

Illinois Heartland Library System
 Pay Grade Assignments
 Based on a 40 Hour Workweek
 Effective July 1, 2023

Attachment 6.3

Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
17	E	Executive Director	\$142,442	\$178,052	\$213,663
			\$68.48	\$85.60	\$102.72
16	E	Associate Director	\$107,178	\$133,973	\$160,767
			\$51.53	\$64.41	\$77.29
15	E	IT Director	\$96,989	\$121,236	\$145,483
			\$46.63	\$58.29	\$69.94
14		Hold for future use	\$87,769	\$109,710	\$131,652
			\$42.20	\$52.75	\$63.29
13	E	Finance Director	\$79,424	\$99,280	\$119,136
			\$38.18	\$47.73	\$57.28
12	E	SHARE Director	\$71,873	\$89,842	\$107,810
	E	Delivery & Facilities Director	\$34.55	\$43.19	\$51.83
	E	Human Resources Director			
11	E	Web Developer	\$65,040	\$81,300	\$97,560
			\$31.27	\$39.09	\$46.90
10	E	Network Administrator	\$58,856	\$73,571	\$88,285
	E	Operations Manager	\$28.30	\$35.37	\$42.44
	E	SHARE Bibliographic Services Manager			
	E	SHARE Administrative Services Manager			
	E	Bibliographic Grant Manager			
9	E	Communications & Advocacy Administrator	\$53,262	\$66,577	\$79,892
	E	Continuing Education Coordinator Liaison	\$25.61	\$32.01	\$38.41
	E	Membership Coordinator/Public Library Liaison			
	E	Membership Coordinator/School Library Liaison			
8	E	Cataloging Supervisor/Cataloger 3	\$48,197	\$60,247	\$72,296
	NE	Executive Assistant	\$23.17	\$28.97	\$34.76
	E	Project Coordinator			
	E	Senior Accountant			
	E	Web IT Administrator			
7.5	E	Metadata Cataloger/Cataloger 2	\$45,907	\$57,384	\$68,861
			\$22.07	\$27.59	\$33.11
7	E	Cataloger	\$43,615	\$54,520	\$65,423
	NE	Human Resources Coordinator	\$20.97	\$26.21	\$31.45
	E	Marketing Administrator			
	NE	Operations Coordinator			
	E	SHARE Circulation Specialist			
	NE	SHARE Member Engagement Specialist			

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	E	SHARE Resource Sharing Specialist			
6	NE	Accounts Receivable Coordinator	\$39,469	\$49,337	\$59,203
	NE	Member Services Assistant	\$18.98	\$23.72	\$28.46
	NE	SHARE Administrative Services Specialist			
	NE	SHARE Reporting Services Specialist			
5	NE	Accounting Assistant	\$35,717	\$44,646	\$53,575
	NE	Administrative Assistant	\$17.17	\$21.46	\$25.76
	NE	SHARE Technical Support Specialist			
4	NE	Courier*	\$32,604	\$40,755	\$48,906
	NE	Delivery Coordinator	\$15.68	\$19.59	\$23.51
	NE	ILDS (Illinois Library Delivery Services) Coordinator			
3	NE	Sorter	\$29,120	\$36,400	\$43,680
			\$14.00	\$17.50	\$21.00
2	NE	Hold for future use	\$28,760	\$35,951	\$43,146
			\$13.83	\$17.28	\$20.74
1	NE	Hold for future use	\$28,257	\$35,321	\$42,385
			\$13.59	\$16.98	\$20.38
*Eligible for a 15% night shift differential rate.					