



Board Approved: 3 Apr 2025
Last Job Title updates: 25 Sep 2025

FY26 Pay Scale same as FY25 - no cola applied)

Pay Grade	FLSA	Position Title	Range minimum	Range Midpoint	Range Maximum
n/a	E	Executive Director		Pay Determined by Board of Directors	
7	E	Assistant Executive Director	\$72,328.00 \$37.09	\$90,410.00 \$46.36	\$108,492.00 \$55.64
6	E	Bibliographic Services Manager	\$64,440.00	\$80,550.00	\$96,660.00
	E	Library Services Manager	\$33.05	\$41.31	\$49.57
	E	Library Systems and Data Manager			
5	E	Library Systems and Data Administrator	\$57,412.00 \$29.44	\$71,765.00 \$36.80	\$86,118.00 \$44.16
4	E	Bibliographic Services Consultant	\$51,151.00	\$63,938.00	\$76,726.00
	E	Library Services Consultant	\$26.23	\$32.79	\$39.35
	E	User Experience and Library Services Consultant			
	E	Library Systems and Data Analyst			
3	NE	Bibliographic Services Coordinator	\$45,572.00	\$56,965.00	\$68,358.00
	NE	Library Services Coordinator	\$23.37	\$29.21	\$35.06
	NE	User Experience and Library Services Coordinator			
	NE	Business and Marketing Coordinator			
2	NE	Bibliographic Services Specialist	\$40,602.00	\$50,753.00	\$60,903.00
	NE	Library Services Specialist	\$20.82	\$26.03	\$31.23
1	NE	Intern / summer hire	\$29,250.00 minimum wage	\$34,125.00 \$17.50	\$39,000.00 \$20.00

Increased COLA 2.8% only for FY27		
\$74,353.18	\$92,941.48	\$111,529.78
\$38.13	\$47.66	\$57.19
\$66,244.32	\$82,805.40	\$99,366.48
\$33.97	\$42.46	\$50.96
\$59,019.54	\$73,774.42	\$88,529.30
\$30.27	\$37.83	\$45.40
\$52,583.23	\$65,728.26	\$78,874.33
\$26.97	\$33.71	\$40.45
\$46,848.02	\$58,560.02	\$70,272.02
\$24.02	\$30.03	\$36.04
\$41,738.86	\$52,174.08	\$62,608.28
\$21.40	\$26.76	\$32.11
\$29,250.00	\$34,125.00	\$39,000.00
minimum wage	\$17.50	\$20.00

Increased COLA 3% for FY26 & 2.8% for FY27		
\$76,583.78	\$95,729.72	\$114,875.67
\$39.27	\$49.09	\$58.91
\$68,099.16	\$85,123.95	\$102,148.74
\$34.92	\$43.65	\$52.38
\$60,672.08	\$75,840.10	\$91,008.12
\$31.11	\$38.89	\$46.67
\$54,055.56	\$67,568.66	\$81,082.81
\$27.72	\$34.65	\$41.58
\$48,159.76	\$60,199.70	\$72,239.64
\$24.70	\$30.87	\$37.05
\$42,907.54	\$53,634.96	\$64,361.32
\$22.00	\$27.51	\$33.01
\$29,250.00	\$34,125.00	\$39,000.00
minimum wage	\$17.50	\$20.00