

DATE: June 12, 2026
TO: RAILS Board of Directors
FROM: Monica Harris, Executive Director
SUBJECT: Organizational Chart and Pay Grade Assignments FY2027

In your packet, you will find the proposed updates to the RAILS Organizational Chart and RAILS Pay Grade Assignments, which include an update to the structure to reflect a 2.1% adjustment recommended by HR Source for FY2027. Thanks to Human Resources Director Samantha Daly for preparing these updates.

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

Changes to the Organizational Chart structure are as follows:

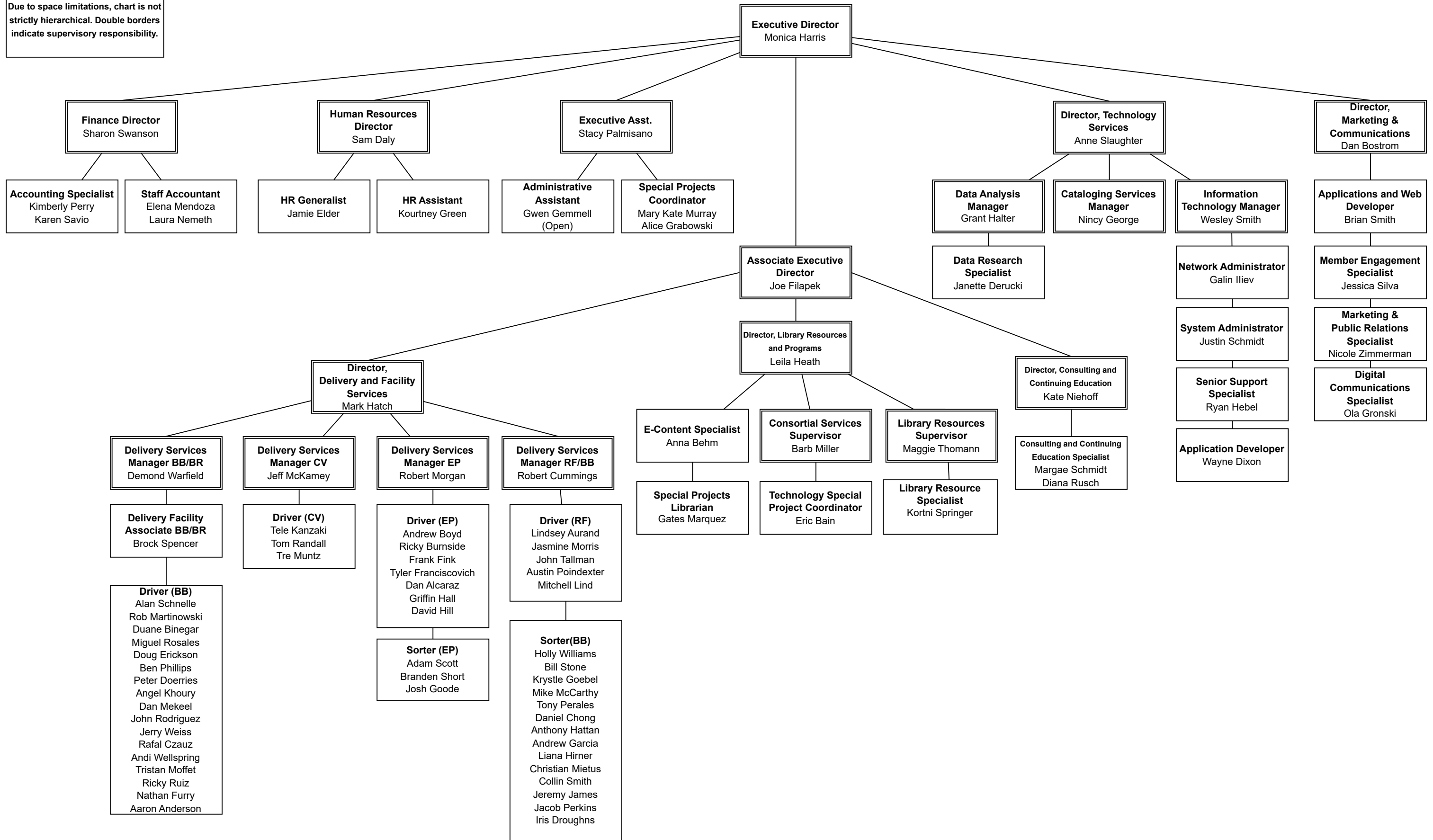
- On January 1, 2026, Resource Sharing Alliance (RSA) became an independent employer, which aligns them with other regional consortia. As a result of this change, the RSA staff are no longer reflected in our org chart.
- Adjustments have been made to the reporting structure at the Bolingbrook Delivery hub to more evenly distribute supervisory responsibilities among Delivery Service Managers. Bob Cummings will now supervise Bolingbrook sorting staff in addition to his supervisory work with the Rockford staff.
- Maggie Thomann will be promoted from Library Resource Specialist to Library Resources Supervisor. As a result, the organizational chart reflects the removal of one Library Resources Specialist position and the addition of the Library Resources Supervisor position. The remaining Library Resources Specialist will report directly to the Library Resources Supervisor.

New Hires from FY2026:

Griffin Hall	Floater	7/23/2025
David Hill	Driver	8/6/2025
Kortni Springer	Library Resources Specialist	9/3/2025
Gwen Gemmell	Administrative Assistant	9/8/2025
Don Ford	Driver	9/8/2025
Andromeda Wellspring	Floater	9/11/2025

Karen Savio	Accounting Specialist	9/29/2025
Dylan Castro	Driver PT	9/30/2025
Gates Marquez	Special Projects Librarian	10/1/2025
Alice Grabowski	Special Projects Coordinator	10/1/2025
Iris Boss Droughns	Sorter	10/8/2025
Jamie Elder	HR Generalist	11/14/2025
Tristan Moffett	Driver	11/18/2025
Joshua Goode	Sorter	12/11/2025
Yolanda Everson	Data Analysis Intern	1/5/2026
Ricky Ruiz	Floater/Driver	2/11/2026
Abigail Hartley Serody	Temporary Cataloging Assistant	2/18/2026
Aaron Anderson	Driver	4/3/2026
Nathan Furry	Floater/Driver	4/2/2026
Mitchell Lind	PT Driver	4/21/2026

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



**Reaching Across Illinois Library System
Pay Grade Assignments
Based on a 37.5 Hour Workweek
Effective: July 1, 2026**

Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
14	E	Associate Executive Director	\$129,654	\$162,068	\$194,482
			\$66.49	\$83.11	\$99.73
11	E	Director, Technology Services	\$95,145	\$118,931	\$142,717
	E	Finance Director	\$48.79	\$60.99	\$73.19
10	E	Director of Library Resources and Programs	\$84,768	\$105,960	\$127,152
	E	Director, Consulting and Continuing Education	\$43.47	\$54.34	\$65.21
	E	Director, Delivery and Facility Services			
	E	Director, Marketing & Communications			
	E	Human Resources Director			
	E	Information Technology Manager			
9	E	Applications Developer	\$75,523	\$94,404	\$113,285
	E	Application and Web Developer	\$38.73	\$48.41	\$58.09
8	E	Cataloging Services Manager	\$67,286	\$84,108	\$100,930
	E	Consortial Services Supervisor	\$34.51	\$43.13	\$51.76
	E	Data Analysis Manager			
	E	Member Engagement Specialist			
	E	Network Administrator			
	E	System Administrator			
	E	Library Resources Supervisor			
7	E	Data Analyst	\$59,948	\$74,935	\$89,922
	E	Delivery Services Manager	\$30.74	\$38.43	\$46.11
	E	E-Content Specialist			
	E	Staff Accountant			
	E	Technology Special Projects Coordinator			
	NE	Executive Assistant			
6	E	Consulting and Continuing Education Specialist	\$53,410	\$66,762	\$80,114
	E	Digital Marketing & Communications Specialist	\$27.39	\$34.24	\$41.08
	E	Human Resources Generalist			
	E	Library Resource Specialist			
	E	Marketing and Public Relations Specialist			
	E	Special Projects Librarian			
5	NE	Senior Support Specialist	\$47,585	\$59,481	\$71,377
			\$24.40	\$30.50	\$36.60
4	NE	Accounting Specialist	\$42,396	\$52,995	\$63,594
	NE	Administrative Assistant	\$21.74	\$27.18	\$32.61
	NE	Delivery Lead/Facility Associate			
	NE	Human Resources Assistant			
3		Hold for future restructuring	\$37,771	\$47,214	\$56,657
			\$19.37	\$24.21	\$29.05
2	NE	Driver/Sorter	\$33,652	\$42,065	\$50,478
	NE	Floater	\$17.26	\$21.57	\$25.89
	NE	Sorter/Driver			