



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

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