Central Rappahannock Regional Library
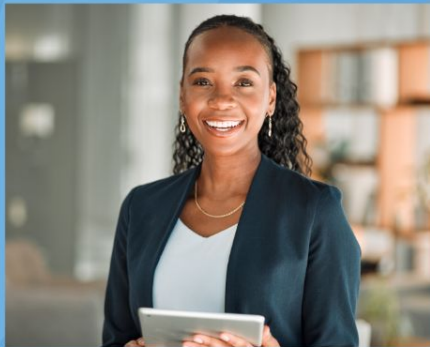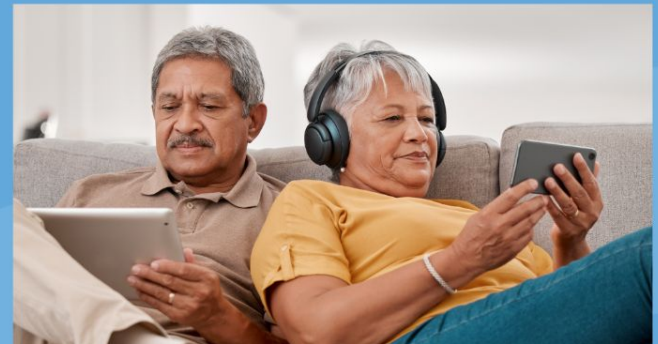INSPIRING LIFELONG LEARNING

2025-2026 v2 Budget Proposal

Lifelong Learning

Early Literacy

Workforce Support

Library of Things

Books, eBooks, Streaming Video

Supporting the Community

v1

3.3% COLA
as of July 1, 2025
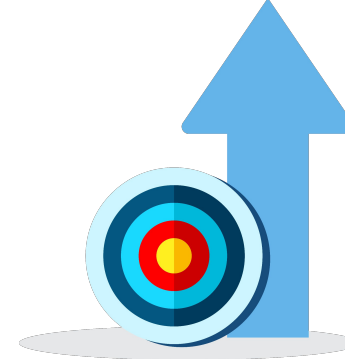
2.5% Merit
as of July 1, 2025

7%
Health Insurance Rates

$169,733
Books and Materials

$40,000
Upgrade Critical Software

v2

1.5% COLA
as of July 1, 2025
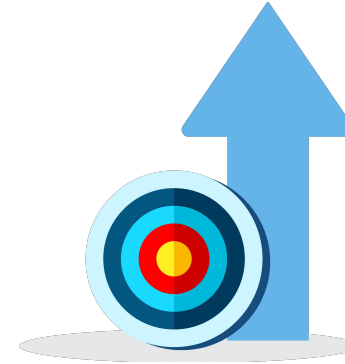
2.5% Merit
as of July 1, 2025
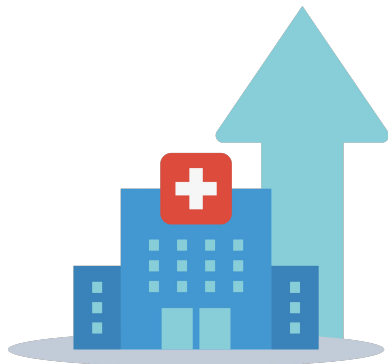
5%
Health Insurance Rates

$169,733
Books and Materials

$60,000
Upgrade Critical Software

Driver #1 - Salaries

v1

Requesting: 3.3% COLA
as of July 1, 2025

v2

Requesting: 1.5% COLA
as of July 1, 2025

v1 & v2 Requesting: 2.5% Merit
as of July 1, 2025
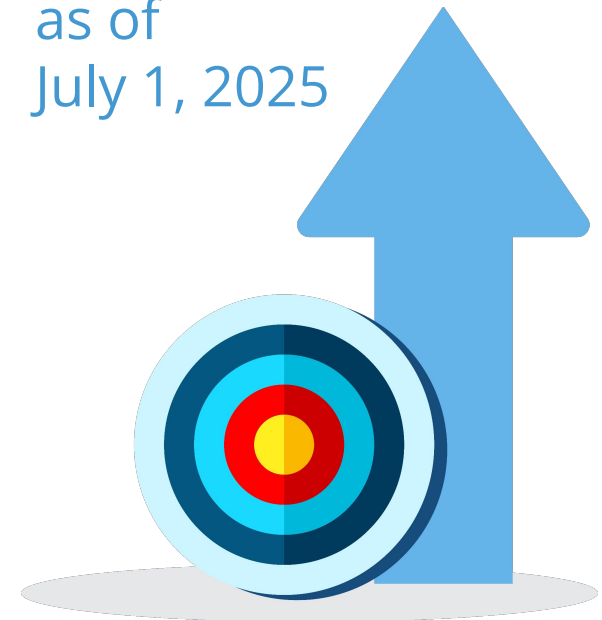
Comparing Salary Increases Across Jurisdictions

Five Year Salary Increases

■ 2025-2026   ■ 2024-2025   ■ 2023-2024   ■ 2022-2023   ■ 2021-2022
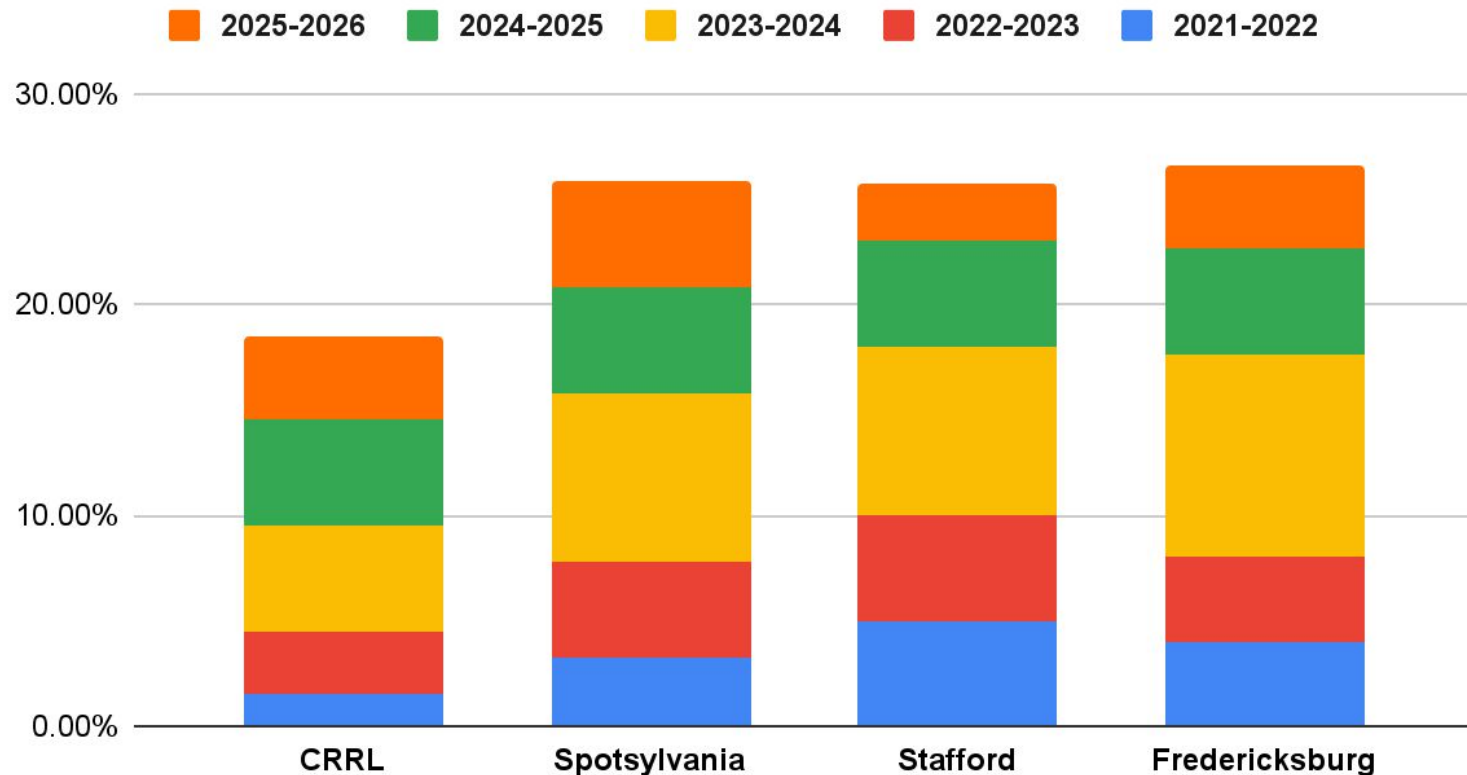
Driver #2 - Health Insurance Rates

7%

v1

5%

v2

Outside and internal factors play a role in insurance renewal rates.

Plan Enrollment

Predicted Use

Prescription Drug Costs

Government Mandated Benefits
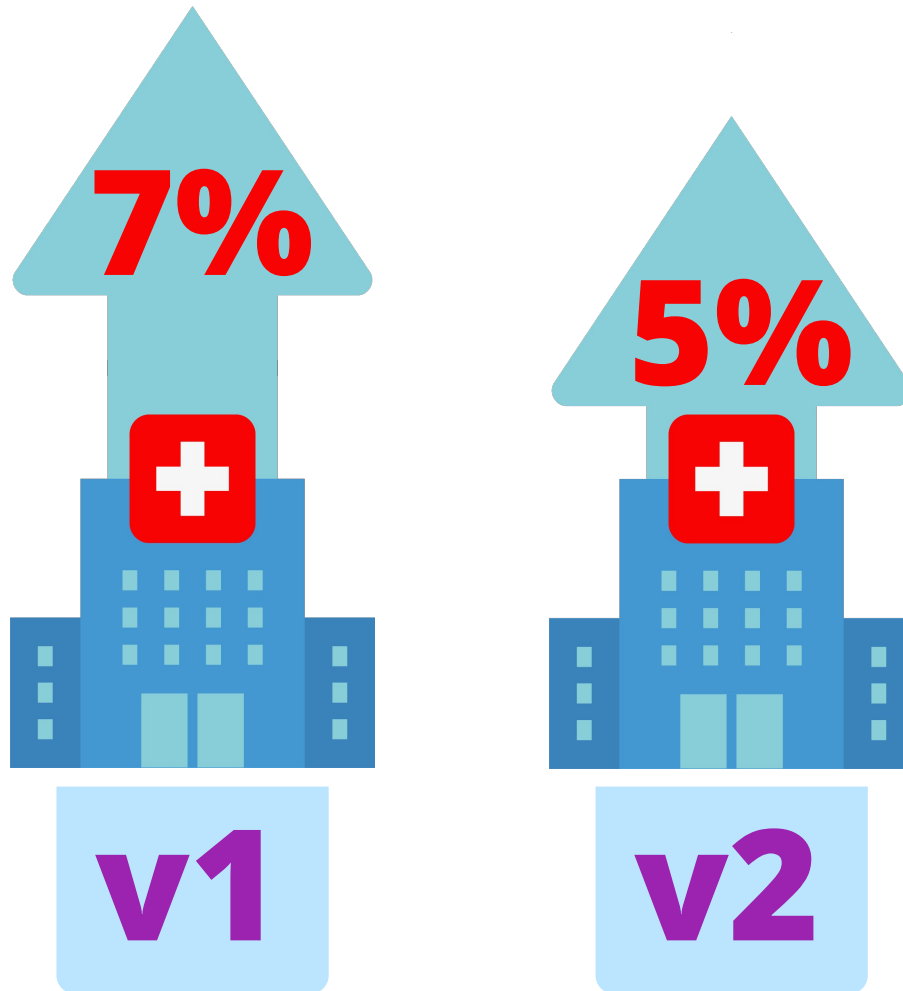
Increase in health insurance rates in FY26.

Driver #3 - Books & Materials

v1

v2

$169,733

Increase to Books and Materials Budget

Customer wait time can take as long as

6 months

Community interest has created

high demand for the digital collection

v1
$40,000

v2
$60,000

UPDATING...

Accounting software upgrade

Firewall upgrade

Budget Change Highlights
(difference between FY25 and FY26 budgets)

Salaries

Milestones, Salary Adjustments	$18,761
COLA Increase - 1.5%	$120,140
Merit Increase - 2.5%	$186,722
Total Salaries	**$325,623**

Benefits

FICA - increase due to salary change	$24,389
Medical/Dental/Vision	-$15,095
VRS - increase due to salary change	$11,589
Life - increase due to salary change	$2,471
PEHP - no longer provided	-$59,276
Other - adjusted to reflect FY24 actuals	-$5,670
Total Benefits	**-$41,592**

Books & Materials - increase to meet customer demand and reduce wait time	$169,733
System Upkeep - IdeaSpace rent	$23,653
Insurance - inflation	$3,000
General Supplies - inflation	$25,000
Computer Services - accounting software, firewall update, inflation	$60,000
Institutional Membership & Profession Dues	-$2,500
Library Administration Center - rent escalation, inflation	$15,000
Total Proposed Changes	**$577,917**

Total Operating Budget -Revenue

	FY24 Funded Revenue	FY25 Approved Revenue	FY26 Adopted Revenue	FY26 Increase/Decrease Over FY25	
City of Fredericksburg*	**1,470,000**	**1,570,000**	**1,620,000**	**50,000**	**3.18%**
Operating	1,349,000	1,455,000	1,500,000	45,000	3.09%
Library Administration Center	121,000	115,000	120,000	5,000	4.35%
Spotsylvania County**	**4,507,827**	**4,307,827**	**4,774,352**	**466,525**	**10.83%**
Operating	4,386,827	4,192,827	4,654,352	461,525	11.01%
Library Administration Center	121,000	115,000	120,000	5,000	4.35%
Stafford County	**5,510,408**	**5,774,835**	**5,774,835**	**0**	**0.00%**
Operating	5,389,408	5,659,835	5,654,835	(5,000)	-0.09%
Library Administration Center	121,000	115,000	120,000	5,000	4.35%
Westmoreland County	**530,939**	**530,939**	**586,856**	**55,917**	**10.53%**
Operating	520,939	520,939	576,856	55,917	10.73%
Cleaning services	10,000	10,000	10,000	0	0.00%
Commonwealth of Virginia	**1,027,523**	**1,118,996**	**$1,124,471**	**5,475**	**0.49%**
TOTAL REVENUE	**13,046,697**	**13,302,597**	**13,880,514**	**577,917**	**4.34%**

"*City of Fredericksburg is holding back $80,000 until January 2026

** Spotsylvania County increase is relatively higher due to $200,000 cut in FY25 funding, Westmoreland increase due to LOTG position and FY25 funding

Total Operating Budget - Expenditure

	FY24 Expected Expenditure	FY25 Adopted Expenditure	FY26 Proposed Expenditure	FY26 Increase/Decrease Over FY25	
Salaries	7,801,660	8,197,380	8,523,003	325,623	3.97%
Benefits	2,838,628	2,629,979	2,588,387	(41,592)	-1.58%
Professional Services	50,000	50,000	50,000	0	0.00%
Temporary Services (includes Westmoreland cleaning services)	19,000	15,000	15,000	0	0.00%
Books & Materials	1,079,358	1,019,338	1,189,071	169,733	16.65%
System Upkeep (formerly Utilities, includes Idea Space Rent)	23,400	23,400	47,053	23,653	101.08%
Equipment Contracts	23,400	15,500	15,500	0	0.00%
Telephone	43,000	43,000	43,000	0	0.00%
Insurance	31,000	31,000	34,000	3,000	9.68%
Publicity	43,000	40,000	40,000	0	0.00%
Programming	30,000	30,000	30,000	0	0.00%
General Supplies	135,000	150,000	175,000	25,000	16.67%
Computer Services	550,287	585,000	645,000	60,000	10.26%
Vehicle Operation & Maintenance	30,000	30,000	30,000	0	0.00%
Continuing Education & Staff Training	25,000	25,000	25,000	0	0.00%
Miscellaneous	4,000	4,000	4,000	0	0.00%
Institutional Memberships & Professional Dues	15,000	10,000	7,500	(2,500)	-25.00%
Furniture & Equipment	59,000	59,000	59,000	0	0.00%
Library Administration Center	363,000	345,000	360,000	15,000	4.35%
OPERATING EXPENDITURE	**13,163,733**	**13,302,597**	**13,880,514**	**577,917**	**4.34%**

Note: FY24 Actual Expenditure is unaudited as of 9/2024

Fiscal Year 2024 Branch Visits

	Fredericksburg Branch	Salem Church Branch	Snow Branch	Towne Centre Branch	Howell Branch	Porter Branch	Cooper Branch	Montross Branch	Newton Branch
Fredericksburg	39.56%	5.01%	6.70%	22.38%	2.37%	0.48%	0.19%	0.06%	0.60%
Spotsylvania	21.08%	82.64%	76.83%	57.62%	7.20%	3.70%	0.68%	0.21%	1.69%
Stafford	34.26%	6.35%	5.66%	13.86%	85.08%	93.56%	0.48%	6.33%	0.00%
Westmoreland	0.53%	0.14%	1.56%	0.16%	0.39%	0.02%	88.14%	85.24%	92.85%

How are Revenue Requests Determined?

CY23 Circulation Use

Fredericksburg's: 12.49%
Spotsylvania: 38.84%
Stafford: 48.67%

=

Funding Formula

Funding for Fredericksburg, Spotsylvania, and Stafford is based on annual circulation of the preceding calendar year.

The Westmoreland annual funding uses a base rate plus annual CPI change and salary increases.
See Appendix A for calculation details.

Appendix A - Funding Formula- not updated in v2

	FY24		FY25		FY26		
	CY21 Actual	% of use	CY22 Actual	% of use	CY23 Actual	% of use	Change from Prior Year
Fredericksburg	287,817	12.26%	333,100	12.75%	331,949	12.49%	-0.26%
Spotsylvania	934,836	39.80%	1,023,630	39.18%	1,032,334	38.84%	-0.34%
Stafford	1,125,807	47.94%	1,255,969	48.07%	1,293,397	48.67%	0.60%

Westmoreland -

Westmoreland County's funding is based on the locality's previous fiscal year funding plus the increase amount of salaries and benefits, increased by the most current CPI (through June 2024). They also contribute an additional $10,000 for cleaning of their branches.

	FY24			FY25			FY26		
	FY23 Funding	CPI%	Salary/ Benefits increase	FY24 Funding	CPI%	Salary/ Benefits increase	FY25 Funding	CPI%	Salary/ Benefits increase
Westmoreland	$506,527	1.30%	$17,957	$540,373	3.20%	$21,825	$530,939	3.10%	$11,958

Circulation refers to items checked out by library borrowers. Circulation is automatically generated when an item is checked out or renewed by a customer whether it is a physical item or an electronic one and is attributed to the jurisdiction where the customer lives and not, for physical materials, to the library branch where the item was checked out.

1.5% Cost-of-Living increase on July 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Executive Director	92,952	95,275	97,658	100,100	102,602	105,167	107,796	110,491	113,253	116,085	118,987	121,961	125,010	128,136	131,339
Deputy Executive Director	84,307	86,414	88,574	90,788	93,058	95,385	97,769	100,214	102,719	105,287	107,919	110,617	113,383	116,217	119,123
Assistant Executive Director	76,473	78,385	80,344	82,353	84,412	86,522	88,686	90,903	93,175	95,504	97,892	100,339	102,847	105,419	108,054
Director	72,828	74,649	76,515	78,429	80,389	82,399	84,459	86,571	88,735	90,953	93,227	95,557	97,946	100,395	102,905
Librarian III	66,060	67,711	69,403	71,139	72,918	74,741	76,609	78,524	80,488	82,500	84,562	86,676	88,843	91,064	93,340
Librarian II	59,914	61,412	62,947	64,521	66,134	67,787	69,481	71,219	72,999	74,825	76,695	78,612	80,578	82,592	84,656
Librarian I	56,100	57,503	58,939	60,414	61,923	63,471	65,059	66,685	68,352	70,061	71,812	73,608	75,448	77,334	79,267
Library Assistant IV	53,428	54,764	56,133	57,537	58,975	60,449	61,961	63,510	65,097	66,724	68,393	70,103	71,856	73,651	75,493
Library Assistant III	47,478	48,665	49,881	51,128	52,406	53,717	55,060	56,436	57,847	59,293	60,776	62,295	63,852	65,448	67,084
Library Assistant II	43,955	45,053	46,180	47,334	48,518	49,731	50,974	52,249	53,554	54,893	56,266	57,672	59,114	60,591	62,106
Library Assistant I	39,868	40,865	41,887	42,933	44,007	45,106	46,234	47,390	48,575	49,789	51,035	52,310	53,618	54,959	56,332
Library Clerk II	37,742	38,685	39,652	40,643	41,660	42,701	43,769	44,863	45,985	47,134	48,312	49,520	50,758	52,027	53,328
Library Clerk I	36,622	37,538	38,476	39,439	40,424	41,435	42,470	43,532	44,621	45,736	46,879	48,052	49,252	50,484	51,746

Grade	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Executive Director	134,622	137,988	141,438	144,974	148,598	152,313	156,121	160,024	164,024	168,125	172,328	176,636	181,052	185,579	190,218
Deputy Executive Director	122,100	125,153	128,282	131,489	134,776	138,146	141,599	145,140	148,768	152,487	156,300	160,207	164,212	168,317	172,525
Assistant Executive Director	110,755	113,525	116,363	119,272	122,253	125,310	128,443	131,653	134,945	138,319	141,777	145,321	148,954	152,678	156,495
Director	105,477	108,115	110,818	113,588	116,427	119,338	122,322	125,380	128,514	131,727	135,020	138,396	141,855	145,402	149,037
Librarian III	95,674	98,066	100,518	103,030	105,606	108,247	110,953	113,727	116,570	119,484	122,471	125,533	128,670	131,887	135,185
Librarian II	86,774	88,943	91,166	93,445	95,781	98,176	100,630	103,146	105,725	108,368	111,077	113,854	116,700	119,618	122,608
Librarian I	81,249	83,280	85,362	87,497	89,683	91,925	94,224	96,579	98,994	101,469	104,005	106,606	109,271	112,003	114,802
Library Assistant IV	77,380	79,315	81,298	83,330	85,414	87,549	89,738	91,981	94,281	96,637	99,053	101,530	104,068	106,670	109,336
Library Assistant III	68,762	70,480	72,243	74,049	75,900	77,797	79,743	81,736	83,779	85,874	88,021	90,221	92,477	94,789	97,159
Library Assistant II	63,660	65,251	66,883	68,554	70,268	72,025	73,825	75,671	77,563	79,501	81,489	83,527	85,615	87,756	89,949
Library Assistant I	57,741	59,184	60,664	62,180	63,735	65,328	66,962	68,636	70,351	72,110	73,913	75,761	77,655	79,596	81,586
Library Clerk II	54,661	56,027	57,429	58,864	60,336	61,844	63,390	64,975	66,600	68,264	69,970	71,720	73,513	75,351	77,234
Library Clerk I	53,040	54,366	55,726	57,119	58,546	60,010	61,510	63,048	64,624	66,240	67,896	69,593	71,333	73,117	74,944

Appendix B-2 - Part-Time Pay Scale

1.5% Cost-of-Living increase on July 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Librarian I	25.48	26.12	26.78	27.44	28.13	28.83	29.55	30.29	31.05	31.83	32.62	33.44	34.27	35.13	36.01
Library Assistant IV	24.27	24.88	25.50	26.14	26.79	27.46	28.15	28.85	29.57	30.31	31.07	31.84	32.64	33.46	34.29
Library Assistant III	21.57	22.11	22.66	23.23	23.81	24.40	25.01	25.64	26.28	26.94	27.61	28.30	29.01	29.73	30.48
Library Assistant II	19.96	20.46	20.97	21.50	22.03	22.58	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.52	28.20
Library Assistant I	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60
Library Clerk II	17.16	17.59	18.03	18.48	18.94	19.41	19.90	20.39	20.90	21.43	21.96	22.51	23.07	23.65	24.24
Library Clerk I	16.65	17.06	17.49	17.93	18.37	18.83	19.30	19.79	20.28	20.79	21.31	21.84	22.39	22.95	23.52
Page	13.11	13.44	13.77	14.12	14.47	14.83	15.20	15.58	15.97	16.37	16.78	17.20	17.63	18.07	18.52

Grade	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Librarian I	36.91	37.83	38.78	39.75	40.74	41.76	42.80	43.87	44.97	46.10	47.25	48.43	49.64	50.88	52.15
Library Assistant IV	35.15	36.03	36.93	37.85	38.80	39.77	40.76	41.78	42.83	43.90	44.99	46.12	47.27	48.45	49.67
Library Assistant III	31.24	32.02	32.82	33.64	34.48	35.34	36.23	37.13	38.06	39.01	39.99	40.99	42.01	43.06	44.14
Library Assistant II	28.91	29.63	30.37	31.13	31.91	32.71	33.53	34.36	35.22	36.10	37.01	37.93	38.88	39.85	40.85
Library Assistant I	26.24	26.89	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.77	33.58	34.42	35.28	36.17	37.07
Library Clerk II	24.85	25.47	26.11	26.76	27.43	28.11	28.82	29.54	30.28	31.03	31.81	32.60	33.42	34.25	35.11
Library Clerk I	24.11	24.71	25.33	25.96	26.61	27.28	27.96	28.66	29.37	30.11	30.86	31.63	32.42	33.23	34.06
Page	18.99	19.46	19.95	20.45	20.96	21.48	22.02	22.57	23.13	23.71	24.30	24.91	25.53	26.17	26.83

Appendix C - Benefits Calculation

Benefit Categories

FICA	$651,489	*All salaries x 7.65%*
Medical/Dental/Vision insurance	$1,226,881	*CRRL cost only*
VRS	$523,147	*FT salaries x 8.43% for FY25*
Life insurance	$111,540	*FT salaries x 1.84% for FY25*
	$2,513,057	

Other Benefits - based on actual expenses

Cash match	$65,000
REACH/TLC EAP	$4,330
Vaccine clinics	$2,000
Unemployment	$4,000
	$75,330

Total Benefits	**$2,588,387**

Full-Time Salaries	$6,061,956
Part-Time Salaries	$2,454,244
Total Salaries	**$8,516,200**

Indirect expenses are calculated using Fredericksburg, Spotsylvania, and Stafford's circulation percentages for the most recent complete calendar year. FY26 was calculated using CY23 circulation numbers.

FY26 Budget Use Percentages

Funding locality	Fredericksburg	Spotsylvania	Stafford
Circulation (Use) %	12.49%	38.84%	48.67%

Westmoreland's funding is derived using a different formula so their portion of the Indirect Expense line items was calculated using their percent contribution to the local budget - 4.40%.

All localities - forecasted totals:

All localities	Fredericksburg	Spotsylvania	Stafford	Westmoreland	TOTAL
Direct expenses	$1,389,094	$2,024,419	$2,735,700	$312,894	$6,462,106
Indirect expenses	$1,016,498	$2,907,972	$3,613,194	$330,636	$7,868,300
GRAND TOTAL	$2,405,592	$4,932,391	$6,348,894	$643,530	$14,330,406
FY26 funding request	$1,620,000	$4,774,352	$5,774,835	$586,856	$12,756,043

Details on calculations of direct (costs directly associated with branches in each jurisdiction) and indirect (shared costs) are included in Appendix D2-D4.

Fredericksburg Locations	Fredericksburg	Total
Branch Salaries - Direct Expense	$1,104,483	$1,104,483
System-Wide - Indirect Expense		$437,108
Total Salaries	**$1,104,483**	**$1,541,591**

Spotsylvania Locations	Salem Church	Snow	Towne Centre	Total
Branch Salaries - Direct Expense	$1,138,531	$290,149	$172,454	$1,601,133
System-Wide - Indirect Expense				$1,359,371
Total Salaries	**$1,138,531**	**$290,149**	**$172,454**	**$2,960,504**

Stafford Locations	Howell	Porter	Total
Branch Salaries - Direct Expense	$984,148	$1,137,257	$2,121,405
System-Wide - Indirect Expense			$1,703,137
Total Salaries	**$984,148**	**$1,137,257**	**$3,824,542**

Westmoreland Locations	Cooper	Montross	Newton	Total
Branch Salaries - Direct Expense	$65,130	$63,144	$144,620	$272,893
System-Wide - Indirect Expense				$161,208
Total Salaries	**$65,130**	**$63,144**	**$144,620**	**$434,102**

Totals	Fredericksburg	Spotsylvania	Stafford	Westmoreland	Total
Branch Salaries - Direct Expense	$1,104,483	$1,601,133	$2,121,405	$272,893	$5,099,914
System-Wide - Indirect Expense	$437,108	$1,359,371	$1,703,137	$161,208	$3,660,824
Total Salaries	**$1,541,591**	**$2,960,504**	**$3,824,542**	**$434,102**	**$8,760,738**

System-Wide includes: LAC, Law, Virginiana, Access Services, Library-on-the-Go, IdeaSpace

Fredericksburg Locations	Fredericksburg	Total
Branch Benefits - Direct Expense	$284,611	$284,611
System-Wide- Indirect Expense		$171,741
Total Benefits	**$284,611**	**$456,352**

Spotsylvania Locations	Salem Church	Snow	Towne Centre	Total
Branch Benefits - Direct Expense	$339,655	$34,590	$49,040	$423,285
System-Wide - Indirect Expense				$534,102
Total Benefits	**$339,655**	**$34,590**	**$49,040**	**$957,388**

Stafford Locations	Howell	Porter	Total
Branch Benefits - Direct Expense	$328,924	$285,371	$614,295
System-Wide - Indirect Expense			$669,169
Total Benefits	**$328,924**	**$285,371**	**$1,283,465**

Westmoreland Locations	Cooper	Montross	Newton	Total
Branch Benefits - Direct Expense	$4,982	$4,831	$30,187	$40,000
System-Wide - Indirect Expense				$63,339
Total Benefits	**$4,982**	**$4,831**	**$30,187**	**$103,340**

Totals	Fredericksburg	Spotsylvania	Stafford	Westmoreland	Total
Branch Benefits - Direct Expense	$284,611	$423,285	$614,295	$40,000	$1,362,192
System-Wide - Indirect Expense	$171,741	$534,102	$669,169	$63,339	$1,438,352
Total Benefits	**$456,352**	**$957,388**	**$1,283,465**	**$103,340**	**$2,800,544**

Direct Benefits include: Branch Medical Insurance, FICA, VRS, PEHP, Life Insurance
Indirect Benefits include: LAC, Law, Virginian, Access Services, LOTG, IdeaSpace Medical Insurance FICA, VRS, PEHP, Life Insurance, 457 Cash Match, Vaccine Clinics, Unemployment

	Fredericksburg	Spotsylvania	Stafford	Westmoreland	Totals
Direct Expenses					
Direct Salaries	$1,104,483	$1,601,133	$2,121,405	$272,893	**$5,099,914**
Direct Benefits	$284,611	$423,285	$614,295	$40,000	**$1,362,192**
Total Direct Expenses	**$1,389,094**	**$2,024,419**	**$2,735,700**	**$312,894**	**$6,462,106**
Allocation of Indirect Expenses	**12.49%**	**38.84%**	**48.67%**	**4.40%**	
System-Wide Salaries*	$437,108	$1,359,371	$1,703,137	$161,208	**$3,660,824**
System-Wide Benefits	$171,741	$534,102	$669,169	$63,339	**$1,438,352**
Professional Services	$5,970	$18,565	$23,263	$2,202	**$50,000**
Temporary Services	$1,791	$5,569	$6,979	$661	**$15,000**
Books & Materials	$141,975	$441,498	$553,236	$52,362	**$1,189,071**
System Upkeep (formerly Utilities)	$5,618	$17,471	$21,892	$2,072	**$47,053**
Equipment Contracts	$1,851	$5,755	$7,212	$683	**$15,500**
Telephone	$5,134	$15,966	$20,007	$1,894	**$43,000**
Insurance	$4,060	$12,624	$15,819	$1,497	**$34,000**
Publicity	$4,776	$14,852	$18,611	$1,761	**$40,000**
Programming	$3,582	$11,139	$13,958	$1,321	**$30,000**
General Supplies	$20,895	$64,977	$81,422	$7,706	**$175,000**
Computer Services	$77,013	$239,486	$300,098	$28,403	**$645,000**
Vehicle Operation & Maintenance	$3,582	$11,139	$13,958	$1,321	**$30,000**
Continuing Education & Staff Training	$2,985	$9,282	$11,632	$1,101	**$25,000**
Miscellaneous	$478	$1,485	$1,861	$176	**$4,000**
Institutional Memberships & Professional Dues	$895	$2,785	$3,490	$330	**$7,500**
Furniture & Equipment	$7,045	$21,906	$27,451	$2,598	**$59,000**
Library Administration Center	$120,000	$120,000	$120,000	$0	**$360,000**
Total Indirect Expenses	**$1,016,498**	**$2,907,972**	**$3,613,194**	**$330,636**	**$7,868,300**
Total Expenses	**$2,405,592**	**$4,932,391**	**$6,348,894**	**$643,530**	**$14,330,406**

System-Wide includes: LAC, Law, Virginiana, Access Services, Library-on-the-Go, IdeaSpace

Branch	Pay Grade	Full-Time	Part-Time	Grand Total
Fredericksburg	Librarian I	3.00	0.00	**3.00**
	Librarian II	2.00	0.00	**2.00**
	Librarian III	1.00	0.00	**1.00**
	Library Assistant II	3.00	5.21	**8.21**
	Library Assistant III	1.00	0.00	**1.00**
	Library Clerk I	0.00	3.28	**3.28**
	Library Clerk II	1.00	0.50	**1.50**
	Page	0.00	1.43	**1.43**
Fredericksburg Total		**11.00**	**10.41**	**21.41**

Branch	Pay Grade	Full-Time	Part-Time	Grand Total
System-Wide	Assistant Director	1.00	0.00	**1.00**
	Deputy Director	1.00	0.00	**1.00**
	Director	1.00	0.00	**1.00**
	Librarian I	3.00	0.00	**3.00**
	Librarian II	3.00	0.00	**3.00**
	Librarian III	1.00	0.00	**1.00**
	Librarian IV	4.00	0.00	**4.00**
	Library Assistant I	2.00	0.00	**2.00**
	Library Assistant II	11.00	4.08	**15.08**
	Library Assistant III	7.00	0.00	**7.00**
	Library Assistant IV	5.00	0.00	**5.00**
	Library Clerk I	1.00	3.35	**4.35**
	Library Clerk II	2.00	0.00	**2.00**
	Page	0.00	0.15	**0.15**
System-Wide Total		**42.00**	**7.58**	**49.58**

Appendix E-2 - Spotsylvania FTE - not updated in v2

Branch	Pay Grade	Full-Time	Part-Time	Grand Total
Salem Church	Librarian I	3.00	0.10	3.10
	Librarian II	3.00	0.00	3.00
	Librarian III	1.00	0.00	1.00
	Library Assistant I	0.00	0.50	0.50
	Library Assistant II	2.00	4.38	6.38
	Library Assistant III	1.00	0.00	1.00
	Library Clerk I	0.00	2.76	2.76
	Library Clerk II	1.00	0.21	1.21
	Page	0.00	1.78	1.78
Salem Church Total		**10.00**	**9.72**	**20.72**
Snow	Library Assistant II	1.00	1.34	2.34
	Library Assistant III	1.00	0.00	1.00
	Library Clerk I	0.00	2.65	2.65
	Page	0.00	0.40	0.40
Snow Total		**2.00**	**4.39**	**6.39**
STC	Library Assistant II	1.00	0.30	1.30
	Library Assistant III	1.00	0.00	1.00
	Library Clerk I	0.00	1.22	1.22
STC Total		**2.00**	**1.52**	**3.52**

Branch	Pay Grade	Full-Time	Part-Time	Grand Total
Porter	Librarian I	3.00	0.00	3.00
	Librarian II	2.00	0.00	2.00
	Librarian III	1.00	0.00	1.00
	Library Assistant II	3.00	4.94	7.94
	Library Assistant III	1.00	0.00	1.00
	Library Clerk I	0.00	4.31	4.31
	Library Clerk II	1.00	0.21	1.21
	Page	0.00	1.78	1.78
Porter Total		**11.00**	**11.24**	**22.24**
Howell	Librarian I	3.00	0.00	3.00
	Librarian II	2.00	0.00	2.00
	Librarian III	1.00	0.00	1.00
	Library Assistant II	3.00	3.22	6.22
	Library Assistant III	1.00	0.00	1.00
	Library Clerk I	0.00	1.94	1.94
	Library Clerk II	1.00	0.20	1.20
	Page	0.00	1.18	1.18
Howell Total		**11.00**	**6.54**	**17.54**

Branch	Pay Grade	Full-Time	Part-Time	Grand Total
Cooper	Library Assistant II	0.00	0.63	0.63
	Library Clerk I	0.00	0.77	0.77
Cooper Total		**0.00**	**1.40**	**1.40**
Montross	Library Assistant II	0.00	0.64	0.64
	Library Clerk I	0.00	0.82	0.82
Montross Total		**0.00**	**1.46**	**1.46**
Newton	Library Assistant III	1.00	0.00	1
	Library Assistant II	0.00	1.21	1.21
	Library Clerk I	0.00	0.57	0.57
Newton Total		**1.00**	**1.78**	**2.78**
CRRL Grand Total		**90.00**	**56.04**	**147.04**

Years of Svs	Pay Grade	FX FX	SP SC	SN	STC	ST HW	PO	WM Newton	System-Wide	Total
0-4	Librarian I	2	2			2	1		2	9
	Librarian II						1		1	2
	Library Assistant II	1			1				3	5
	Library Assistant III				1				3	4
	Library Assistant IV								1	1
5-9	Librarian I					1			1	2
	Librarian II	1	1				1			3
	Librarian IV								1	1
	Library Assistant II		1	1		1	1		3	7
	Library Assistant III	1				1				2
	Library Clerk I								1	1
	Library Clerk II	1							1	2
10+	Director								1	1
	Deputy Director								1	1
	Assistant Director								1	1
	Librarian I	1	1				2			4
	Librarian II	1	1			2			2	6
	Librarian III	1	1			1	1		1	5
	Librarian IV								3	3
	Library Assistant I								2	2
	Library Assistant II	2	1			2	2		5	12
	Library Assistant III		1	1			1	1	4	8
	Library Assistant IV								4	4
	Library Clerk II		1			1	1		1	4
Total		11	10	2	2	11	11	1	42	90

Years of Svs	Pay Grade	FX	SP			ST		West			System - Wide	Total
		FX	SC	SN	STC	HW	PO	CB	MT	NW		
0-4	Library Assistant II	7	9			5	7		1		7	36
	Library Clerk I	10	6	4	1	4	4	3	4	1	3	40
	Library Clerk II	3				1						4
	Page		3			2	5				1	11
5-9	Library Assistant I		1									1
	Library Assistant II	6		2		1	2					11
	Library Clerk I		1	3		2	4		1	1	1	13
	Page	2	2			2	1					7
10+	Librarian I		1									1
	Library Assistant II		2	2		5	1	1		1		12
	Library Clerk I	3	2				2	1		1	2	11
	Library Clerk II	1										1
	Page	1		1								2
Total		33	27	12	1	22	26	5	6	4	14	150