



Illinois Heartland Library System

TO: IHLS Board of Directors
FROM: Leslie Bednar
DATE: January 20, 2022
RE: Salary Schedule Update

Background

In February of 2021, IHLS contracted with HR Source to restructure our pay grades and review and grade our current job descriptions. Since our previous pay grades were created in 2013, this was much needed due to the additions of new positions, cost of living inflations, and the new minimum wage law.

With the change to the Illinois minimum wage effective January 1, 2022, to \$12.00 per hour, we are proposing a change to the Pay Grades 1 and 2 to reflect the current minimum wage and IHLS current starting wages for these positions.

Budget and Finance Committee

As a standing committee of the Board, the Finance Committee is responsible for salary schedule updates in concert with the executive director:

- a. Budget and Finance
 - xi. To update the salary schedule appropriately based upon information from the Executive Director. (*IHLS Bylaws, Article VI Board of Directors, Section 10 Committees*)

Attached please find an updated salary schedule for your attention and review. It has been forwarded to the full board by the Finance and Executive Committees.

Next Steps

The proposed salary schedule update requires final approval by the board at our January 25 meeting.

Please let me know if you have any questions. Thank you for your thoughtful consideration.

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