



Pay Grade Assignments  
Effective July 1, 2025  
Based on a 37.5-Hour Workweek

Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
ED.5		ED bilingual compensation +4%	\$124,877	\$156,097	\$187,315
ED		Executive Director	\$120,074	\$150,093	\$180,111
16.5		Grade 16 bilingual compensation +4%	\$97,128	\$121,410	\$145,692
			\$49.81	\$62.26	\$74.71
16	E	Deputy Director	\$93,392	\$116,740	\$140,088
			\$47.89	\$59.87	\$71.84
15.5		Grade 15 bilingual compensation +4%	\$89,933	\$112,416	\$134,899
			\$46.12	\$57.65	\$69.18
15	E	Community Services Director	\$86,474	\$108,092	\$129,711
			\$44.35	\$55.43	\$66.52
14.5		Grade 14 bilingual compensation +4%	\$83,271	\$104,089	\$124,907
			\$42.70	\$53.38	\$64.05
14	E	Finance Manager	\$80,068	\$100,086	\$120,103
	E	Human Resources Manager	\$41.06	\$51.33	\$61.59
	E	Technology Manager			
13.5		Grade 13 bilingual compensation +4%	\$77,102	\$96,379	\$115,654
			\$39.54	\$49.42	\$59.31
13	E	Adult Services Manager	\$74,137	\$92,672	\$111,206
		Branch Manager	\$38.02	\$47.52	\$57.03
		Collection Services Manager			
		Communications Manager			
		Youth and Teen Services Manager			



Pay Grade Assignments  
Effective July 1, 2025  
Based on a 37.5-Hour Workweek

Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
12.5		Grade 12 bilingual compensation +4%	\$71,392	\$89,239	\$107,088
			\$36.61	\$45.76	\$54.91
12	E	Facilities Manager	\$68,646	\$85,807	\$102,969
	E	Member Services Manager	\$35.20	\$44.00	\$52.80
	E	Workshop Manager			
11.5		Grade 11 bilingual compensation +4%	\$66,103	\$82,629	\$99,155
			\$33.90	\$42.37	\$50.85
11	E	No Jobs Evaluated	\$63,561	\$79,451	\$95,341
			\$32.60	\$40.74	\$48.89
10.5		Grade 10 bilingual compensation +4%	\$61,207	\$76,509	\$91,810
			\$31.39	\$39.24	\$47.08
10	E	Adult Services Assistant Manager	\$58,853	\$73,566	\$88,279
	E	Branch Assistant Manager	\$30.18	\$37.73	\$45.27
	E	Youth & Teen Services Assistant Manager			
9.5		Grade 9 bilingual compensation +4%	\$56,673	\$70,842	\$85,010
			\$29.07	\$36.33	\$43.60
9	E	Workshop Assistant Manager	\$54,943	\$68,117	\$81,740
	NE	Member Services Assistant Manager	\$27.95	\$34.93	\$41.92
8.5		Grade 8 bilingual compensation +4%	\$52,475	\$65,594	\$78,712
			\$26.92	\$33.63	\$40.36
8	E	Lead Cataloger	\$50,457	\$63,071	\$75,685
	E	Librarian	\$25.88	\$32.34	\$38.81



# Palatine LIBRARY District

Pay Grade Assignments  
Effective July 1, 2025  
Based on a 37.5-Hour Workweek

Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
7.5		Grade 7 bilingual compensation +4%	\$48,588	\$60,735	\$72,882
			\$24.92	\$31.15	\$37.38
7	NE	Administrative Associate	\$46,719	\$58,399	\$70,079
	NE	Community Engagement Coordinator	\$23.96	\$29.95	\$35.94
	NE	Finance and Payroll Associate			
	NE	Graphic Designer			
	NE	Technology Support Specialist			
	NE	Workshop Specialist			
6.5		Grade 6 bilingual compensation +4%	\$44,989	\$56,236	\$67,484
			\$23.07	\$28.84	\$34.61
6	NE	Communications Strategist	\$43,259	\$54,073	\$64,888
	NE	Digital Communications Coordinator	\$22.18	\$27.73	\$33.28
	NE	Facilities Coordinator			
	NE	Human Resources Associate			
	NE	Library Associate III			
5.5		Grade 5 bilingual compensation +4%	\$41,656	\$52,071	\$62,484
			\$21.36	\$26.71	\$32.04
5	NE	Acquisitions Associate	\$40,054	\$50,068	\$60,081
	NE	Member Services Associate	\$20.54	\$25.68	\$30.81
4.5		Grade 4 bilingual compensation +4%	\$38,570	\$48,213	\$57,856
			\$19.78	\$24.72	\$29.67
4	NE	Branch Library Associate	\$37,087	\$46,359	\$55,631
	NE	Copy Cataloger	\$19.02	\$23.77	\$28.53
	NE	Library Associate - Substitute			
	NE	Library Associate II			



# Palatine LIBRARY District

Pay Grade Assignments  
Effective July 1, 2025  
Based on a 37.5-Hour Workweek

Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
	NE	Maintenance Assistant			
	NE	Workshop Assistant			
	NE	Workshop Assistant – Substitute			
3.5		Grade 3 bilingual compensation +4%	\$35,714	\$44,642	\$53,570
			\$18.31	\$22.89	\$27.48
3	NE	Member Services Assistant	\$34,340	\$42,925	\$51,510
	NE	Member Services Assistant – Substitute	\$17.61	\$22.01	\$26.42
	NE	Security Monitor			
2.5		Grade 2 bilingual compensation +4%	\$33,068	\$41,335	\$49,602
			\$16.96	\$21.20	\$25.44
2	NE	Collection Services Associate I	\$31,796	\$39,745	\$47,694
			\$16.31	\$20.38	\$24.46
1.5		Grade 1 bilingual compensation +4%	\$30,619	\$38,273	\$45,928
			\$15.70	\$19.62	\$23.56
1	NE	Materials Assistant	\$29,441	\$36,801	\$44,162
	NE	Materials Assistant – Substitute	\$15.10	\$18.87	\$22.65