



Pay Grade Assignments  
Effective January 1, 2026  
Based on a 37.5-Hour Workweek

Pay Grade	FLSA	Position Title	Range Minimum	Range Midpoint	Range Maximum
ED.5	E	ED bilingual compensation +4%	\$127,999	\$159,999	\$191,988
ED		Executive Director	\$123,076	\$153,845	\$184,614
16.5	E	Grade 16 bilingual compensation +4%	\$99,556	\$124,445	\$149,334
			\$51.05	\$63.82	\$76.58
16	E	Deputy Director	\$95,727	\$119,659	\$143,590
			\$49.09	\$61.37	\$73.64
15.5	E	Grade 15 bilingual compensation +4%	\$92,181	\$115,226	\$138,272
			\$47.28	\$59.09	\$70.91
15	E	Community Services Director	\$88,636	\$110,794	\$132,954
			\$45.46	\$56.82	\$68.18
14.5	E	Grade 14 bilingual compensation +4%	\$85,352	\$106,692	\$128,030
			\$43.77	\$54.72	\$65.65
14	E	Finance Manager	\$82,070	\$102,588	\$123,106
	E	Human Resources Manager	\$42.09	\$52.61	\$63.13
	E	Technology Manager			
13.5	E	Grade 13 bilingual compensation +4%	\$79,030	\$98,788	\$118,546
			\$40.53	\$50.66	\$60.79
13	E	Adult Services Manager	\$75,990	\$94,989	\$113,986
		Branch Manager	\$38.97	\$48.71	\$58.46
		Collection Services Manager			
		Communications Manager			
		Youth and Teen Services Manager			



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12.5	E	Grade 12 bilingual compensation +4%	\$73,177	\$91,470	\$109,765
			\$37.52	\$46.90	\$56.28
12	E	Facilities Manager	\$70,362	\$87,952	\$105,543
	E	Member Services Manager	\$36.08	\$45.10	\$54.12
	E	Workshop Manager			
11.5	E	Grade 11 bilingual compensation +4%	\$67,756	\$84,695	\$101,634
			\$34.75	\$43.43	\$52.12
11	E	No Jobs Evaluated	\$65,150	\$81,437	\$97,725
			\$33.42	\$41.76	\$50.11
10.5	E	Grade 10 bilingual compensation +4%	\$62,737	\$78,421	\$94,105
			\$32.17	\$40.22	\$48.26
10	E	Adult Services Assistant Manager	\$60,324	\$75,405	\$90,486
	E	Branch Assistant Manager	\$30.93	\$38.67	\$46.40
	E	Youth & Teen Services Assistant Manager			
9.5	E	Grade 9 bilingual compensation +4%	\$58,090	\$72,613	\$87,135
			\$29.79	\$37.24	\$44.69
9	E	Workshop Assistant Manager	\$55,855	\$69,820	\$83,784
	NE	Member Services Assistant Manager	\$28.65	\$35.80	\$42.97
8.5	E	Grade 8 bilingual compensation +4%	\$53,787	\$67,234	\$80,680
			\$27.59	\$34.47	\$41.37
8	E	Lead Cataloger	\$51,718	\$64,648	\$77,577
	E	Librarian	\$26.53	\$33.15	\$39.78
	E	Network Systems Administrator			



# Palatine LIBRARY District

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	E	Training Coordinator			
7.5	E	Grade 7 bilingual compensation +4%	\$49,802	\$62,253	\$74,704
			\$25.54	\$31.93	\$38.31
7	NE	Administrative Associate	\$47,887	\$59,859	\$71,831
	NE	Community Engagement Coordinator	\$24.56	\$30.70	\$36.84
	NE	Finance and Payroll Associate			
	NE	Graphic Designer			
	NE	Technology Support Specialist			
	NE	Workshop Specialist			
6.5	E	Grade 6 bilingual compensation +4%	\$46,114	\$57,642	\$69,171
			\$23.64	\$29.56	\$35.48
6	NE	Communications Strategist	\$44,340	\$55,425	\$66,510
	NE	Digital Communications Coordinator	\$22.73	\$28.42	\$34.11
	NE	Facilities Coordinator			
	NE	Human Resources Associate			
	NE	Library Associate III			
5.5	E	Grade 5 bilingual compensation +4%	\$42,698	\$53,372	\$64,046
			\$21.90	\$27.37	\$32.84
5	NE	Acquisitions Associate	\$41,055	\$51,320	\$61,583
	NE	Member Services Associate	\$21.05	\$26.32	\$31.58
4.5	E	Grade 4 bilingual compensation +4%	\$39,535	\$49,419	\$59,303
			\$20.28	\$25.34	\$30.41
4	NE	Branch Library Associate	\$38,014	\$47,518	\$57,022
	NE	Copy Cataloger	\$19.50	\$24.36	\$29.24



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	NE	Library Associate – Substitute			
	NE	Library Associate II			
	NE	Maintenance Assistant			
	NE	Workshop Assistant			
	NE	Workshop Assistant – Substitute			
3.5	E	Grade 3 bilingual compensation +4%	\$36,606	\$45,758	\$54,910
			\$18.77	\$23.46	\$28.16
3	NE	Member Services Assistant	\$35,199	\$43,998	\$52,798
	NE	Member Services Assistant – Substitute	\$18.05	\$22.56	\$27.08
	NE	Security Monitor			
2.5	E	Grade 2 bilingual compensation +4%	\$33,895	\$42,368	\$50,842
			\$17.39	\$21.73	\$26.07
2	NE	Collection Services Associate I	\$32,591	\$40,739	\$48,886
			\$16.72	\$20.89	\$25.07
1.5	E	Grade 1 bilingual compensation +4%	\$31,384	\$39,230	\$47,077
			\$16.10	\$20.12	\$24.14
1	NE	Materials Assistant	\$30,177	\$37,721	\$45,266
	NE	Materials Assistant – Substitute	\$15.48	\$19.34	\$23.22