

Hancock County Library System Funding Income by all sources according to Financial Audits FY12 to FY22 (FY23 audit not yet complete)

Income	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Board of Supervisors	\$996,696.00	\$1,334,197.00	\$1,124,629.00	\$1,175,710.00	\$1,231,629.00	\$1,138,728.00	\$1,204,000.00	\$1,204,000.00	\$1,204,000.00	\$1,103,669.00	\$1,207,000.00	
Gaming Revenue	\$80,731.00	\$78,513.00	\$66,981.00	\$76,682.00	\$84,974.00	\$89,405.00	\$92,979.00	\$111,788.00	\$86,675.00	\$132,254.00	\$124,372.00	
City of Bay St Louis	\$302,741.00	\$310,517.00	\$284,477.00	\$324,444.00	\$310,765.00	\$311,037.00	\$248,723.00	\$168,428.00	\$166,450.00	\$170,471.00	\$159,386.00	
City of Waveland	\$153,175.00	\$164,400.00	\$183,413.00	\$177,000.00	\$166,422.00	\$159,152.00	\$122,282.00	\$126,664.00	\$123,905.00	\$133,982.00	\$125,528.00	
City of Diamondhead	\$ -	\$ -	\$ -	\$ -	\$10,000.00	\$20,000.00	\$20,000.00	\$29,000.00	\$30,000.00	\$30,000.00	\$30,000.00	
Grant Revenue	\$491,751.00	\$649,516.00	\$283,001.00	\$367,187.00	\$337,149.00	\$259,992.00	\$221,019.00	\$200,475.00	\$294,950.00	\$246,169.00	\$239,470.00	
Library Foundation	\$ -	\$ -	\$ -	\$ -	\$33,906.00	\$46,937.00	\$37,131.00	\$57,474.00	\$37,281.00	\$86,287.00	\$3,155.00	
Fines Revenue	\$ -	\$ -	\$ -	\$ -	\$51,049.00	\$58,554.00	\$49,697.00	\$36,058.00	\$15,648.00	\$9,675.00	\$11,966.00	
Interest	\$ -	\$ -	\$ -	\$ -	\$ -	\$5,390.00	\$12,228.00	\$12,648.00	\$12,488.00	\$9,113.00	\$2,970.00	
Misc	\$166,809.00	\$112,038.00	\$83,895.00	\$85,175.00	\$6,243.00	\$4,872.00	\$2,288.00	\$2,169.00	\$3,345.00	\$6,287.00	\$6,251.00	
Total	\$2,191,903.00	\$2,649,181.00	\$2,026,396.00	\$2,206,198.00	\$2,232,137.00	\$2,094,067.00	\$2,010,347.00	\$1,948,704.00	\$1,974,742.00	\$1,927,907.00	\$1,910,098.00	

Hancock County Library System Salaries and Wages expenditures according to Financial Audits FY12 to FY22

Salaries and Wages	\$1,234,031.00	\$1,244,638.00	\$1,242,898.00	\$1,239,592.00	\$1,202,028.00	\$879,418.00	\$835,320.00	\$838,563.00	\$843,826.00	\$828,559.00	\$862,394.00	
Fringe Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$330,724.00	\$165,654.00	\$192,972.00	\$175,379.00	\$213,612.00	\$196,744.00	
Pension Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$125,814.00	\$126,928.00	\$133,396.00	\$135,716.00	\$130,742.00	
Total	\$1,234,031.00	\$1,244,638.00	\$1,242,898.00	\$1,239,592.00	\$1,202,028.00	\$1,210,142.00	\$1,126,788.00	\$1,158,463.00	\$1,152,601.00	\$1,177,887.00	\$1,189,880.00	

Note: if there is \$0 in a category for Fringe Benefits or Pension Expense it is included in "Salaries and Wages"

Hancock County Library System FY24 Salary, Wages, and Benefits

Title	Branch	Hourly	Hours	Yearly	FICA	UI	Health	Life	Dental	PERS	Total
Executive Director	Headquarters	\$ 42.07	40	\$ 87,500.00	\$ 6,693.75	\$ 140.00	\$ 4,668.00	\$ 216.00	\$ 345.84	\$ 15,225.00	\$ 114,788.59
IT Manager	Headquarters	\$ 24.04	40	\$ 50,000.00	\$ 3,825.00	\$ 140.00	\$ 4,668.00	\$ 204.00	\$ 345.84	\$ 8,700.00	\$ 67,882.84
Office Manager	Headquarters	\$ 22.25	40	\$ 46,280.00	\$ 3,540.42	\$ 140.00	\$ 4,668.00	\$ 159.12	\$ 345.84	\$ 8,052.72	\$ 63,186.10
Lead Branch Manager	Waveland	\$ 19.35	40	\$ 40,248.00	\$ 3,078.97	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 7,003.15	\$ 55,639.48
Tech Services Supervisor	Headquarters	\$ 18.59	40	\$ 38,667.20	\$ 2,958.04	\$ 140.00	\$ 4,668.00	\$ 146.88	\$ 345.84	\$ 6,728.09	\$ 53,654.05
Collections & Digital Services Librarian	Headquarters	\$ 18.37	40	\$ 38,209.60	\$ 2,923.03	\$ 140.00	\$ 4,668.00	\$ 128.40	\$ 345.84	\$ 6,648.47	\$ 53,063.34
Branch Manager	Bay St Louis	\$ 18.35	40	\$ 38,168.00	\$ 2,919.85	\$ 140.00	\$ 4,668.00	\$ 140.40	\$ 345.84	\$ 6,641.23	\$ 53,023.32
Branch Manager	East Hancock	\$ 18.35	40	\$ 38,168.00	\$ 2,919.85	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 6,641.23	\$ 53,038.44
Branch Manager	Kiln	\$ 18.35	40	\$ 38,168.00	\$ 2,919.85	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 6,641.23	\$ 53,038.44
Branch Manager	Pearlington	\$ 18.35	40	\$ 38,168.00	\$ 2,919.85	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 6,641.23	\$ 53,038.44
PR/Marketing Coordinator	Headquarters	\$ 18.35	40	\$ 38,168.00	\$ 2,919.85	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 6,641.23	\$ 52,982.04
Lead Library Ass/YS	East Hancock	\$ 14.00	40	\$ 29,120.00	\$ 2,227.68	\$ 140.00	\$ 4,668.00	\$ 127.68	\$ 345.84	\$ 5,066.88	\$ 41,696.08
Maintenance Technician	Headquarters	\$ 13.88	40	\$ 28,870.40	\$ 2,208.59	\$ 140.00	\$ 4,668.00	\$ 116.64	\$ 345.84	\$ 5,023.45	\$ 41,372.92
Lead Library Ass/YS	Waveland	\$ 13.24	40	\$ 27,539.20	\$ 2,106.75	\$ 140.00	\$ 4,668.00	\$ 115.68	\$ 345.84	\$ 4,791.82	\$ 39,707.29
Administration Assistant	Headquarters	\$ 13.00	19	\$ 12,844.00	\$ 982.57	\$ 128.44	\$ -	\$ -	\$ -	\$ -	\$ 13,955.01
Cataloger	Headquarters	\$ 12.94	40	\$ 26,915.20	\$ 2,059.01	\$ 140.00	\$ 4,668.00	\$ 111.12	\$ 345.84	\$ 4,683.24	\$ 38,922.42
Lead Library Assistant	Bay St Louis	\$ 12.94	40	\$ 26,915.20	\$ 2,059.01	\$ 140.00	\$ 4,668.00	\$ 111.12	\$ 345.84	\$ 4,683.24	\$ 38,922.42
Lead Library Assistant	Kiln	\$ 12.94	40	\$ 26,915.20	\$ 2,059.01	\$ 140.00	\$ 4,668.00	\$ 111.12	\$ 345.84	\$ 4,683.24	\$ 38,922.42
Lead Library Assistant	Pearlington	\$ 12.44	40	\$ 25,875.20	\$ 1,979.45	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 4,502.28	\$ 37,609.90
Youth Services Coordinator	Pearlington	\$ 12.11	32	\$ 18,891.60	\$ 1,445.21	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 3,287.14	\$ 28,876.91
Reference Assistant	Bay St Louis	\$ 11.86	40	\$ 24,668.80	\$ 1,887.16	\$ 140.00	\$ 4,668.00	\$ 123.12	\$ 345.84	\$ 4,292.37	\$ 36,125.29
Youth Services Coordinator	Bay St Louis	\$ 11.86	40	\$ 24,668.80	\$ 1,887.16	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 4,292.37	\$ 36,101.29
Youth Services Coordinator	Kiln	\$ 11.86	40	\$ 24,668.80	\$ 1,887.16	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 4,292.37	\$ 36,101.29
Library Assistant	Waveland	\$ 11.25	30	\$ 17,550.00	\$ 1,342.58	\$ 140.00	\$ 4,668.00	\$ 71.28	\$ 345.84	\$ 3,053.70	\$ 27,171.40
Library Assistant	Bay St Louis	\$ 11.00	40	\$ 22,880.00	\$ 1,750.32	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 3,981.12	\$ 33,864.40
Library Assistant	Pearlington	\$ 11.00	19	\$ 10,868.00	\$ 831.40	\$ 108.68	\$ -	\$ -	\$ -	\$ -	\$ 11,808.08
Library Assistant	East Hancock	\$ 11.00	30	\$ 17,160.00	\$ 1,312.74	\$ 140.00	\$ 4,668.00	\$ 90.72	\$ 345.84	\$ 2,985.84	\$ 26,703.14
Library Assistant	East Hancock	\$ 11.00	19	\$ 10,868.00	\$ 831.40	\$ 108.68	\$ -	\$ -	\$ -	\$ -	\$ 11,808.08
Library Assistant	East Hancock	\$ 11.00	19	\$ 10,868.00	\$ 831.40	\$ 108.68	\$ -	\$ -	\$ -	\$ -	\$ 11,808.08
Library Assistant	Kiln	\$ 11.00	19	\$ 10,868.00	\$ 831.40	\$ 108.68	\$ -	\$ -	\$ -	\$ -	\$ 11,808.08
Library Assistant	Waveland	\$ 11.00	30	\$ 17,160.00	\$ 1,312.74	\$ 140.00	\$ 4,668.00	\$ 95.52	\$ 345.84	\$ 2,985.84	\$ 26,707.94
Library Assistant Student Worker	East Hancock	\$ 9.00	12	\$ 5,616.00	\$ 429.62	\$ 56.16	\$ -	\$ -	\$ -	\$ -	\$ 6,101.78
Library Assistant Student Worker	Waveland	\$ 9.00	12	\$ 5,616.00	\$ 429.62	\$ 56.16	\$ -	\$ -	\$ -	\$ -	\$ 6,101.78
				\$ 913,475.20	\$ 70,310.48	\$ 4,315.48	\$ 121,368.00	\$ 3,285.60	\$ 8,991.84	\$ 148,168.52	\$ 1,269,429.33

Hancock County Library System Approved Job Classification with Pay Ranges

Salary Range FY25

Classification Group	Job Classification	Education	Titles	Current Pay	Min	Mid	Max	# of Staff	FTE
Executive Professional	Librarian V	MLIS	Executive Director	Board Set	Board Set	Board Set	Board Set	1	1
	Librarian IV	MLIS	N/A					0	0

Professional	Administrative Officer IV	BA/BS DOQ	IT Manager	\$ 24.04	\$ 27.00	\$ 35.65	\$ 44.29	1	1
	Librarian III	BA/BS/MLIS	N/A		\$ 25.00	\$ 32.50	\$ 40.00	0	0
	Administrative Officer III	BA/BS	Office Manager	\$ 22.25	\$ 24.00	\$ 30.37	\$ 37.73	1	1
	Librarian II	MLIS/BA/BS	Lead Branch Manager, Collections & Digital Services Librarian	\$18.35-\$19.35	\$ 23.00	\$ 30.37	\$ 37.73	2	2
	Librarian I	BA/BS	Branch Manager, Tech Services Manager	\$ 18.35	\$ 21.10	\$ 27.68	\$ 34.61	5	5
	Administrative Officer II	AA/BA/BS/DOQ	PR/Marketing Coordinator	\$ 18.35	\$ 21.10	\$ 27.68	\$ 34.61	1	1

Paraprofessional	Library Assistant III	AA/DOQ	Cataloger, Lead Library Assistant	\$ 12.94	\$ 16.00	\$ 18.00	\$ 20.00	6	6
	Library Assistant II	HS/AA/DOQ	Youth Services Coordinator, Reference Assistant,	\$ 11.86	\$ 14.00	\$ 16.00	\$ 18.00	4	3.8

Support	Administrative Officer I	HS	Maintenance Technician, Administrative Assistant	\$ 13.00	\$ 15.00	\$ 17.00	\$ 19.00	2	1.475
	Library Assistant I	HS	Library Assistant	\$ 11.00	\$ 13.00	\$ 15.00	\$ 17.00	8	5.15
	Clerk I	Entry Level	Student Library Assistant	\$ 9.00	\$ 9.00	\$ 9.50	\$ 10.00	2	0.6

33 28.025

Department of Labor Exempt Minimum

\$43,888 on July 1, 2024 and then to \$58,656 on January 1, 2025: <https://www.dol.gov/agencies/whd/overtime/rulemaking>

ALA Minimum Wage for Entry Level Library Worker

<https://www.ala.org/news/news/pressreleases2008/July2008/APAresolutions>

Mississippi State Personnel Board

https://www.mspb.ms.gov/sites/mspb/files/MSPB_File/

MIT Standard Living Wage for a single individual w/ no kids

Fall 2021 \$14.30

Now \$19.48

Hancock County Library System Approved (pending funding) Salary, Wages, and Benefits for FY25

Title	Branch	Current	Proposed	Exempt	Hours	Yearly (proposed)	FICA	UI	Health	Life	Dental	PERS	Total
Executive Director	Headquarters	\$ 42.07	\$ 45.44	Y	40	\$ 94,515.20	\$ 7,230.41	\$ 140.00	\$ 4,668.00	\$ 216.00	\$ 345.84	\$ 16,918.22	\$ 124,033.67
IT Manager	Headquarters	\$ 24.04	\$ 27.00	Y	40	\$ 56,160.00	\$ 4,296.24	\$ 140.00	\$ 4,668.00	\$ 204.00	\$ 345.84	\$ 10,052.64	\$ 75,866.72
Office Manager	Headquarters	\$ 22.25	\$ 24.00	Y	40	\$ 49,920.00	\$ 3,818.88	\$ 140.00	\$ 4,668.00	\$ 159.12	\$ 345.84	\$ 8,935.68	\$ 67,987.52
Lead Branch Manager	Waveland	\$ 19.35	\$ 23.00	Y	40	\$ 47,840.00	\$ 3,659.76	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 8,563.36	\$ 65,372.48
Collections & Digital Services Librarian	Headquarters	\$ 18.37	\$ 23.00	Y	40	\$ 47,840.00	\$ 3,659.76	\$ 140.00	\$ 4,668.00	\$ 128.40	\$ 345.84	\$ 8,563.36	\$ 65,345.36
Tech Services Supervisor	Headquarters	\$ 18.59	\$ 21.10	Y	40	\$ 43,888.00	\$ 3,357.43	\$ 140.00	\$ 4,668.00	\$ 146.88	\$ 345.84	\$ 7,855.95	\$ 60,402.10
Branch Manager	Bay St Louis	\$ 18.35	\$ 21.10	Y	40	\$ 43,888.00	\$ 3,357.43	\$ 140.00	\$ 4,668.00	\$ 140.40	\$ 345.84	\$ 7,855.95	\$ 60,395.62
Branch Manager	East Hancock	\$ 18.35	\$ 21.10	Y	40	\$ 43,888.00	\$ 3,357.43	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 7,855.95	\$ 60,410.74
Branch Manager	Kiln	\$ 18.35	\$ 21.10	Y	40	\$ 43,888.00	\$ 3,357.43	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 7,855.95	\$ 60,410.74
Branch Manager	Pearlington	\$ 18.35	\$ 21.10	Y	40	\$ 43,888.00	\$ 3,357.43	\$ 140.00	\$ 4,668.00	\$ 155.52	\$ 345.84	\$ 7,855.95	\$ 60,410.74
PR/Marketing Coordinator	Headquarters	\$ 18.35	\$ 21.10	Y	40	\$ 43,888.00	\$ 3,357.43	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 7,855.95	\$ 60,354.34
Lead Library Ass/YS	East Hancock	\$ 14.00	\$ 16.50		40	\$ 34,320.00	\$ 2,625.48	\$ 140.00	\$ 4,668.00	\$ 127.68	\$ 345.84	\$ 6,143.28	\$ 48,370.28
Lead Library Ass/YS	Waveland	\$ 13.24	\$ 16.50		40	\$ 34,320.00	\$ 2,625.48	\$ 140.00	\$ 4,668.00	\$ 115.68	\$ 345.84	\$ 6,143.28	\$ 48,358.28
Cataloger	Headquarters	\$ 12.94	\$ 16.00		40	\$ 33,280.00	\$ 2,545.92	\$ 140.00	\$ 4,668.00	\$ 111.12	\$ 345.84	\$ 5,957.12	\$ 47,048.00
Lead Library Assistant	Bay St Louis	\$ 12.94	\$ 16.00		40	\$ 33,280.00	\$ 2,545.92	\$ 140.00	\$ 4,668.00	\$ 111.12	\$ 345.84	\$ 5,957.12	\$ 47,048.00
Lead Library Assistant	Kiln	\$ 12.94	\$ 16.00		40	\$ 33,280.00	\$ 2,545.92	\$ 140.00	\$ 4,668.00	\$ 111.12	\$ 345.84	\$ 5,957.12	\$ 47,048.00
Lead Library Assistant	Pearlington	\$ 12.44	\$ 16.00		40	\$ 33,280.00	\$ 2,545.92	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 5,957.12	\$ 47,036.00
Maintenance Technician	Headquarters	\$ 13.88	\$ 15.00		40	\$ 31,200.00	\$ 2,386.80	\$ 140.00	\$ 4,668.00	\$ 116.64	\$ 345.84	\$ 5,584.80	\$ 44,442.08
Administration Assistant	Headquarters	\$ 13.00	\$ 15.00		19	\$ 14,820.00	\$ 1,133.73	\$ 140.00	\$ -	\$ -	\$ -	\$ -	\$ 16,093.73
Youth Services Coordinator	Pearlington	\$ 12.11	\$ 14.00		32	\$ 23,296.00	\$ 1,782.14	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 4,169.98	\$ 34,501.09
Reference Assistant	Bay St Louis	\$ 11.86	\$ 14.00		40	\$ 29,120.00	\$ 2,227.68	\$ 140.00	\$ 4,668.00	\$ 123.12	\$ 345.84	\$ 5,212.48	\$ 41,837.12
Youth Services Coordinator	Bay St Louis	\$ 11.86	\$ 14.00		40	\$ 29,120.00	\$ 2,227.68	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 5,212.48	\$ 41,813.12
Youth Services Coordinator	Kiln	\$ 11.86	\$ 14.00		40	\$ 29,120.00	\$ 2,227.68	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 5,212.48	\$ 41,813.12
Library Assistant	Waveland	\$ 11.25	\$ 13.25		30	\$ 20,670.00	\$ 1,581.26	\$ 140.00	\$ 4,668.00	\$ 71.28	\$ 345.84	\$ 3,699.93	\$ 31,176.31
Library Assistant	Bay St Louis	\$ 11.00	\$ 13.00		40	\$ 27,040.00	\$ 2,068.56	\$ 140.00	\$ 4,668.00	\$ 99.12	\$ 345.84	\$ 4,840.16	\$ 39,201.68
Library Assistant	Pearlington	\$ 11.00	\$ 13.00		19	\$ 12,844.00	\$ 982.57	\$ 128.44	\$ -	\$ -	\$ -	\$ -	\$ 13,955.01
Library Assistant	East Hancock	\$ 11.00	\$ 13.00		30	\$ 20,280.00	\$ 1,551.42	\$ 140.00	\$ 4,668.00	\$ 90.72	\$ 345.84	\$ 3,630.12	\$ 30,706.10
Library Assistant	East Hancock	\$ 11.00	\$ 13.00		19	\$ 12,844.00	\$ 982.57	\$ 128.44	\$ -	\$ -	\$ -	\$ -	\$ 13,955.01
Library Assistant	East Hancock	\$ 11.00	\$ 13.00		19	\$ 12,844.00	\$ 982.57	\$ 128.44	\$ -	\$ -	\$ -	\$ -	\$ 13,955.01
Library Assistant	Kiln	\$ 11.00	\$ 13.00		19	\$ 12,844.00	\$ 982.57	\$ 128.44	\$ -	\$ -	\$ -	\$ -	\$ 13,955.01
Library Assistant	Waveland	\$ 11.00	\$ 13.00		30	\$ 20,280.00	\$ 1,551.42	\$ 140.00	\$ 4,668.00	\$ 95.52	\$ 345.84	\$ 3,630.12	\$ 30,710.90
Library Assistant Student Worker	East Hancock	\$ 9.00	\$ 9.00		12	\$ 5,616.00	\$ 429.62	\$ 56.16	\$ -	\$ -	\$ -	\$ -	\$ 6,101.78
Library Assistant Student Worker	Waveland	\$ 9.00	\$ 9.00		12	\$ 5,616.00	\$ 429.62	\$ 56.16	\$ -	\$ -	\$ -	\$ -	\$ 6,101.78
						\$ 1,063,301.20	\$ 81,772.17	\$ 4,406.08	\$ 121,368.00	\$ 3,285.60	\$ 8,991.84	\$ 177,476.57	\$ 1,460,115.67
								</					