees.

Sauk Village's library system, also known as the Nancy O. McConathy Public Library District, only gives merit raises. The reasons each employee gets his or her merit increase is not disclosed, Library Board President Arlayne Amaro said.

Mary Frances Pena, administrative librarian, received the biggest pay hike of the full-time staff members with 7 percent, raising her salary from \$17,000 to \$18,200.

In Crete, full-time as well as part-time library workers received 4 percent annual pay increases, records show.

Detailed information on salaries in the Crete Library District was not available.

The Thornton Public Library District is the smallest district in the area and has only three employees. It gives a combination of merit and cost of living increases, records show.

The largest increase in Thornton went to the administrative librarian, Shirley Kline, who received a 3.1 percent pay increase. Her salary went from \$16,000 a year to \$16,500 per year.