

Helen Plum Library  
Pay Grade Assignments  
Based on a 37.5 Hour Workweek  
Effective: July 1, 2025

Pay Grade	FLSA <sup>1</sup>	Job Title <sup>2</sup>	Range Minimum	Range Midpoint	Range Maximum
ED	E	Executive Director	\$114,842	\$143,552	\$172,263
			\$58.89	\$73.62	\$88.34
13	E	Assistant Director	\$85,455	\$106,819	\$128,183
			\$43.82	\$54.78	\$65.73
12		Hold for Future Use	\$77,047	\$96,309	\$115,571
			\$39.51	\$49.39	\$59.27
11	E	Adult Services Manager	\$69,466	\$86,833	\$104,199
	E	Business Office Manager & Human Resources Coordinator	\$35.62	\$44.53	\$53.44
	E	Technology and Metadata Services Manager			
	E	Youth Services Manager			
10	E	Marketing Manager	\$62,631	\$78,289	\$93,947
	E	Patron Services Manager	\$32.12	\$40.15	\$48.18
9	E	Facility and Security Services Manager	\$56,469	\$70,586	\$84,703
	NE	Adult Services Assistant Manager <sup>3</sup>	\$28.96	\$36.20	\$43.44
	NE	Youth Services Assistant Manager <sup>3</sup>			
8	NE	Network Administrator <sup>3</sup>	\$50,913	\$63,641	\$76,369
	NE	Adult Services Librarian	\$26.11	\$32.64	\$39.16
	NE	Cataloging & Systems Librarian			
	NE	Programming Librarian			
	NE	Teen Services Librarian			
	NE	Youth Services Librarian			
7	NE	Adult Services Library Associate II	\$45,903	\$57,379	\$68,855
	NE	Cataloger	\$23.54	\$29.43	\$35.31
	NE	Community Engagement Coordinator			
	NE	Executive Assistant			
	NE	Graphic Designer			
	NE	Marketing Content Coordinator			
	NE	Patron Services Assistant Manager			
	NE	Youth Services Library Associate II			

1. FLSA (Fair Labor Standards Act) exempt or non-exempt status for the position was determined by HPL Management.
2. Within Job Titles there may be multiple Position Titles.
3. Manually slotted by HPL Management based on HR Source 2022 Library Survey.

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6	NE	Information Technology Specialist	\$41,387	\$51,734	\$62,080
			\$21.22	\$26.53	\$31.84
5	NE	Acquisitions Specialist	\$37,315	\$46,644	\$55,972
	NE	Adult Services Library Associate I	\$19.14	\$23.92	\$28.70
	NE	Copy Cataloger			
	NE	Youth Services Library Associate I			
4	NE	Facilities Assistant	\$33,643	\$42,054	\$50,465
	NE	Patron Services Team Lead	\$17.25	\$21.57	\$25.88
	NE	Processing Specialist			
3	NE	Patron Services Assistant	\$29,250	\$37,375	\$45,500
	NE	Security Monitor	\$15.00	\$19.17	\$23.33
2	NE	Shelving Assistant	\$29,250	\$35,136	\$41,023
	NE	Shelving Team Lead	\$15.00	\$18.02	\$21.04
	NE	Youth Services Seasonal Library Assistant <sup>4</sup>			

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