

Library Building Wages & Benefits Comparison

October 23, 2025

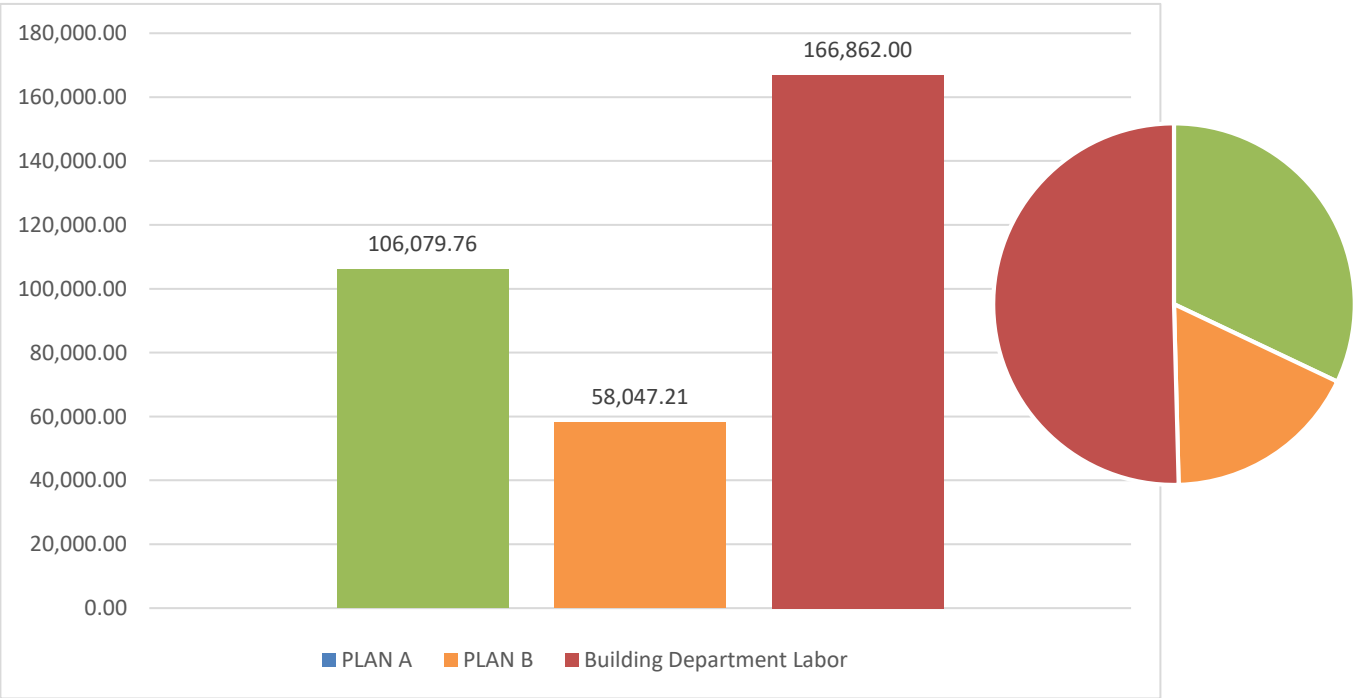
PLAN A

2026 Maintenance Labor			Benefits	
Estimate	Rate	Earnings	Employer Taxes	Employer Cost
Full Time Maintenance	23.89	54,236	20,109	74,344
Part Time Janitor Blanding	19.21	15,025	843	15,868
Part Time Janitor Monticello	19.21	15,025	843	<u>15,868</u>
				106,080
Savings from 2025 Estimated EOY Maintenance Labor Costs				60,782

PLAN B

2026 Maintenance Labor			Benefits	
Estimate	Rate	Earnings	Employer Taxes	Employer Cost
Part Time Maintenance	23.89	24,914	1,398	26,312
Part Time Janitor Blanding	19.21	15,025	843	15,868
Part Time Janitor Monticello	19.21	15,025	843	<u>15,868</u>
				58,047
Savings from 2025 Estimated EOY Maintenance Labor Costs				108,815

2025 Estimated EOY Maintenance Labor Costs		Employer Cost
Blanding Library Building		92,303
Monticello Library Building		63,081
Satellite Library Building		11,478
		166,862



PLAN A | Full Time Maintenance Labor Estimate

	HrsWk	WkYr	HrsYr	Rate	YrAmt
WK	40.00	52.1429	2085.716	23.89	\$49,827.76

Earnings Cost	\$54,235.55
Benefits Employer Taxes	\$20,108.51
Employer Cost	\$74,344.06

Earnings	Year Amt	Rate	Amount	Notes
Regular	2085.72	23.89	\$49,827.76	
Overtime	0.00	\$35.84	\$0.00	
Vacation	80.30	23.89	\$1,918.37	Earning 3.08 each pay period
Vacation	0.00	23.89	\$0.00	
Sick Leave	96.20	23.89	\$2,298.31	Earning 3.69 each pay period
Sick Leave	0.00	23.89	\$0.00	
Personal Pref Day	8.00	23.89	\$191.12	Earning 1 per year
Holiday	0.00	23.89	\$0.00	
			\$54,235.55	

Deductions	%Earnings	Amt
Social Security Tax	5%	\$2,265.44
Medicare Tax	1%	\$529.80
Fed Inc Tax	6%	\$2,962.12
State Inc Tax	3%	\$1,642.41
State Retirement	1%	\$283.55
Dental Emp	0%	\$23.59
Dental Emp +1	0%	\$2.62
PEHP Emp	1%	\$636.10
PEHP Emp	0%	\$109.74
HAS	2%	\$1,128.98
		\$9,584.35

NOTES:
This amount deducted from paychecks over the year. Employee takes home earnings minus deductions.

Benefits	%Earnings	Amt
SS Tax	5%	\$2,265.44
Medicare Tax	1%	\$529.80
State Retire	11%	\$5,695.69
401K Retire	8%	\$3,838.54
Dental Emp	0%	\$240.03
Dental Emp+1	0%	\$26.63
PEHP Emp	11%	\$5,725.10
PEHP Emp	1%	\$621.81
Vision	0%	\$56.59
Vision	0%	\$5.35
Emp Assist	0%	\$36.68
HAS	2%	\$811.63
Lincoln	0%	\$139.51
Long Term Dis	0%	\$115.70
		\$20,108.51

NOTES:
This amount is part of the Employer cost of a full time employee.

PLAN B | Part Time Maintenance Labor Estimate

	<u>HrsWk</u>	<u>WkYr</u>	<u>HrsYr</u>	<u>Rate</u>	<u>YrAmt</u>
LN	20.00	52.1429	1042.858	23.89	\$24,913.88
Earnings Cost		\$24,913.88			
Benefits Employer Taxes		\$1,397.62			
Employer Cost		\$26,311.50			

NOTES: Estimated up to 10 hours a week at each main branch. A couple of times a year they would be using some of those hours at satellite.

Earnings	Year Amt	Rate	Amount	Notes
Regular	1042.86	23.89	\$24,913.88	
Overtime	0.00	\$35.84	\$0.00	
Vacation	0.00	23.89	\$0.00	
Vacation	0.00	23.89	\$0.00	
Sick Leave	0.00	23.89	\$0.00	
Sick Leave	0.00	23.89	\$0.00	
Personal Pref Day	0.00	23.89	\$0.00	
Holiday	0.00	23.89	\$0.00	
			\$24,913.88	

Deductions	%Earnings	Amt
Social Security Tax	5%	\$1,132.72
Medicare Tax	1%	\$264.90
Fed Inc Tax	6%	\$1,481.06
State Inc Tax	3%	\$821.20
State Retirement	0%	\$0.00
Dental Emp	0%	\$0.00
Dental Emp +1	0%	\$0.00
PEHP Emp	0%	\$0.00
PEHP Emp	0%	\$0.00
HAS	0%	\$0.00
		\$3,699.89

NOTES: This amount deducted from paychecks over the year. Employee takes home earnings minus deductions.

Benefits	%Earnings	Amt
SS Tax	5%	\$1,132.72
Medicare Tax	1%	\$264.90
State Retire	0%	\$0.00
401K Retire	0%	\$0.00
Dental Emp	0%	\$0.00
Dental Emp+1	0%	\$0.00
PEHP Emp	0%	\$0.00
PEHP Emp	0%	\$0.00
Vision	0%	\$0.00
Vision	0%	\$0.00
Emp Assist	0%	\$0.00
HAS	0%	\$0.00
Lincoln	0%	\$0.00
Long Term Dis	0%	\$0.00
		\$1,397.62

NOTES: This amount is part of the Employer cost of a full time employee.

BOTH PLANS Part Time Janitor-Custodial Labor Estimate

	<u>HrsWk</u>	<u>WkYr</u>	<u>HrsYr</u>	<u>Rate</u>	<u>YrAmt</u>
WK	15.00	52.1429	782.1435	19.21	\$15,024.98

Earnings Cost	\$15,024.98
Benefits Employer Taxes	\$842.87
Employer Cost	\$15,867.85

NOTES: Estimated for 15 hours a week with about 3 hrs a day and 5 days a week.

Earnings	Year Amt	Rate	Amount	Notes
Regular	782.14	19.21	\$15,024.98	
Overtime	0.00	\$28.82	\$0.00	
Vacation	0.00	19.21	\$0.00	
Vacation	0.00	19.21	\$0.00	
Sick Leave	0.00	19.21	\$0.00	
Sick Leave	0.00	19.21	\$0.00	
Personal Pref Day	0.00	19.21	\$0.00	
Holiday	0.00	19.21	\$0.00	
			\$15,024.98	

Deductions	%Earnings	Amt
Social Security Tax	5%	\$683.12
Medicare Tax	1%	\$159.76
Fed Inc Tax	6%	\$893.19
State Inc Tax	3%	\$495.25
State Retirement	0%	\$0.00
Dental Emp	0%	\$0.00
Dental Emp +1	0%	\$0.00
PEHP Emp	0%	\$0.00
PEHP Emp	0%	\$0.00
HAS	0%	\$0.00
		\$2,231.31

NOTES:
This amount deducted from paychecks over the year. Employee takes home earnings minus deductions.

Benefits	%Earnings	Amt
SS Tax	5%	\$683.12
Medicare Tax	1%	\$159.76
State Retire	0%	\$0.00
401K Retire	0%	\$0.00
Dental Emp	0%	\$0.00
Dental Emp+1	0%	\$0.00
PEHP Emp	0%	\$0.00
PEHP Emp	0%	\$0.00
Vision	0%	\$0.00
Vision	0%	\$0.00
Emp Assist	0%	\$0.00
HAS	0%	\$0.00
Lincoln	0%	\$0.00
Long Term Dis	0%	\$0.00
		\$842.87

NOTES:
This amount is part of the Employer cost of a full time employee.