



20 October 2017

TO: RAILS Board of Directors

FROM: Dee Brennan

SUBJECT: Revised Compensation Schedule

The Management Association has provided us with information about revising our salary schedule annually to keep it current and competitive. We did not revise it in FY 16 or FY 17 as we should have, so we are applying the increases to the schedule this year, retroactive to July 1, 2017.

The scale should have been increased 2.0% for 2016 and then an additional 1.95% for 2017. I believe that we can make these annual adjustments for 5 years, and then we have to update the benchmarking project for all positions.

The financial impact of this revision is approximately \$10,000. It provides modest increases for delivery drivers and sorters who have been at the minimum salary in Grade 1. It also provides modest increases for individuals who have been "maxxed out" at the top of their grades.

Both the current schedule and the revised schedule are in the packet. I ask the Board's approval of this revision.

Reaching Across Illinois Library System
Pay Grade Assignments

Effective 7/1/2017

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
14	E	Associate Executive Director	\$107,429	\$134,286	\$161,143
			\$55.09	\$68.86	\$82.64
13		Hold for restructuring	\$95,893	\$119,867	\$143,841
			\$49.18	\$61.47	\$73.76
12		Hold for future restructuring	\$85,598	\$106,996	\$128,396
			\$43.89	\$54.87	\$65.85
11	E	Director, Finance and Human Resources	\$76,407	\$95,508	\$114,609
	E	Director, Technology Services	\$39.18	\$48.98	\$58.77
10	E	Director, Communication Services	\$68,202	\$85,253	\$102,303
	E	Director, Consulting and Continuing Education	\$34.97	\$43.72	\$52.46
	E	Director, Delivery and Facility Services			
	E	Director, Human Resources			
	E	Director, Member Development and Resource Sharing			
	E	Director, Talking Book Services			
	E	Information Technology Manager			
	E	LLSAP Services Manager			
9	E	Application and Web Developer	\$60,879	\$76,099	\$91,319
	E	Member Engagement Manager	\$31.22	\$39.03	\$46.83
8	E	Member Services Supervisor - LLSAP	\$54,343	\$67,928	\$81,514
	E	Member Services Coordinator - LLSAP	\$27.87	\$34.84	\$41.80
	E	Network Administrator - IT			
	E	System Administrator - IT			
	E	System Coordinator - LLSAP			
	E	System Supervisor - LLSAP			
7	E	Cataloging and Database Supervisor - LLSAP	\$48,508	\$60,634	\$72,761
	E	Consulting and Continuing Education Specialist	\$24.87	\$31.09	\$37.31
	E	Delivery Services Manager			
	E	Digitization Training Coordinator			
	E	E-Book Trainer/Coordinator			
	E	Resource Sharing Specialist			
	E	Support Coordinator - LLSAP			
	NE	Executive Assistant			
6	E	Communications Specialist	\$43,299	\$54,124	\$64,948
	E	Staff Accountant	\$22.20	\$27.75	\$33.31
	E	Human Resources Generalist			
5	E	Cataloging and Database Coordinator - LLSAP	\$38,650	\$48,312	\$57,975
	NE	Outreach Associate	\$19.82	\$24.78	\$29.73
4	NE	Accounting Specialist	\$34,499	\$43,125	\$51,750
	NE	Administrative Assistant	\$17.69	\$22.12	\$26.54
	NE	Delivery/Facility Associate			
	NE	Human Resources Coordinator			
	NE	Reader Advisor			
	NE	Senior Member Services Specialist - LLSAP			
	NE	Senior Support Specialist - IT			
	NE	Senior System Specialist - LLSAP			
3	NE	Senior Cataloging & Database Specialist - LLSAP	\$30,795	\$38,495	\$46,193
			\$15.80	\$19.74	\$23.69
2	NE	Cataloging & Database Specialist - LLSAP	\$27,488	\$34,361	\$41,234
	NE	Member Services Specialist - LLSAP	\$14.10	\$17.63	\$21.14
1	NE	Clerical Assistant	\$24,537	\$30,672	\$36,806
	NE	Driver	\$12.58	\$15.73	\$18.87
	NE	Sorter			

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Pay Grade Assignments

Effective 7/1/2016

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
14	E	Associate Executive Director	\$103,308	\$129,135	\$154,962
			\$52.98	\$66.22	\$79.47
13		Hold for restructuring	\$92,215	\$115,269	\$138,323
			\$47.29	\$59.11	\$70.93
12		Hold for future restructuring	\$82,314	\$102,892	\$123,471
			\$42.21	\$52.77	\$63.32
11	E	Director, Finance	\$73,476	\$91,844	\$110,213
	E	Director, Technology Services	\$37.68	\$47.10	\$56.52
10	E	Director, Communication Services	\$65,586	\$81,983	\$98,379
	E	Director, Consulting and Continuing Education	\$33.63	\$42.04	\$50.45
	E	Director, Delivery and Facility Services			
	E	Director, Human Resources			
	E	Director, Member Development and Resource Sharing			
	E	Director, Talking Book Services			
	E	Information Technology Manager			
	E	LLSAP Services Manager			
9	E	Application and Web Developer	\$58,544	\$73,180	\$87,816
	E	Member Engagement Manager	\$30.02	\$37.53	\$45.03
8	E	Member Services Supervisor - LLSAP	\$52,258	\$65,322	\$78,387
	E	Member Services Coordinator - LLSAP	\$26.80	\$33.50	\$40.20
	E	Network Administrator - IT			
	E	System Administrator - IT			
	E	System Coordinator - LLSAP			
	E	System Supervisor - LLSAP			
7	E	Cataloging and Database Supervisor - LLSAP	\$46,647	\$58,308	\$69,970
	E	Consulting and Continuing Education Specialist	\$23.92	\$29.90	\$35.88
	E	Delivery Services Manager			
	E	Digitization Training Coordinator			
	E	E-Book Trainer/Coordinator			
	E	Resource Sharing Specialist			
	E	Support Coordinator - LLSAP			
	NE	Executive Assistant			
6	E	Communications Specialist	\$41,638	\$52,048	\$62,457
	E	Staff Accountant	\$21.35	\$26.69	\$32.03
5	E	Cataloging and Database Coordinator - LLSAP	\$37,167	\$46,459	\$55,751
	NE	Outreach Associate	\$19.06	\$23.83	\$28.59
4	NE	Accounting Specialist	\$33,176	\$41,471	\$49,765
	NE	Administrative Assistant	\$17.01	\$21.27	\$25.52
	NE	Delivery/Facility Associate			
	NE	Human Resources Assistant			
	NE	Reader Advisor			
	NE	Senior Member Services Specialist - LLSAP			
	NE	Senior Support Specialist - IT			
	NE	Senior System Specialist - LLSAP			
3	NE	Senior Cataloging & Database Specialist - LLSAP	\$29,614	\$37,018	\$44,421
			\$15.19	\$18.98	\$22.78
2	NE	Cataloging & Database Specialist - LLSAP	\$26,434	\$33,043	\$39,652
	NE	Member Services Specialist - LLSAP	\$13.56	\$16.95	\$20.33
1	NE	Clerical Assistant	\$23,596	\$29,495	\$35,394
	NE	Driver	\$12.10	\$15.13	\$18.15
	NE	Sorter			