

CITY OF MADISON  
**INTER-DEPARTMENTAL**  
CORRESPONDENCE

DATE: September 25, 2007

TO: Personnel Board

FROM: Larry Oaks, Human Resources

SUBJECT: **Librarian 3**

At the request of the Library Director, I conducted a study of the position (#438) of Librarian 2 (occupied by T. Elias) in Compensation Group 33, Range 02. This position, as currently conceived, is primarily responsible for overseeing the development, implementation and maintenance of the Madison Public Library's web-based resources. This is a significant library-wide program which involves a considerable leadership and staff coordination role. Although technically oriented (from an electronic media perspective), this position's core attributes remain consistent with the Professional Librarian series.

The class of Librarian 2 (33/02) differs from Librarian 3 (33/03) in that the latter performs "advanced-level" professional librarian work characterized by emphasis on the development and implementation of a major library program. Within that context, I recommend that this position be reclassified to Librarian 3, and that the incumbent be reallocated in recognition of the incremental growth of this service/program.

I have prepared the necessary resolution to implement this recommendation.

cc: Barb Dimick, Library  
Carol Froistad, Library  
Mike Deiters, Labor Relations

Compensation Group/Range	2007 Annual Minimum (Step 1)	2007 Annual Maximum (Step 5)	2007 Annual Maximum (w/Longevity)
33/02	45,897	54,040	60,528
33/03	49,784	59,075	66,170