



Policy 2040: Wage Scale

Adopted: *September 23, 2015*

Reviewed/Revised: January 27, 2016; October 24, 2018; September 25, 2019; April 28, 2021

I. Guidelines

Algonquin Area Public Library District's wage scales are designed to recognize the following factors:

- Legal requirements for Illinois Hourly Minimum Wage Rates by Year
- Different levels of skill, effort, and responsibility (as determined by position evaluation)
- Competitive labor market for various occupations (as determined by wage and salary surveys). The Library District seeks to maintain the average in comparison with like libraries.
- Performance in position
- Availability of funds

II. Wage Scales

Pay is calculated per hour, with the exception of that of the Executive Director, which is per annum. Any employee at or above the Maximum scale will be eligible to receive up to a 1% merit award based on the previous year's budgeted salary. Any employee whose merit based rate increase would put them above the Maximum scale will receive the difference in a lump sum award not to exceed 1% of their previous year's annual salary.

III. Pay Rates by Grade and Position

FISCAL YEAR 2021-2022 PAY RATES

Grade	Position	FY 22 Min Rate	FY 22 Mid Rate	FY 22 Max Rate
1	Library Aide	\$ 12.00	\$ 13.73	\$ 15.45
2	Page 1	\$ 13.00	\$ 15.50	\$ 18.00
3	Assistant 1 / Clerk 1 / Page 2	\$ 15.00	\$ 18.00	\$ 21.00
4	Assistant 2 / Clerk 2	\$ 16.50	\$ 20.00	\$ 23.50
5	Associate 1 / Technician 1	\$ 18.50	\$ 22.50	\$ 26.50
6	Associate 2 / Technician 2	\$ 21.50	\$ 25.75	\$ 30.00
7	Specialist 1	\$ 23.50	\$ 28.25	\$ 33.00
8	Librarian 1/Coordinator 1/Specialist 2	\$ 25.00	\$ 30.50	\$ 36.00
9	Librarian 2/Coordinator 2	\$ 27.00	\$ 33.50	\$ 40.00
10	Manager	\$ 31.00	\$ 38.00	\$ 45.00
11	Assistant Director	\$ 37.50	\$ 46.75	\$ 56.00
12	Executive Director	\$101,400	\$ 126,750	\$ 152,100



FISCAL YEAR 2022-2023 PAY RATES

Grade	Position	FY 23 Min-Rate	FY 23 Mid-Rate	FY 23 Max-Rate
1	Library Aide	\$ 13.00	\$ 14.46	\$ 15.91
2	Page 1	\$ 14.00	\$ 16.27	\$ 18.54
3	Assistant 1 / Clerk 1 / Former Page 2	\$ 15.50	\$ 18.50	\$ 21.50
4	Assistant 2 / Clerk 2	\$ 16.75	\$ 20.35	\$ 23.95
5	Associate 1 / Technician 1	\$ 18.80	\$ 22.88	\$ 26.95
6	Associate 2 / Technician 2	\$ 21.95	\$ 26.23	\$ 30.50
7	Specialist 1	\$ 24.00	\$ 28.63	\$ 33.25
8	Librarian 1/Coordinator 1/Specialist 2	\$ 25.50	\$ 31.13	\$ 36.75
9	Librarian 2/Coordinator 2	\$ 27.50	\$ 33.95	\$ 40.40
10	Manager	\$ 31.25	\$ 38.38	\$ 45.50
11	Assistant Director	\$ 38.00	\$ 47.40	\$ 56.80
12	Executive Director	\$ 103,350	\$ 129,188	\$ 155,025