Item 9.b. Annual Update to Pay Plan - Approval requested. See page 3 for more information.

2024 Poudre Libraries Pay Plan
Proposed Effective Date April 8, 2024

Classified Pay Grade	Job Code	Low Minimum	Middle Band 30th Percentile	40th Percentile	Midpoint	60th Percentile	70th Percentile	80th Percentile	High Maximum	Range
LC130		$140,080	$161,092	$168,096	$175,100	$182,104	$189,108	$196,112	$210,120	0.50
Executive Director	L251									
LC120		$116,604	$138,118	$144,123	$145,755	$156,133	$162,138	$168,143	$174,906	0.50
Deputy Director	L252									
LC110		$101,929	$117,218	$122,315	$127,411	$132,507	$137,604	$142,700	$152,893	0.50
Communications & Development Director	L253									
Human Resources Director	L254									
LC100		$87,233	$100,302	$104,658	$109,014	$113,370	$117,726	$122,082	$130,795	0.50
Information Technology & Facilities Manager	L240									
LC90		$77,619	$89,262	$93,143	$97,024	$100,904	$104,785	$108,666	$116,428	0.50
Community Outreach Manager	L255									
Finance Manager	L256									
Library Manager II	L227									
LC80		$71,107	$81,773	$85,328	$88,883	$92,439	$95,994	$99,549	$106,660	0.50
Collections Manager	L222									
Integrated Library Systems Administrator	L224									
Library Manager I	L225									
LC75		$65,673	$75,524	$78,807	$82,091	$85,375	$88,658	$91,942	$98,509	0.50
Web Applications Developer	L257									
LC70		$60,282	$69,325	$72,339	$75,353	$78,367	$81,381	$84,395	$90,423	0.50
EDI Manager	L266									
Programming & Events Manager	L267									
LC60		$55,794	$64,163	$66,953	$69,743	$72,532	$75,322	$78,112	$83,691	0.50
Development Officer	L265									
Human Resources Business Partner	L248									
Librarian II	L220									
LC50		$52,900	$60,835	$63,480	$66,125	$68,769	$71,414	$74,059	$79,349	0.50
Circulation Supervisor	L217					$33.06				
Digital Communications Specialist	L259									
Graphic Designer	L258									
Librarian I	L218									
Mentoring Coordinator	L243									

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Classified Pay Grade	Job Code	Low Minimum	30th Percentile	40th Percentile	Middle Band Midpoint		70th Percentile		High Maximum	Range
LC45		$49,028	$56,382	$58,834	$61,285	$63,736	$66,188	$68,639	$73,542	0.50
Answer Center Supervisor	L260									
Security Supervisor	L262									
LC40		$45,234	$52,019	$54,280	$56,542	$58,804	$61,065	$63,327	$67,850	0.50
Bibliographic Services Specialist	L213	21.75	25.01	26.10	27.18	28.27	29.36	30.45	32.62	
Community Outreach Assistant	L245									
Computer Suport Technician	L212									
Executive & HR Assistant	L216									
Interlibrary Loan Coordinator	L214									
Library Assistant	L209									
Mobile Services Coordinator	L247									
Sceduling Supervisor	L250									
Security Specialist	L249									
LC30		$39,161	$45,036	$46,994	$48,952	$50,910	$52,868	$54,826	$58,742	0.50
Accounting Clerk	L204									
Assistant Circulation Supervisor	L205									
Facilities Maintenance Technician	L208									
Mentoring Assistant	L313									
Volunteer Coordinator	L264									
LC20		$36,210	$40,555	$42,003	$43,452	$44,900	$46,348	$47,797	$50,694	0.40
Answer Center Technician	L202									
Bibliographic Services Clerk	L201									
Homebound Services Assistant	L203									
Interlibrary Loan Assistant	L233									
LC15		$32,874	$36,819	$38,134	$39,449	$40,764	$42,079	$43,394	$46,024	0.40
Not in use										
LC10		$30,849	$33,625	$34,551	$35,476	$36,402	$37,327	$38,253	$40,104	0.30
Not in use										

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Hourly Pay Grade	Job Code	Low Minimum	30th Percentile	40th Percentile	Middle Band Midpoint		70th Percentile		High Maximum	Range
LH50		$25.43	$29.25	$31	$31.79	$33	$34.33	$36	$38.15	0.50
Not in use										
LH45		$23.57	$27.11	$28	$29.46	$31	$31.82	$33	$35.36	0.50
Not in use										
LH40		$21.75	$25.01	$26	$27.18	$28	$29.36	$30	$32.62	0.50
Computer Lab Technician	L320									
Hourly Library Assistant	L319									
Special Projects Assistant III	L316									
Substitute Outreach Assistant	L318									
LH30		$18.83	$21.65	$23	$23.53	$24	$25.42	$26	$28.24	0.50
Mentoring Assistant	L313									
Special Projects Assistant II	L315									
Substitute Assistant Circulation Supervisor	L308									
LH20		$17.41	$19.50	$20	$20.89	$22	$22.28	$23	$24.37	0.40
Administrative Specialist	L305									
Bibliographic Services Clerk	L307									
Special Projects Assistant I	L314									
Substitute Answer Center Technician	L306									
LH15		$15.80	$17.70	$18	$18.97	$20	$20.23	$21	$22.13	0.40
Not in use										
LH10		$14.83	$16.17	$17	$17.06	$18	$17.95	$18	$19.28	0.30
Customer Experience Representative	L301									
Customer Experience Representative - Collections	L302									
Intern	L300									
LH05		$14.42	**Minimum Wage**							
Circulation Aide			This position is reserved for transitional employment only							

Dear Board Members,

Poudre Libraries worked with Compensation Resources to update our 2023 Pay Plan to the current 2024 labor market. The proposed 2024 Pay Plan reflects a 3% increase to all of the pay ranges. **The Board's approval of the 2024 Pay Plan is an approval of the Plan only and does not include pay increases for staff.**

Recommendations for staff annual increases will be made later this year during budget planning for 2025. A copy of the 2023 Pay Plan is included for your reference.

Best,
Sabrina