

Item 9.b. part two FYI only - this is the current pay plan for 2023.

2023 Poudre Libraries Pay Plan
Effective February 20, 2023

Classified Pay Grade	Job Code	Low	Middle Band			High	Range
		Minimum	30th Percentile	Midpoint	70th Percentile	Maximum	
LC130		\$136,000	\$156,400	\$170,000	\$183,600	\$204,000	0.50
Executive Director							
LC120		\$113,208	\$130,189	\$141,510	\$152,831	\$169,812	0.50
Deputy Director							
LC110		\$98,960	\$113,804	\$123,700	\$133,596	\$148,440	0.50
Communications & Development Director							
Human Resources Director							
LC100		\$84,692	\$97,380	\$105,839	\$114,297	\$126,985	0.50
Information Technology & Facilities Manager	L229						
LC90		\$75,358	\$86,662	\$94,198	\$101,733	\$113,037	0.50
Community Outreach Manager							
Finance Manager							
Library Manager II	L227						
LC80		\$69,036	\$79,391	\$86,294	\$93,198	\$103,553	0.50
Collections Manager	L222						
Integrated Library Systems Administrator	L224						
Library Manager I	L225						
LC75		\$63,760	\$73,324	\$79,700	\$86,076	\$95,640	0.50
Web Applications Developer	L219						
LC70		\$58,526	\$67,305	\$73,158	\$79,011	\$87,790	0.50
Systems Administrator	L221						
LC60		\$54,169	\$62,294	\$67,711	\$73,128	\$81,253	0.50
Development Officer (contractual)	L501						
EDI Coordinator (contractual)	L500						
Human Resources Business Partner							
Librarian II	L220						
Programming & Events Coordinator							
LC50		\$51,359	\$59,063	\$64,199	\$69,334	\$77,038	0.50
Circulation Supervisor	L217						
Digital Communications Specialist							
Graphic Designer							
Librarian I	L218						
Mentoring Coordinator	L243						

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		Minimum	30th Percentile	Midpoint	70th Percentile	Maximum	
LC45		\$47,600	\$54,740	\$59,500	\$64,260	\$71,400	0.50
Answer Center Supervisor							
Mobile Services Supervisor							
Security Supervisor							
LC40		\$43,916	\$50,504	\$54,895	\$59,287	\$65,874	0.50
Bibliographic Services Specialist	L213						
Community Outreach Assistant	L245						
Computer Support Technician	L212						
Executive & HR Assistant	L216						
Interlibrary Loan Coordinator	L214						
Library Assistant	L209						
Mobile Services Coordinator	L247						
Security Specialist							
LC30		\$38,021	\$43,724	\$47,526	\$51,328	\$57,031	0.50
Accounting Clerk	L204						
Assistant Circulation Supervisor	L205						
Facilities Maintenance Technician	L208						
Mentoring Assistant							
Volunteer Coordinator							
LC20		\$35,155	\$39,374	\$42,186	\$44,998	\$49,217	0.40
Administrative Specialist	L200						
Answer Center Technician	L202						
Bibliographic Services Clerk	L201						
Homebound Services Assistant	L203						
Interlibrary Loan Assistant	L233						
LC15		\$31,917	\$35,747	\$38,300	\$40,853	\$44,683	0.40
Not in use							
LC10		\$29,950	\$32,646	\$34,443	\$36,240	\$38,936	0.30
Not in use							

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Hourly Pay Grade	Job Code	Low	Middle Band			High	Range
		Minimum	30th Percentile	Midpoint	70th Percentile	Maximum	
LH50		\$24.69	\$28.40	\$30.86	\$33.33	\$37.04	0.50
Not in use							
LH45		\$22.88	\$26.32	\$28.61	\$30.89	\$34.33	0.50
Not in use							
LH40		\$21.11	\$24.28	\$26.39	\$28.50	\$31.67	0.50
Computer Lab Monitor							
Hourly Library Assistant							
Special Projects Assistant III	L316						
LH30		\$18.28	\$21.02	\$22.85	\$24.68	\$27.42	0.50
Mentoring Assistant	L313						
Special Projects Assistant II	L315						
Substitute Assistant Circulation Supervisor	L308						
LH20		\$16.90	\$18.93	\$20.28	\$21.63	\$23.66	0.40
Administrative Specialist	L305						
Bibliographic Services Clerk	L307						
Special Projects Assistant I	L314						
Substitute Answer Center Technician	L306						
LH15		\$15.34	\$17.19	\$18.41	\$19.64	\$21.48	0.40
Not in use							
LH10		\$14.40	\$15.70	\$16.56	\$17.42	\$18.72	0.30
Customer Experience Representative	L301						
Customer Experience Representative - Collections	L302						
Intern	L300						
LH05		\$13.65	Minimum Wage				
Circulation Aide			This position is reserved for transitional employment only				