

15 February 2019

**TO: RAILS Board of Directors**

**FROM: Deirdre Brennan**

**SUBJECT: Ratification of January votes on compensation and organization chart revisions**

When the board voted to approve the revised compensation schedule and organization chart at the January meeting, we neglected to do a roll call. A roll call vote is required when funds are expended. I am asking the board to revote at the February meeting via a roll call.

My apologies for this oversight, and thanks to Tom for bringing it to my attention.

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
14	E	Associate Executive Director	\$109,578	\$136,972	\$164,366
			\$56.20	\$70.24	\$84.29
13		Hold for restructuring	\$97,811	\$122,264	\$146,718
			\$50.16	\$62.70	\$75.23
12		Hold for future restructuring	\$87,309	\$109,136	\$130,964
			\$44.77	\$55.97	\$67.16
11	E	Director, Finance and Human Resources	\$77,935	\$97,418	\$116,902
	E	Director, Technology Services	\$39.97	\$49.96	\$59.95
10	E	Director, Communication Services	\$69,566	\$86,958	\$104,349
	E	Director, Consulting and Continuing Education	\$35.67	\$44.59	\$53.51
	E	Director, Delivery and Facility Services			
	E	Information Technology Manager			
	E	LLSAP Services Manager			
9	E	Application and Web Developer	\$62,097	\$77,621	\$93,145
	E	Member Engagement Manager	\$31.84	\$39.81	\$47.76
	E	Library Resources and Programs Manager			
8	E	Member Services Supervisor - LLSAP	\$55,429	\$69,286	\$83,144
	E	Member Services Coordinator - LLSAP	\$28.43	\$35.53	\$42.64
	E	Network Administrator - IT			
	E	System Administrator - IT			
	E	System Coordinator - LLSAP			
	E	System Supervisor - LLSAP			
	E	Technology Special Projects Coordinator			
7	E	Cataloging and Database Supervisor - LLSAP	\$49,478	\$61,847	\$74,216
	E	Consulting and Continuing Education Specialist	\$25.37	\$31.71	\$38.06
	E	Delivery Services Manager			
	E	Digitization Training Coordinator			
	E	E-Book Trainer/Coordinator			
	E	Resource Sharing Specialist			
	E	Support Coordinator - LLSAP			
	NE	Executive Assistant			
	NE	Data Coordinator and Research Analyst			
6	E	Communications Specialist	\$44,165	\$55,207	\$66,247
	E	Staff Accountant	\$22.65	\$28.31	\$33.97
	E	Human Resources Generalist			
5	E	Cataloging and Database Coordinator - LLSAP	\$39,423	\$49,278	\$59,134
4	NE	Accounting Specialist	\$35,189	\$43,988	\$52,785
	NE	Administrative Assistant	\$18.04	\$22.56	\$27.07
	NE	Delivery/Facility Associate/Delivery Lead			
	NE	Human Resources Coordinator			
	NE	Senior Member Services Specialist - LLSAP			
	NE	Senior Support Specialist - IT			
	NE	Senior System Specialist - LLSAP			
3	NE	Senior Cataloging & Database Specialist - LLSAP	\$31,411	\$39,265	\$47,117
			\$16.11	\$20.13	\$24.16
2	NE	Cataloging & Database Specialist - LLSAP	\$28,038	\$35,048	\$42,058
	NE	Member Services Specialist - LLSAP	\$14.38	\$17.98	\$21.56
1	NE	Clerical Assistant	\$25,038	\$31,285	\$37,542
	NE	Driver	\$12.83	\$16.05	\$19.25
	NE	Sorter			

Due to space limitations, chart is not strictly hierarchical. Double borders indicate supervisory responsibility.

