



Date: May 13, 2024
To: The Urbana Free Library Board
From: Celeste Choate, Executive Director
Re: FY25 Budget Memo

We are excited about this FY25 budget. It is the first budget after the reorganization late in FY23. There are still things to learn about workflow, especially as we plan to proceed with changing the Welcome Desk/AV area. This budget includes a 3.25% increase to the base wages for staff. Staff who qualify also receive a step increase.

This is an exciting time as we continue to change the layout of the Library to be more welcome to our patrons and staff alike, while being excellent stewards of the Library resources from our community.

As expected since we are continuing capital projects, expenses will exceed revenue. The FY25 budget spends down funds, 810 Library Trust funds, to support the positive changes.

FY25 summary

FY25	802	803	810	820	TOTAL
REVENUE	(\$5,268,823)	\$0	(\$21,846)	\$0	(\$5,290,669)
EXPENSE	\$5,598,897	\$48,900	\$321,135	\$0	\$5,968,932
TOTAL	\$330,074	\$48,900	\$299,289	\$0	\$678,263

Highlights of FY25 improvements

IT improvements from the 802 general fund, some of which are funds transferred into the 802s from the 803 special reserve fund:

- The new VOIP phone system
- New security cameras
- Update access card control system
- Enhanced technology in study rooms (Foundation grant)
- Additional Wi-Fi access (Foundation grant)

Facilities improvements from the 802 general fund and the 810 Library trust fund:

- The landscaping project (if not completed in FY24)
- The east air handler replacement project
- New furniture options for patrons and staff; Circ/AV refresh (Friends of the Urbana Free Library, grant request to The Urbana Free Library Foundation for funds raised in FY23 campaign)
- New carpeting and paint (City of Urbana allocation and IL DCEO grant)
- Refresh of Megan’s Room (grant request to The Urbana Free Library Foundation for funds donated)

In FY24, we budgeted to spend the highest possible amount, given the fund balances at the time and knowing that staff planned not to spend all of the funds. Much of what was budgeted was not spent, so many of the same expenses are included in the FY25 budget again. The total is much lower in this budget. Like in FY24, we are budgeting more than we anticipate needing and expect to spend less. We

are looking ahead to a (roughly) estimated \$500,000 roof replacement being possible in the next couple of years and funds for the roof are being set aside.

We are using purchase orders to encumber funds for the first time. Here are the three POs that could impact FY25:

Expenses up to these amounts to be encumbered on FY24 purchase orders, but could be less if more payments are made before 6-30-24	\$ 398,044
VOIP equipment	\$ 5,000
Landscaping: 75% due upon completion	\$ 36,727
East Air Handler remaining as of 5/9/24 Facilities: Building 80280805-53200	\$ 356,317

Bank reconciliations as provided in monthly director’s reports demonstrate the ebb and flow of when tax payments are received. In the past year, May 2023 had the lowest bank balance. The FY25 budget was developed so that even at the end of May 2023, we would still have had \$500,000 set aside for the future roof replacement plus funds to pay four months of bills all in the bank.

Bank reconciliations for the last day of the month for all accounts												
	July	August	September	October	November	December	January	February	March	April	May	June
FY21	\$ 1,938,110.17	\$ 454,551.15	\$ 1,946,204.80	\$ 3,351,401.41	\$ 3,404,062.97	\$ 3,150,619.31	\$ 3,001,173.26	\$ 2,352,253.10	\$ 2,162,730.98	\$ 1,927,964.99	\$ 1,675,719.69	\$ 3,157,489.35
FY22	\$ 2,789,442.03	\$ 2,730,993.35	\$ 3,531,006.30	\$ 3,801,359.35	\$ 3,601,927.75	\$ 3,293,021.23	\$ 3,120,499.40	\$ 2,840,122.85	\$ 2,637,161.90	\$ 2,372,794.50	\$ 2,132,842.96	\$ 3,539,010.88
FY23	\$ 3,237,137.55	\$ 3,093,503.82	\$ 3,601,528.66	\$ 4,018,022.05	\$ 3,755,995.76	\$ 3,637,767.87	\$ 3,388,972.33	\$ 3,095,729.08	\$ 2,841,182.78	\$ 2,551,699.60	\$ 2,223,329.90	\$ 2,778,068.35
FY24	\$ 3,228,776.05	\$ 3,439,124.64	\$ 4,508,672.76	\$ 4,225,682.12	\$ 4,088,177.22	\$ 3,687,599.79	\$ 3,697,618.19	\$ 3,339,810.25	\$ 3,066,609.73			

Staff recommend passing the proposed FY25 budget.

FY25 Budget of The Urbana Free Library

Account Type	Organization	Object	Project	Account Description	2025 Proposed Budget	2024 Revised Budget	2023 Revised Budget
802 LIBRARY GENERAL FUND							
R	802	40100		PROPERTY TAXES	(\$4,282,194.00)	(\$4,009,959.00)	(\$3,809,749.00)
R	802	40302		PPRT	(\$204,990.00)	(\$204,990.00)	(\$183,458.00)
R	802	40309		STATE PER CAPITA FOR LIBRARY	(\$56,354.00)	(\$56,354.00)	(\$56,354.00)
R	802	41500		GRANTS FROM LOCAL GOVERNMENTS	(\$41,270.00)	(\$40,280.00)	(\$45,920.00)
R	802	41700		CITY OTHER CONTRIBUTION	(\$271,315.00)	(\$157,900.00)	(\$196,235.00)
R	802	44220		FRANCHISE FEE	(\$33,350.00)	(\$33,350.00)	(\$33,350.00)
R	802	44506		CAFÉ REVENUES	\$0.00	\$0.00	(\$65,500.00)
R	802	44599		OTHER SALES	(\$1,500.00)	(\$1,000.00)	(\$3,087.00)
R	802	44800		LIBRARY FEES	(\$50,300.00)	(\$50,300.00)	(\$50,300.00)
R	802	45000		INVESTMENT INCOME	(\$14,000.00)	(\$700.00)	(\$700.00)
R	802	46290		OTHER REIMBURSEMENTS	(\$105,735.00)	(\$82,735.00)	(\$74,955.00)
R	802	46300		DONATIONS/CONTRIBUTIONS/GIFTS	(\$158,665.00)	(\$75,630.00)	(\$56,284.00)
R	802	46900		OTHER MISCELLANEOUS REVENUES	(\$250.00)	(\$111,530.00)	(\$50,250.00)
R	802	49803		TRF FROM LIB RESERVE FUND	(\$48,900.00)	(\$77,000.00)	(\$13,000.00)
R	802	49810		TFR FROM LIBRARY TRUST FUND	\$0.00	\$0.00	\$0.00
R	802	49820		TRANSFER FROM LIBRARY BLDG FUN	\$0.00	(\$7,864.00)	\$0.00
				TOTAL REVENUE	(\$5,268,823.00)	(\$4,909,592.00)	(\$4,639,142.00)
80280800 Library Administration							
E	80280800	50110		SALARY - REGULAR EMPLOYEES	\$439,779.00	\$419,591.00	\$350,781.00
E	80280800	52320		TRAVEL, EDUCATION AND TRAINING	\$9,976.00	\$16,522.00	\$9,500.00
80280801 Centralized Costs							
E	80280801	50210		INSURANCE	\$316,596.00	\$279,060.00	\$263,413.00
E	80280801	50220		FICA AND MEDICARE	\$219,006.00	\$197,234.00	\$189,445.00
E	80280801	50240		RHS CONTRIBUTION	\$43,267.00	\$41,621.00	\$37,570.00
E	80280801	50251		IMRF & SURS	\$171,314.00	\$157,900.00	\$196,235.00
E	80280801	51410		SMALL TOOLS & EQUIPMENT	\$0.00	\$0.00	\$0.00
E	80280801	51900		OTHER SUPPLIES	\$43,462.00	\$43,462.00	\$41,992.00
E	80280801	52101		LEGAL SERVICES	\$5,500.00	\$5,500.00	\$4,500.00
E	80280801	52199		OTHER PROFESSIONAL SERVICES	\$20,000.00	\$28,472.00	\$33,100.00
E	80280801	52202		EQUIPMENT REPAIR & MAINT	\$0.00	\$0.00	\$0.00
E	80280801	52203		MAINTENANCE AGREEMENTS	\$0.00	\$0.00	\$0.00
E	80280801	52721		WORKER'S COMP CLAIMS	\$16,000.00	\$16,000.00	\$13,200.00
E	80280801	52902		POSTAGE & PRINTING	\$6,500.00	\$6,400.00	\$6,295.00
E	80280801	52904		RECRUITING EXPENSE	\$500.00	\$500.00	\$500.00
E	80280801	52907		CREDIT CARD & BANK FEES	\$700.00	\$300.00	\$1,600.00
E	80280801	52999		OTHER CONTRACTUAL SERVICES	\$55,000.00	\$47,570.00	\$53,928.00
E	80280801	53440		OTHER EQUIPMENT	\$0.00	\$0.00	\$0.00
E	80280801	59803		TFR TO LIBRARY RESERVE FUND	\$0.00	\$0.00	\$52,000.00
E	80280801	59820		TFR TO BUILDING FUND	\$0.00	\$0.00	\$4,400.00
80280802 AYS Collections (formerly Adult & Youth Services)							
E	80280802	50110		SALARY - REGULAR EMPLOYEES	\$0.00	\$0.00	\$751,823.00
E	80280802	51801		LIBRARY BOOKS	\$135,800.00	\$138,000.00	\$138,000.00
E	80280802	51801	80103	LIBRARY BOOKS	\$56,550.00	\$56,750.00	\$58,000.00
E	80280802	51802		NEW COLLECTIONS	\$0.00	\$0.00	\$0.00
E	80280802	51802	80103	NEW COLLECTIONS	\$23,900.00	\$25,200.00	\$28,950.00
E	80280802	51803		LIBRARY PERIODICALS	\$10,500.00	\$10,500.00	\$12,000.00
E	80280802	51803	80103	LIBRARY PERIODICALS	\$500.00	\$500.00	\$550.00
E	80280802	51804		AUDIOBOOKS	\$2,300.00	\$2,300.00	\$3,800.00
E	80280802	51805		CD'S	\$3,000.00	\$2,000.00	\$2,450.00
E	80280802	51806		DVD'S	\$18,000.00	\$20,000.00	\$24,730.00
E	80280802	51806	80103	DVD'S	\$3,300.00	\$3,800.00	\$2,800.00
E	80280802	51807		RECORDINGS	\$0.00	\$0.00	\$0.00
E	80280802	51807	80103	RECORDINGS	\$4,500.00	\$4,300.00	\$7,300.00
E	80280802	51809		GAMES	\$5,200.00	\$4,000.00	\$5,000.00
E	80280802	51811		DOWNLOADABLES	\$126,000.00	\$120,000.00	\$101,000.00
E	80280802	51812		LIBRARY PROGRAM SUPPLIES	\$0.00	\$0.00	\$0.00
E	80280802	51812	80102	LIBRARY PROGRAM SUPPLIES	\$0.00	\$0.00	\$0.00
E	80280802	51812	80103	LIBRARY PROGRAM SUPPLIES	\$0.00	\$0.00	\$0.00
E	80280802	52320		TRAVEL, EDUCATION AND TRAINING	\$0.00	\$0.00	\$3,124.00
E	80280802	52910		DATABASE CHARGES	\$39,730.00	\$43,730.00	\$46,500.00
E	80280802	52910	80103	DATABASE CHARGES	\$0.00	\$0.00	\$0.00

FY25 Budget of The Urbana Free Library

Account Type	Organization	Object	Project	Account Description	2025 Proposed Budget	2024 Revised Budget	2023 Revised Budget
80280803 Archives							
E	80280803	50110		SALARY - REGULAR EMPLOYEES	\$294,353.00	\$287,839.00	\$278,006.00
E	80280803	51801		LIBRARY BOOKS	\$4,100.00	\$4,100.00	\$3,870.00
E	80280803	51803		LIBRARY PERIODICALS	\$3,070.00	\$3,070.00	\$3,600.00
E	80280803	51808		MICROFORM	\$16,531.00	\$16,531.00	\$14,594.00
E	80280803	51812		LIBRARY PROGRAM SUPPLIES	\$0.00	\$0.00	\$0.00
E	80280803	52320		TRAVEL, EDUCATION AND TRAINING	\$2,707.00	\$1,800.00	\$2,900.00
E	80280803	52910		DATABASE CHARGES	\$20,550.00	\$20,000.00	\$22,700.00
E	80280803	52912		FACILITY RENTAL	\$9,925.00	\$9,925.00	\$9,925.00
80280805 Library Facilities							
E	80280805	50110		SALARY - REGULAR EMPLOYEES	\$44,706.00	\$43,405.00	\$41,911.00
E	80280805	51410		SMALL TOOLS & EQUIPMENT	\$2,000.00	\$2,000.00	\$6,000.00
E	80280805	51420		OFFICE FURNITURE	\$10,000.00	\$60,000.00	\$31,000.00
E	80280805	51900		OTHER SUPPLIES	\$14,007.00	\$3,900.00	\$3,900.00
E	80280805	52201		BUILDING REPAIR & MAINT	\$128,211.00	\$131,541.00	\$127,023.00
E	80280805	52202		EQUIPMENT REPAIR & MAINT	\$1,000.00	\$1,000.00	\$1,000.00
E	80280805	52600		UTILITIES	\$172,671.00	\$174,050.00	\$235,743.00
E	80280805	52710		INSURANCE PREMIUM	\$48,404.00	\$47,109.00	\$43,672.00
E	80280805	52999		OTHER CONTRACTUAL SERVICES	\$110,620.00	\$107,660.00	\$104,000.00
E	80280805	53200		BUILDING	\$567,909.00	\$1,986,753.00	\$103,367.00
80280806 Collections (formerly Library Acquisitions)							
E	80280806	50110		SALARY - REGULAR EMPLOYEES	\$536,580.00	\$390,622.00	\$231,640.00
E	80280806	51900		OTHER SUPPLIES	\$28,000.00	\$28,000.00	\$30,599.00
E	80280806	52320		TRAVEL, EDUCATION AND TRAINING	\$1,000.00	\$1,000.00	\$1,000.00
80280807 Patron Services (formerly Library Circulation)							
E	80280807	50110		SALARY - REGULAR EMPLOYEES	\$1,100,956.00	\$1,169,489.00	\$399,463.00
E	80280807	52320		TRAVEL, EDUCATION AND TRAINING	\$3,642.00	\$3,642.00	\$500.00
80280808 Library IT							
E	80280808	50110		SALARY - REGULAR EMPLOYEES	\$154,688.00	\$142,382.00	\$132,935.00
E	80280808	51500		SHARED IT COSTS	\$141,832.00	\$133,490.00	\$122,000.00
E	80280808	51900		OTHER SUPPLIES	\$12,998.00	\$12,650.00	\$11,500.00
E	80280808	52203		MAINTENANCE AGREEMENTS	\$6,712.00	\$6,434.00	\$4,000.00
E	80280808	52320		TRAVEL, EDUCATION AND TRAINING	\$1,500.00	\$1,500.00	\$1,500.00
E	80280808	52600		UTILITIES	\$2,484.00	\$2,484.00	\$2,780.00
E	80280808	52999		OTHER CONTRACTUAL SERVICES	\$17,700.00	\$17,700.00	\$17,700.00
80280809 Community Engagement (formerly Development & Promotion)							
E	80280809	50110		SALARY - REGULAR EMPLOYEES	\$291,768.00	\$283,231.00	\$237,707.00
E	80280809	51812		LIBRARY PROGRAM SUPPLIES	\$12,496.00	\$19,350.00	\$11,235.00
E	80280809	51812	80102	LIBRARY PROGRAM SUPPLIES	\$3,500.00	\$4,400.00	\$4,400.00
E	80280809	51812	80103	LIBRARY PROGRAM SUPPLIES	\$9,400.00	\$6,100.00	\$3,900.00
E	80280809	51812	80104	LIBRARY PROGRAM SUPPLIES	\$1,800.00	\$800.00	\$800.00
E	80280809	52199		OTHER PROFESSIONAL SERVICES	\$20,395.00	\$21,700.00	\$27,800.00
E	80280809	52320		TRAVEL, EDUCATION AND TRAINING	\$1,800.00	\$500.00	\$0.00
E	80280809	52909		ADV/MKTING/PUBLIC EDUCATION	\$21,002.00	\$14,440.00	\$12,440.00
E	80280851	51810		LIBRARY RESALE PURCHASES	\$1,000.00	\$3,195.00	\$3,087.00
E	80280852	52299		OTHER MAINT COSTS	\$0.00	\$0.00	\$0.00
				TOTAL EXPENSE	\$5,598,897.00	\$6,855,004.00	\$4,800,183.00
803 LIBRARY SPECIAL RESERVE FUND							
R	803	49802		TFR FROM LIBRARY GENERAL FUND	\$0.00	\$0.00	(\$26,000.00)
				TOTAL REVENUE	\$0.00	\$0.00	(\$26,000.00)
E	80380860	59802		TFR TO LIBRARY OPERATING FUND	\$48,900.00	\$77,000.00	\$13,000.00
				TOTAL EXPENSE	\$48,900.00	\$77,000.00	\$13,000.00
810 LIBRARY TRUST FUND							
R	810	45000		INVESTMENT INCOME	\$0.00	\$0.00	\$0.00
R	810	46300		DONATIONS/CONTRIBUTIONS/GIFTS	(\$21,846.00)	(\$23,950.00)	(\$47,400.00)
				TOTAL REVENUE	(\$21,846.00)	(\$23,950.00)	(\$47,400.00)

FY25 Budget of The Urbana Free Library

Account Type	Organization	Object	Project	Account Description	2025 Proposed Budget	2024 Revised Budget	2023 Revised Budget
E	81080821	52801		LIBRARY PROGRAMS	\$7,525.00	\$0.00	\$0.00
E	81080822	52802		LIBRARY ADULT PROGRAMS	\$0.00	\$0.00	\$0.00
E	81080823	52803		LIBRARY CHILDREN PROGRAMS	\$0.00	\$0.00	\$0.00
E	81080824	52804		LIBRARY ARCHIVES PROGRAMS	\$0.00	\$0.00	\$0.00
E	81080831	51420		OFFICE FURNITURE	\$80,782.00	\$60,000.00	\$31,000.00
E	81080831	51801		LIBRARY BOOKS	\$0.00	\$0.00	\$0.00
E	81080831	51900		OTHER SUPPLIES	\$0.00	\$600.00	\$600.00
E	81080831	51990		OTHER LIBRARY MATERIALS	\$0.00	\$500.00	\$500.00
E	81080831	52201		BUILDING REPAIR & MAINT	\$0.00	\$0.00	\$0.00
E	81080831	52600		UTILITIES	\$0.00	\$0.00	\$0.00
E	81080831	52801		LIBRARY PROGRAMS	\$0.00	\$0.00	\$3,000.00
E	81080831	52803		LIBRARY CHILDREN PROGRAMS	\$0.00	\$0.00	\$0.00
E	81080831	52902		POSTAGE & PRINTING	\$0.00	\$0.00	\$4,400.00
E	81080831	52911		PASS-THROUGH PAYMENTS	\$0.00	\$0.00	\$0.00
E	81080831	53200		BUILDING	\$184,000.00	\$300,500.00	\$300,500.00
E	81080831	59802		TFR TO LIBRARY OPERATING FUND	\$0.00	\$0.00	\$0.00
E	81080832	51801		LIBRARY BOOKS	\$16,900.00	\$19,500.00	\$17,725.00
E	81080832	51990		OTHER LIBRARY MATERIALS	\$3,023.00	\$100.00	\$0.00
E	81080833	51801		LIBRARY BOOKS	\$12,500.00	\$12,150.00	\$11,525.00
E	81080833	51990		OTHER LIBRARY MATERIALS	\$0.00	\$0.00	\$0.00
E	81080833	52801		LIBRARY CHILDREN PROGRAMS	\$0.00	\$3,000.00	\$0.00
E	81080833	52803		LIBRARY CHILDREN PROGRAMS	\$8,600.00	\$9,100.00	\$2,000.00
E	81080834	51801		LIBRARY BOOKS	\$3,150.00	\$3,150.00	\$4,250.00
E	81080834	51990		OTHER LIBRARY MATERIALS	\$250.00	\$250.00	\$250.00
E	81080834	52804		LIBRARY ARCHIVES PROGRAMS	\$4,405.00	\$4,000.00	\$4,000.00
				TOTAL EXPENSE	\$321,135.00	\$412,850.00	\$379,750.00
820 LIBRARY BUILDING FUND - NO ACTIVITY							
R	820	44599		OTHER SALES	\$0.00	\$0.00	\$0.00
R	820	49802		TFR FROM LIBRARY GENERAL FUND	\$0.00	\$0.00	(\$4,400.00)
				TOTAL REVENUE	\$0.00	\$0.00	(\$4,400.00)
E	82080852	51900		OTHER SUPPLIES	\$0.00	\$0.00	\$0.00
E	82080852	52201		BUILDING REPAIR & MAINT	\$0.00	\$0.00	\$0.00
E	82080852	52600		UTILITIES	\$0.00	\$0.00	\$200.00
E	82080852	52909		ADV/MKTING/PUBLIC EDUCATION	\$0.00	\$0.00	\$0.00
E	82080852	52999		OTHER CONTRACTUAL SERVICES	\$0.00	\$1,500.00	\$4,200.00
E	82080852	54200		INTEREST	\$0.00	\$0.00	\$0.00
E	82080852	59802		TFR TO LIBRARY GENERAL FUND	\$0.00	\$7,864.00	\$0.00
				TOTAL EXPENSE	\$0.00	\$9,364.00	\$4,400.00

TUFL FY25 PAY GRADES includes 3.25% increase to base		BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5-9	STEP 10
Pay grade 47 (Assoc Dir) per hr =	\$	39.8215	\$ 41.8126	\$ 43.8036	\$ 45.7947	\$ 47.7858	\$ 49.7767	\$ 51.7679
@ 39 hrs/wk FT	\$	80,758	\$ 84,796	\$ 88,834	\$ 92,872	\$ 96,910	\$ 100,947	\$ 104,985
Pay grade 41 (IT Mgr) per hr =	\$	33.3491	\$ 35.0168	\$ 36.6838	\$ 38.3515	\$ 40.0191	\$ 41.6868	\$ 43.3538
@ 39 hrs/wk FT	\$	67,632	\$ 71,014	\$ 74,395	\$ 77,777	\$ 81,159	\$ 84,541	\$ 87,922
Pay grade 38 (Mgrs: CCHA, Collections, Communications/Development, Patron Services, Programming/Outreach) per hr =	\$	30.5199	\$ 32.0460	\$ 33.5717	\$ 35.0978	\$ 36.6241	\$ 38.1503	\$ 39.6759
@ 39 hrs/wk FT	\$	61,894	\$ 64,989	\$ 68,083	\$ 71,178	\$ 74,274	\$ 77,369	\$ 80,463
Pay grade 36 (Librarian) per hr =	\$	28.7679	\$ 30.2064	\$ 31.6449	\$ 33.0833	\$ 34.5216	\$ 35.9601	\$ 37.3986
@ 39 hrs/wk FT	\$	58,341	\$ 61,259	\$ 64,176	\$ 67,093	\$ 70,010	\$ 72,927	\$ 75,844
Pay grade 35 (Facilities Mgr) per hr =	\$	27.9300	\$ 29.3263	\$ 30.7231	\$ 32.1199	\$ 33.5160	\$ 34.9128	\$ 36.3091
@ 39 hrs/wk FT	\$	56,642	\$ 59,474	\$ 62,306	\$ 65,139	\$ 67,970	\$ 70,803	\$ 73,635
Pay grade 30 (Office Mgr) per hr =	\$	24.0920	\$ 25.2966	\$ 26.5012	\$ 27.7057	\$ 28.9102	\$ 30.1149	\$ 31.3193
@ 39 hrs/wk FT	\$	48,859	\$ 51,302	\$ 53,744	\$ 56,187	\$ 58,630	\$ 61,073	\$ 63,516
Pay grade 27 (Specplst: IT, Patron Services, Programming; Digital/Media Coord) per hr =	\$	22.0478	\$ 23.1500	\$ 24.2524	\$ 25.3547	\$ 26.4570	\$ 27.5595	\$ 28.6617
@ 39 hrs/wk FT	\$	44,713	\$ 46,948	\$ 49,184	\$ 51,419	\$ 53,655	\$ 55,891	\$ 58,126
Pay grade 25 (Library Assist 2) per hr =	\$	20.7822	\$ 21.8213	\$ 22.8604	\$ 23.8996	\$ 24.9386	\$ 25.9778	\$ 27.0168
@ 39 hrs/wk FT	\$	42,146	\$ 44,254	\$ 46,361	\$ 48,468	\$ 50,575	\$ 52,683	\$ 54,790
Pay grade 23 (Library Assist 1) per hr =	\$	19.5892	\$ 20.5685	\$ 21.5481	\$ 22.5274	\$ 23.5067	\$ 24.4862	\$ 25.4656
@ 39 hrs/wk FT	\$	39,727	\$ 41,713	\$ 43,700	\$ 45,686	\$ 47,672	\$ 49,658	\$ 51,644
HOURLY WAGES (positions < 20 hrs/wk)		BASE	STEP 1	STEP 2				
PG 36-H (Librarian)	\$	25.3165	\$ 26.5832	\$ 27.8491				
PG 36-Hh (Librarian Intern, Hourly IT Staff)	\$	19.6203	\$ 20.6012	\$ 21.5818				
PG 25-H (Library Assist 2)	\$	18.2882	\$ 19.2015	\$ 20.1154				
PG 23-H (Library Assist 1)	\$	16.4552	\$ 17.2781	\$ 18.1010				
Exec Dir, contractual, salaried per year =		\$139,623 or		\$ 68.8478	per hour @ 39 hrs/wk FT			

The Urbana Free Library
FY2025 Compensation Report
 Per 5 ILCS 120/7.3 (P.A. 097-0609)

Title	Name	Wages	Health Insurance	# Vacation Hours	# Sick Hours	IMRF	FICA	Total
Executive Director	Celeste Choate	\$139,623	\$9,492	232	88	\$10,388	\$10,681	\$149,115
Associate Director	Dawn Cassady	\$104,985	\$9,492	192	88	\$7,811	\$8,031	\$114,477
Associate Director	Rachel Fuller	\$100,947	\$9,492	192	88	\$7,510	\$7,722	\$110,439
Information Technology Manager	Leon Wilson	\$84,541	\$9,492	160	88	\$6,290	\$6,467	\$94,033
Programming & Outreach Manager	Lauren Chambers	\$77,369	\$9,492	184	88	\$5,756	\$5,919	\$86,861
Patron Services Manager	Gretchen Webb	\$77,369	\$9,492	192	88	\$5,756	\$5,919	\$86,861
Librarian	Elaine Bearden	\$75,844	\$9,492	192	88	\$5,643	\$5,802	\$85,336
Librarian	Sherrie Bowser	\$75,844	\$9,492	192	88	\$5,643	\$5,802	\$85,336
Librarian	Kasia Hopkins	\$75,844	\$9,492	192	88	\$5,643	\$5,802	\$85,336
Librarian	Joel Spencer	\$75,844	\$9,492	192	88	\$5,643	\$5,802	\$85,336
Librarian	Jordan Kahle	\$72,927	\$9,492	152	88	\$5,426	\$5,579	\$82,419
Librarian	Esther Yi	\$72,927	\$9,492	160	88	\$5,426	\$5,579	\$82,419
Archives Manager	Pat Cain	\$71,178	\$9,492	152	88	\$5,296	\$5,445	\$80,670
Librarian	Sara Bennett	\$70,010	\$9,492	152	88	\$5,209	\$5,356	\$79,502
Collections Manager	Rose Barnes	\$68,083	\$9,492	152	88	\$5,065	\$5,208	\$77,575