

July 15, 2022

TO: RAILS Board

FROM: Monica Harris, Associate Executive Director

SUBJECT: RAILS Organizational Chart and Pay Grade Assignments FY2023

In your packet you will find the proposed updates to the RAILS Organizational Chart and RAILS Pay Grade Assignments, per the FY2023 budget approved by the Board.

Please note that due to space limitations, the Organizational Chart is not strictly hierarchical. Double borders on the chart indicate supervisory responsibility.

The proposed changes to the RAILS Organizational Chart and Pay Grade Assignments are:

- The addition of a Digital Communications Specialist (pending), who will report to Mary Witt, Director of Marketing and Communications
- The addition of a Consortial Services Supervisor (pending), who will report to Anne Slaughter, Director of Technology Services
- The addition of a Data Research Specialist (Janette Derucki), who will report to Grant Halter, Data Analysis Manager
- After an outside analysis of the job description by HR Source, the position of Human Resources Coordinator was reclassified from a Pay Grade 4 to Pay Grade 6 and the FLSA status was changed to Exempt from Nonexempt.

**Reaching Across Illinois Library System
Pay Grade Assignments
Based on a 37.5 Hour Workweek
Effective: July 1, 2022**

REACHING ACROSS ILLINOIS LIBRARY SYSTEM PAY GRADE ASSIGNMENTS Based on a 37.5 Hour Workweek Effective July 1, 2022					
Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
14	E	Associate Executive Director	\$117,338	\$146,673	\$176,007
			\$60.17	\$75.22	\$90.26
13		Hold for future restructuring	\$104,445	\$130,556	\$156,668
			\$53.56	\$66.95	\$80.34
12		Hold for future restructuring	\$92,968	\$116,210	\$139,451
			\$47.68	\$59.59	\$71.51
11	E	Director, Technology Services	\$82,752	\$103,440	\$124,128
			\$42.44	\$53.05	\$63.66
10	E	Director, Marketing & Communications	\$73,658	\$92,073	\$110,488
		LLSAP Services Manager	\$37.77	\$47.22	\$56.66
		Director, Delivery and Facility Services			
		Director of Consulting and Continuing Education			
		Information Technology Manager			
		Director of Library Resources and Programs			
		Finance Manager			
9	E	Applications Developer	\$65,565	\$81,956	\$98,347
		Application and Web Developer	\$33.62	\$42.03	\$50.43
		Member Engagement Manager			
		Human Resources Manager			
8	E	RSA System Supervisor	\$58,360	\$72,950	\$87,541
		Data Analysis Manager	\$29.93	\$37.41	\$44.89
		Network Administrator			
		RSA Operations Supervisor			
		System Administrator			
		RSA Cataloging and Database Supervisor			
		Consortial Services Supervisor			
7	E	Staff Accountant	\$51,947	\$64,933	\$77,920
		Technology Special Projects Coordinator	\$26.64	\$33.30	\$39.96
		RSA System Coordinator			
		E-Content Specialist			
		RSA Member Services Supervisor			
		Delivery Services Manager			
		Executive Assistant			
6	E	Special Projects Librarian	\$46,239	\$57,798	\$69,358
		Marketing and Public Relations Specialist	\$23.71	\$29.64	\$35.57
		Consulting and Continuing Education Specialist			
		RSA Design, Marketing, and Administrative Coordinator			
		Cataloging Services Coordinator			
		RSA Cataloging & Database Coordinator			
		Human Resources Coordinator			
5	NE	RSA Member Services Coordinator	\$41,158	\$51,447	\$61,736
		RSA Member Services User Experience Coordinator	\$21.11	\$26.38	\$31.66
		Senior Support Specialist			
4	NE	Accounting Specialist	\$36,636	\$45,794	\$54,953
		Delivery Lead/Facility Associate	\$18.79	\$23.48	\$28.18
		Administrative Assistant			
3	NE	RSA Cataloging and Database Senior Specialist	\$32,610	\$40,762	\$48,915
			\$16.72	\$20.90	\$25.08
2		Hold for future restructuring	\$29,026	\$36,282	\$43,539
			\$14.89	\$18.61	\$22.33
1	NE	Sorter/Driver	\$25,837	\$32,296	\$38,755
		Floater	\$13.25	\$16.56	\$19.87
		Driver/Sorter			

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