

2021

Pay Band	Benchmark Position	Hourly/Annual		
		Min	Mid	Max
A	Page/Custodian	\$9.45/\$19,656	\$12.09/\$25,147	\$16.20/\$33,696
B	Clerk	\$12.00/\$24,960	\$14.50/\$30,160	\$17.00/\$35,360
C	Assistant/Coord	\$14.75/\$30,680	\$17.88/\$37,190	\$21.00/\$43,680
D	Manager	\$18.00/\$37,440	\$23.89/\$49,691	\$32.00/\$65,520
E	Director	\$26.00/\$54,080	\$31.20/\$64,896	\$36.40/\$75,712

2022

Pay Band	Benchmark Position	Min. Increase over 2021	Hourly/Full-time Annual		
			Min	Mid	Max
A	Page	27%	\$12.00/\$24,960	\$14.10/\$29,328	\$16.20/\$33,696
B	Clerk/Custodian	17%	\$14.00/\$29,120	\$16.45/\$34,216	\$18.90/\$39,312
C	Assistant/Coord	12%	\$16.50/\$34,320	\$19.80/\$41,184	\$23.10/\$48,048
D	Library Manager	17%	\$21.00/\$43,680	\$25.20/\$52,416	\$29.40/\$61,152
E	Administrative Manager	new	\$25.00/\$52,000	\$30.00/\$62,400	\$35.00/\$72,800
F	Director	15%	\$30.00/\$62,400	\$36.00/\$74,880	\$42.00/\$87,360

This pay band adjustment was based on 2021 Salary Survey conducted by NEO.

2023

Pay Band	Benchmark Position	Proposed 5% pay band adjustment	Hourly/Full-time Annual		
			Min	Mid	Max
A	Page	Proposed 5% pay band adjustment	\$12.60/\$26,208	\$14.81/\$30,805	\$17.01/\$35,381
B	Clerk/Custodian		\$14.70/\$30,576	\$17.27/\$35,922	\$19.85/\$41,288
C	Assistant/Coord		\$17.33/\$36,046	\$20.79/\$43,243	\$24.26/\$50,461
D	Library Manager		\$22.05/\$45,864	\$26.46/\$55,037	\$30.87/\$64,010
E	Administrative Manager		\$26.25/\$54,600	\$31.50/\$65,520	\$36.75/\$76,440
F	Director		\$31.50/\$65,520	\$37.80/\$78,624	\$44.10/\$91,728

Proposed pay band adjustment based on Jan. 2023 8.7% COLA and estimated 3.1% COLA in Jan 2024. Total Increase: 11.8%

Not intended to replace merit increases anticipated in January 2024