

**TO:** Library Board  
**FROM:** David Ruff, Director  
**RE:** Salary Range Updates  
**DATE:** November 05, 2019

**Background:** The Personnel Committee met on September 12, 2019 to review the Library’s Salary Ranges. At that meeting, the committee voted to recommend that the maximum for five salary ranges be increased. The goal of all of the proposed adjustments is to raise the pay rate range to six percent (6%) above the highest actual pay rate currently paid in that range. This allows for two years of normal inflation increases before the highest actual pay rate would exceed its pay range. Those recommendations are:

**Assistant Director**

Current: Minimum - \$35.00 Maximum - \$53.64  
Proposed: Minimum - \$35.00 Maximum - \$54.92

**Department Director**

Current: Minimum - \$24.00 Maximum - \$42.40  
Proposed: Minimum - \$24.00 Maximum - \$43.54

**Librarian**

Current: Minimum - \$19.00 Maximum - \$34.70  
Proposed: Minimum - \$19.00 Maximum - \$35.45

**Administrative Associate**

Current: Minimum - \$17.50 Maximum - \$37.00  
Proposed: Minimum - \$17.50 Maximum - \$37.92

**Library Assistants**

Current: Minimum - \$8.50 Maximum - \$17.24  
Proposed: Minimum - \$10.00 \* Maximum - \$18.17

\* as mandated by Illinois’ new minimum wage legislation