

**Illinois Heartland Library System  
Ad-hoc Market Benchmarking Spreadsheet  
Effective: September 1, 2023**

Pay Grade	FLSA	Position Title	Survey	Survey Job Code	Survey Description	Survey Base Pay	Edwardsville Geographic Adjustment	Aged Survey Data 9/1/2023	Weight	Composite Base Pay
11	E	Lead Software Architect	C		Application Developer, Edwardsville, IL, Budget \$6 Million, NAICS 519120, 5 Years	\$86,297	\$86,297	\$86,297	25.00%	\$84,336
			D	11212	Application Developer/Programmer II (Experienced), Non-Profit	\$91,427	\$90,421	\$95,364	25.00%	
			C		Database Specialist, Edwardsville, IL, Budget \$6 Million, NAICS 519120, 5 Years	\$73,651	\$73,651	\$73,651	10.00%	
			D	11152	Database Analyst II (Experienced), Non-Profit	\$69,385	\$68,622	\$72,373	10.00%	
			C		Web Developer, Edwardsville, IL, Budget \$6 Million, NAICS 519120, 5 Years	\$81,061	\$81,061	\$81,061	30.00%	
10	E	Full Stack Developer	C		Full Stack Developer, Edwardsville, IL, Budget \$6 Million, NAICS 519120, 1 Year	\$82,657	\$82,657	\$82,657	25.00%	\$76,064
			D	11211	Application Developer/Programmer (Entry), Non-Profit	\$75,836	\$75,002	\$79,102	25.00%	
			C		Web Administrator, Edwardsville, IL, Budget \$6 Million, NAICS 519120, 1 Year	\$67,818	\$67,818	\$67,818	25.00%	
			D	11273	Web Content Administrator, Non-Profit	\$71,597	\$70,809	\$74,680	25.00%	
10	E	Data Analyst	A	147	Data Analyst, Total Responses	\$70,415	\$65,345	\$67,763	50.00%	\$75,314
			C		Data Analyst, Edwardsville, IL, Budget \$6 Million, NAICS 519120, 5 Years	\$82,866	\$82,866	\$82,866	50.00%	
8	E	Marketing Administrator	A	136	Marketing Coordinator, Employment Size 50 to 100	\$54,519	\$50,594	\$52,466	25.00%	\$60,343
			B	311.301	Marketing Generalist II, Services – Non-Profit, Educational, Social & Health	\$69,929	\$64,894	\$66,192	25.00%	
			A	15	Communications Coordinator, Total Responses	\$54,705	\$50,766	\$52,645	25.00%	
			C		Public Relations Coordinator, Edwardsville, IL, Budget \$6 Million, NAICS 519120	\$68,697	\$68,697	\$70,071	25.00%	
<b>Survey Sources</b>										
A	HR Source 2023 Illinois Non-Profit Survey									
B	HR Source 2023 Metro Compensation Survey									
C	Economic Research Institute (ERI) Online Salary Assessor									
D	Employer Associations of America 2022 National IT & Engineering Compensation Survey									