

Wisconsin Public Library Staff Compensation Survey Report

July 2023

Produced By:



in Partnership with:



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About Carlson Dettmann Consulting

Carlson Dettmann Consulting, a Cottingham & Butler Company, has extensive experience in public, private, and not-for-profit organizations. We are grounded in the Midwest economy, however, we have clients in over eighteen states. The consulting group has ten staff members distributed throughout Wisconsin, including Madison, Milwaukee, Central Wisconsin, and the Fox Valley. We tailor the compensation plans that we develop to the specific requirements, culture, and capacity of each client. We have the broad range of experience in a wide variety of settings that affords us the perspective to serve our clients effectively. Our approach to compensation and total rewards gives organizations the tools it needs to have a fully effective total rewards strategy.

About Cottingham & Butler

Cottingham & Butler is a privately held insurance broker that specializes in providing innovative property & casualty and employee benefit insurance solutions. Headquartered in Dubuque, IA, the firm has more than 1,000 employees and 16 additional office locations across the U.S, with products and services offered through our major business divisions of employee benefit consulting, health care services, transportation risk solutions, risk management consulting, claims administration, loss control, HR and compliance consulting and personal insurance. Our drive to be Better Every Day has made Cottingham & Butler one of the largest and most well respected insurance brokers in the nation. Our mission is to PARTNER with our clients to PROTECT their most valuable assets, and our core values include understanding and serving our clients' long-term interests as if they were our own. With these priorities in mind, our service philosophy is built on delivering personalized solutions and services to meet each client's specific needs.

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Survey Methodology and Accreditation

This custom survey was made possible through the Institute of Museum and Library Services (IMLS) LSTA funds and a partnership between Wisconsin Department of Public Instruction (DPI), System and Resource Library Administrators Association of Wisconsin (SRLAAW), and Southwest Wisconsin Library System (SWLS). The System and Resource Library Administrators Associations of Wisconsin (SRLAAW) had contacted Carlson Dettmann Consulting to conduct a compensation survey for library positions in Wisconsin. In February of 2023, 381 public libraries in the state of Wisconsin were solicited to participate in the custom survey. A total of 305 organizations provided data for the survey (for a response rate of 80%). The survey instrument was a secure Qualtrics website, through email, that asked participants to review a list of 46 survey job titles and descriptions, and to provide their pay range minimums and maximums, annual work hours, benefit eligibility, paid leave eligibility, and MLS requirements.

A listing of participants and their municipal/resident population, and Wisconsin regional category is found on page 5. Pay range summaries are presented in alphabetical order and a listing of jobs is shown in the table of contents on pages 1 and 2.

Pay data is presented in hourly format regardless of if the position is classified as exempt or non-exempt. Pay data is presented statewide as “All Responses” and is summarized further by geographic region and municipal/residential population size. The survey tool asked participants to enter their hourly structure rate for each position at their organization. For organizations that provided a single pay rate for a position, that rate was applied as the minimum, midpoint, and maximum rate for reporting purposes.

Please note, Carlson Dettmann Consulting produces custom compensation surveys for public sector and private sector employers and employer groups. Typically, following Sherman Anti-Trust Act best practices for compensation surveys, data with less than 5 respondents would not be reported for that job or data scope category by Carlson Dettmann Consulting. Due to the fact that data collected is publicly available, it was requested by the survey sponsors that all data be reported, even when responses do not meet the typical criteria. The survey sponsors hold harmless and indemnify Carlson Dettmann Consulting from any claims arising from the misuse or misrepresentation of the data reported.

Use & Abuse of Salary Survey Data

The accuracy and precision of market data, and how that is gathered and interpreted, is extremely important. Experience suggests companies that without professional HR support may fall prey to five common survey and market pricing errors:

1. **No market pricing strategy and rewards philosophy:** Without guidance from a stated compensation philosophy and market pricing strategy, such as desired competitive pay levels and areas with whom the company perceives it competes for talent, it is likely market pricing will miss the target.

2. **Using incorrect survey scopes:** Surveys provide data “cut” in a number of different ways: all respondents, geographically, size of organization, size of population served., etc. Organizations should provide consistent rationale for the comparisons utilized: an example being if one of the ten largest libraries in the state decided to only use the “All Respondents” data cut to compare compensation for the top job, when that average reported is likely swayed by the 260 smaller libraries, a more appropriate scope would be a comparison by size for the top job. Or an organization using the statewide average reported for a janitorial position it likely would recruit from only a 30-mile radius of the work location, when a geographic scope would be more appropriate.
3. **Only matching to job titles rather than job summaries and functions:** Even with very custom survey, there will be unique jobs at every organization and jobs may have duties that make the job bigger or smaller than the survey job. Do not rely on the survey title; the survey job match should align with the essence of the role, and be at least a 70% job match. Consider the survey job summary description when making your job match and other possible job matches within the job family included in the survey.
4. **Limited sample:** When there are less than five respondents for a survey scope, use the survey data with careful consideration. Average statistics reported can be swayed heavily by outliers and become less reliable. Although it may be interesting to consider data with 2-3 respondents, it may not be useful to build a business case around. The greater the sample size, the greater the reliability of the data.
5. **Not aging the data forward:** The data reported in all surveys are current as the date when asked to be reported. By the time a survey report is published, or organizations utilize the data for budget planning, it is already old. Survey data should be aged forward, consistent with market wage growth (recently 3-5% annually) to the middle of the budget year (lead/lag), beginning of the budget year (lag), or end of the budget year (lead) to help plan future wage changes and forecasting.

We know the labor force is impacted by a number of competitive and economic forces, and we have seen unprecedented wage growth since 2021. Custom compensation surveys with exclusive participation are the best view of a comparable market. We look forward to future editions of the survey and continual improvements to the data set and published survey.

Thank you very much for participating in this survey.

Sincerely,
Carlson Dettmann Consulting

Key Findings

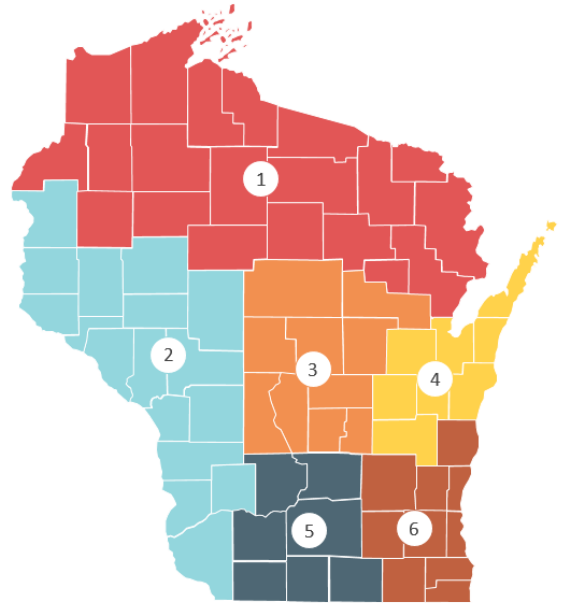
This custom survey is a superb resource for Wisconsin librarians to utilize to assess compensation and total rewards practices. With a total of 305 organizations providing data for the survey, the results provide a comprehensive look at compensation practices across the state. Some key findings and takeaway are as follows:

- Participation
 - The Western region has the most participation with 90 organizations supplying data.
 - The Southeast and Northern regions provided the second and third most participation.
- Total Rewards
 - The most prevalent benefits offered included:
 - Participation in Wisconsin Retirement System (WRS)
 - Health Insurance
 - Bereavement/Funeral Leave
 - Dental Insurance
 - Less than a quarter of participants provide Education Assistance, Paid Maternity/Paternity Leave beyond FMLA requirements, and Wellness/Gym Membership Reimbursement.
 - Over one-third of respondents offer zero PTO or Vacation upon hire, while on the other end of the spectrum 5% of respondents provide over 20 days annually upon hire.
- Compensation
 - Library Director – We found the average salary range was \$27.56-\$31.37 across all the respondents. We found the most highly paid employees in that role in the Fox Valley Northeast and Southeast. However, we find compensation is positively correlated with population size; and municipalities grow in size, so does the compensation for leadership staff. Respondents with populations >50,000 residents had the highest compensation levels ranging from \$49.73-\$66.73.
 - Librarian – The average salary range was \$24.93-\$30.87 across the state. Generally, we found consistent midpoint levels no matter the geography, although Fox Valley Northeast region was an exception on the high end. Population again did correlate to compensation as pay tends to be higher for larger municipalities.

- Clerk – Public Services – This role had the second most respondents, to the Library Director. Central region reported the lowest average salary range (\$11.90-\$13.90), with South Central region paying the most (\$14.51-\$17.37). Smaller, rural communities tend to pay less for the clerk position, while more populous urban centers are leading the way with compensation.

We recommend all organizations determine what it considers as an applicable “market” for talent and utilize the appropriate data scope when assessing and analyzing compensation. A best practice in compensation design is to provide consistent rationale for market comparisons across the organization.

Participants and Demographic Information



Responses by Region

Region 1: Northern	54
Region 2: Western	90
Region 3: Central	34
Region 4: Fox Valley-Northeast	28
Region 5: South Central	33
Region 6: Southeast	66

Participating Library Name	Wisconsin Region	Municipal/Resident Population <i>(Based on DPI 2021 Preliminary data set)</i>
Abbotsford Public Library	Western	2,502
Adams County Library	Central	17,796
Algoma Public Library	Fox Valley Northeast	3,104
Allen-Dietzman Public Library	Western	655
Alma Public Library	Western	777
Altoona Public Library	Western	8,651
Amery Public Library	Western	2,858
Appleton Public Library	Fox Valley Northeast	74,499
Aram Public Library	Southeast	8,507
Arcadia Free Public Library	Western	3,078
Argyle Public Library	South Central	839
Augusta Memorial Public Library	Western	1,517
Baldwin Public Library	Western	4,059
Balsam Lake Public Library	Western	994
Barneveld Public Library	South Central	1,279
Barrett Memorial Library	Southeast	2,654
Barron Public Library	Northern	3,313
Bayfield Carnegie Public Library	Northern	487
Beaver Dam Community Library	Southeast	17,038
Bekkum Memorial Public Library	Western	2,231
Belleville Public Library	South Central	2,585
Ben Guthrie--Lac du Flambeau Public Library	Northern	3,507
Benton Public Library	South Central	979
Berlin Public Library	Central	5,560
Big Bend Village Library	Southeast	1,513
Black Creek Village Library	Fox Valley Northeast	1,302
Black Earth Public Library	South Central	1,453
Black River Falls Public Library	Western	3,561
Blair-Preston Public Library	Western	1,331
Blanchardville Public Library	South Central	821

Bloomington Public Library	Western	730
Boulder Junction Public Library	Northern	962
Boyceville Public Library	Western	1,086
Brandon Public Library	Fox Valley Northeast	869
Brewer Public Library	Western	5,071
Brickl Memorial Library	Western	1,069
Brillion Public Library	Fox Valley Northeast	3,385
Brookfield Public Library	Southeast	40,276
Brown County Library	Fox Valley Northeast	265,809
Brownsville Public Library	Southeast	618
Bruce Area Library	Northern	1,933
Burlington Public Library	Southeast	11,052
Butler Public Library	Southeast	1,810
Cadott Community Library	Western	1,449
Caestecker Public Library	Central	2,884
Calhoun Memorial Library	Northern	2,151
Cambridge Community Library	South Central	1,616
Cameron Public Library	Northern	1,876
Campbellsport Public Library	Fox Valley Northeast	1,841
Carleton A. Friday Memorial Library	Western	10,075
Carnegie-Schadde Memorial Public Library	South Central	12,019
Carter Memorial Library	Fox Valley Northeast	3,613
Cashton Memorial Library	Western	1,116
Cedar Grove Public Library	Southeast	2,140
Cedarburg Public Library	Southeast	12,503
Centuria Public Library	Western	952
Charles & JoAnn Lester Library	Central	2,532
Chippewa Falls Public Library	Western	14,366
Clarella Hackett Johnson Public Library	Western	582
Clear Lake Public Library	Western	1,103
Clintonville Public Library	Central	4,591
Cobb Public Library	South Central	471
Colby Community Library	Western	1,857

Colfax Public Library	Western	1,102
Coloma Public Library	Central	460
Columbus Public Library	South Central	5,193
Community Library	Southeast	27,440
Cornell Public Library	Western	1,453
Cudahy Family Library	Southeast	18,093
D.R. Moon Memorial Library	Western	3,476
De Soto Public Library	Western	284
Deer Park Public Library	Western	210
DeForest Area Public Library	South Central	10,835
Dodgeville Public Library	South Central	4,714
Door County Library	Fox Valley Northeast	29,090
Drummond Public Library	Northern	436
Durand Community Library	Western	1,847
Dwight T. Parker Public Library	Western	2,503
E.D. Locke Public Library	South Central	9,331
Eager Free Public Library	South Central	5,589
East Troy Lions Public Library	Southeast	4,511
Eckstein Memorial Library	Western	927
Edward U. Demmer Memorial Library	Northern	2,174
Eleanor Ellis Public Library	Northern	1,235
Elisha D. Smith Public Library	Fox Valley Northeast	17,741
Elkhart Lake Public Library	Southeast	1,030
Ellsworth Public Library	Western	3,358
Elm Grove Public Library	Southeast	6,035
Elmwood Public Library	Western	790
Elroy Public Library	Central	1,336
Ethel Everhard Memorial Library	Central	1,234
Ettrick Public Library	Western	523
Evelyn Goldberg Briggs Memorial Library	Northern	1,173
Everett Roehl Marshfield Public Library	Central	21,751
Fairchild Public Library	Western	904
Fall Creek Public Library	Western	1,275

Farnsworth Public Library	Northern	4,613
Florence County Library	Northern	4,504
Fond du Lac Public Library	Fox Valley Northeast	44,349
Fontana Public Library	Southeast	1,717
Forest Lodge Library	Northern	1,084
Frances L. Simek Memorial Library Medford	Northern	4,319
Frank B. Koller Memorial Library	Northern	624
Frank L. Weyenberg Library	Southeast	28,234
Franklin Public Library	Southeast	36,646
Frederic Public Library	Western	1,117
G.E. Bleskacek Family Memorial Library	Western	3,615
Galesville Public Library	Western	1,575
Gays Mills Public Library	Western	498
Genoa City Public Library	Southeast	3,025
Geraldine E. Anderson Village Library	Western	913
Germantown Community Library	Southeast	20,934
Gillett Public Library	Northern	1,329
Glenwood City Public Library	Western	1,210
Graham Public Library	Southeast	5,399
Granton Community Library	Western	351
Grantsburg Public Library	Northern	1,304
Greendale Public Library	Southeast	14,393
Greenwood Public Library	Western	1,016
Hales Corners Public Library	Southeast	7,546
Hammond Community Library	Western	1,868
Hancock Public Library	Central	413
Hartland Public Library	Southeast	9,434
Hatch Public Library	Central	4,461
Hawkins Area Library	Northern	605
Hazel Green Public Library	Western	1,262
Hazel Mackin Community Library	Western	1,951
Hedberg Public Library	South Central	64,198
Hildebrand Memorial Library	Western	3,203

Hillsboro Public Library	Western	1,417
Horicon Public Library	Southeast	3,824
Hortonville Public Library	Fox Valley Northeast	2,976
Hudson Area Joint Library	Western	31,472
Hurley Public Library	Northern	1,477
Hustisford Community Library	Southeast	2,500
Independence Public Library	Western	1,352
Iola Village Library	Central	1,236
Iron Ridge Public Library	Southeast	922
Irvin L. Young Memorial Library	Southeast	14,133
Jack Russell Memorial Library	Southeast	16,083
Jane Morgan Memorial Library	South Central	761
Jefferson Public Library	Southeast	7,932
John Turgeson Public Library	South Central	1,007
Johnson Creek Public Library	Southeast	3,109
Juneau Public Library	Southeast	2,601
Karl Junginger Memorial Library	Southeast	3,379
Kaukauna Public Library	Fox Valley Northeast	16,634
Kendall Public Library	Western	456
Kenosha Public Library	Southeast	98,998
Kewaskum Public Library	Southeast	4,244
Kewaunee Public Library	Fox Valley Northeast	2,879
Kiel Public Library	Fox Valley Northeast	3,973
Kimberly Public Library	Fox Valley Northeast	7,422
Knutson Memorial Library	Western	744
Kohler Public Library	Southeast	2,095
Kraemer Library & Community Center	South Central	759
L.D. Fargo Public Library	Southeast	6,276
L.E. Phillips Memorial Public Library	Western	68,912
La Crosse County Library	Western	69,462
La Crosse Public Library	Western	50,869
La Valle Public Library	South Central	353
Lac Courte Oreilles Ojibwa College Community Library	Northern	2,145

Lake Geneva Public Library	Southeast	8,413
Lakes Country Public Library	Northern	2,817
Lakeview Community Library	Southeast	5,460
Land O' Lakes Public Library	Northern	889
Larsen Family Public Library	Northern	648
Lawton Memorial Library	Western	707
Lena Public Library	Northern	1,276
Leon-Saxeville Township Library	Central	2,443
Lester Public Library	Fox Valley Northeast	11,411
Lester Public Library of Arpin	Central	973
Lester Public Library of Vesper	Central	575
Little Chute Public Library	Fox Valley Northeast	12,525
Loyal Public Library	Western	1,242
Luck Public Library	Western	1,095
Madison Public Library	South Central	259,233
Manitowoc Public Library	Fox Valley Northeast	33,687
Marathon County Public Library	Central	134,402
Marinette County Consolidated Public Library Service	Northern	41,502
Markesan Public Library	Central	1,416
Marshall Community Library	South Central	3,964
Mayville Public Library	Southeast	5,112
McCoy Public Library	South Central	1,202
McIntosh Memorial Library	Western	4,487
Menomonee Falls Public Library	Southeast	39,379
Menomonie Public Library	Western	15,582
Mercer Public Library	Northern	1,461
Middleton Public Library	South Central	21,964
Mill Pond Public Library	Central	327
Milltown Public Library	Western	915
Milton Public Library	South Central	5,633
Milwaukee Public Library	Southeast	587,976
Mineral Point Public Library	South Central	2,503
Minocqua Public Library	Northern	4,512

Mondovi Public Library	Western	2,759
Monroe Public Library	South Central	15,645
Montello Public Library	Central	1,432
Montfort Public Library	Western	724
Muehl Public Library	Fox Valley Northeast	3,427
Mukwonago Community Library	Southeast	8,190
Muskego Public Library	Southeast	25,704
Neenah Public Library	Fox Valley Northeast	26,961
Neillsville Public Library	Western	2,344
Neuschafer Community Library	Central	682
New Berlin Public Library	Southeast	40,821
New Glarus Public Library	South Central	2,244
New Holstein Public Library	Fox Valley Northeast	3,214
New Lisbon Memorial Library	Central	2,544
Norwalk Public Library	Western	632
Oak Creek Public Library	Southeast	37,608
Oakfield Public Library	Fox Valley Northeast	1,113
Oconomowoc Public Library	Southeast	17,808
Oconto Falls Community Library	Northern	2,834
Ogema Public Library	Northern	732
Oneida Community Library	Fox Valley Northeast	4,555
Ontario Public Library	Western	542
Oostburg Public Library	Southeast	3,110
Oscar Grady Public Library	Southeast	4,424
Oshkosh Public Library	Fox Valley Northeast	65,840
Packwaukee Public Library	Central	1,411
Park Falls Public Library	Northern	2,465
Patterson Memorial Library	Central	682
Pauline Haass Public Library	Southeast	11,587
Pepin Public Library	Western	799
Pewaukee Public Library	Southeast	22,881
Phillips Public Library	Northern	1,430
Plainfield Public Library	Central	851

Platteville Public Library	Western	11,446
Plum City Public Library	Western	600
Plum Lake Public Library	Northern	507
Plymouth Public Library	Southeast	8,837
Portage Public Library	South Central	10,053
Poy Sippi Public Library	Central	917
Prairie du Chien Memorial Library	Western	5,829
Prescott Public Library	Western	4,260
Presque Isle Community Library	Northern	640
Princeton Public Library	Central	1,185
Racine Public Library	Southeast	76,887
Readstown Public Library	Western	412
Redgranite Public Library	Central	2,062
Reeseville Public Library	Southeast	722
Rhineland District Library	Northern	18,275
Rib Lake Public Library	Northern	867
Rice Lake Public Library	Northern	8,884
Rio Community Library	South Central	1,096
River Falls Public Library	Western	15,689
Rusk County Community Library	Northern	12,433
Ruth Culver Community Library	South Central	4,234
S. Verna Fowler Academic Library / Menominee Public Library	Northern	4,306
Scandinavia Public Library	Central	366
Schreiner Memorial Library	Western	3,765
Shawano County Library	Central	41,931
Shell Lake Public Library	Northern	1,339
Sherman & Ruth Weiss Community Library	Northern	2,384
Shiocton Public Library	Fox Valley Northeast	924
Shirley M. Wright Memorial Library	Western	1,981
Slinger Community Library	Southeast	6,106
Soldiers Grove Public Library	Western	571
Somerset Public Library	Western	3,015
South Milwaukee Public Library	Southeast	20,743

Sparta Free Library	Western	10,111
Spillman Public Library	Fox Valley Northeast	5,226
Spring Green Community Library	South Central	1,638
Spring Valley Public Library	Western	1,367
St. Croix Falls Public Library	Western	2,143
Strum Public Library	Western	1,089
Sturm Memorial Library	Central	1,316
Sun Prairie Public Library	South Central	36,394
Superior Public Library	Northern	26,950
Suring Area Public Library	Northern	2,782
T.B. Scott Free Library	Northern	9,613
Taylor Memorial Library	Western	486
Theresa Public Library	Southeast	2,355
Thomas St. Angelo Public Library	Northern	2,182
Tomah Public Library	Western	9,493
Tomahawk Public Library	Northern	3,294
Town Hall Library	Southeast	8,537
Turtle Lake Public Library	Northern	1,040
U.S.S. Liberty Memorial Public Library	Southeast	16,423
Vaughn Public Library	Northern	7,951
Verona Public Library	South Central	13,124
Viola Public Library	Western	685
W.J. Niederkorn Library	Southeast	12,307
Wabeno Public Library	Northern	1,160
Walter E. Olson Memorial Library	Northern	9,841
Watertown Public Library	Southeast	24,091
Waukesha Public Library	Southeast	71,856
Waupaca Area Public Library	Central	6,125
Waupun Public Library	Southeast	11,154
Wautoma Public Library	Central	2,137
Wauwatosa Public Library	Southeast	48,604
West Bend Community Memorial Library	Southeast	32,269
Westboro Public Library	Northern	708

Western Taylor County Public Library	Northern	376
Weyauwega Public Library	Central	1,901
Whitefish Bay Public Library	Southeast	14,081
Whitehall Public Library	Western	1,558
Wilberg Memorial Public Library	Western	2,739
Wilton Public Library	Western	489
Winchester Public Library	Northern	528
Winneconne Public Library	Fox Valley Northeast	2,502
Winter Public Library	Northern	2,688
Wonewoc Public Library	Central	797
Woodville Community Library	Western	1,356

Benefit Related Questions

This section of the summary report focuses on the benefit offerings available to benefit eligible library employees. It provides a high-level overview of the benefits package provided to staff members within the library system. The following questions were asked in the survey:

What Benefits does your library offer to its employees? (Percentage of Responses; Multiple selections allowed per organization)

Wisconsin Retirement System (WRS)	92%
Health Insurance	83%
Bereavement/Funeral Leave	75%
Dental Insurance	67%
Life Insurance	67%
Flexible Spending Account (FSA) or Health Savings Account (HSA)	57%
Vision Insurance	52%
Short Term Disability Insurance	45%
Deferred Compensation	42%
Long Term Disability Insurance	39%
Employee Assistance Program (EAP)	38%
Education Assistance	20%
Paid Maternity/Paternity Leave (Beyond FMLA)	16%
Wellness/Gym Membership Reimbursement	12%
Income Continuation Services	12%

How many days of annual Paid Time Off and/or Vacation do you offer upon hire? (Percentage of Responses; 283 responses)

0 Days	36%
1 - 5 Days	22%
6 - 10 Days	23%
11 - 15 Days	9%
16 - 20 Days	5%
Over 20 Days	5%

What is the maximum number of days of Paid Time Off and/or Vacation an employee can receive in a given year? (Percentage of Responses; 274 responses)

0 Days	10%
1 - 10 Days	12%
11 - 20 Days	19%
21 - 30 Days	41%
Over 30 Days	18%

Which paid holiday does your library observe? (Percentage of Responses; Multiple selections allowed per organization)

Christmas Day	95%
Thanksgiving Day	95%
Independence Day	93%
Memorial Day	92%
Labor Day	92%
New Year's Day	89%
Christmas Eve	76% (full day); 12% (half day)
Day After Thanksgiving	56%
Good Friday	33% (full day); 18% (half day)
New Year's Eve	72% (full day); 22% (half day)
Veterans Day	12%
Martin Luther King Jr. Day	10%
Washington's Birthday/Presidents Day	3%
Juneteenth	3%
Columbus Day/Indigenous Peoples Day	2%

Survey Definitions

Pay data is effective January 2023.

of Orgs - # of respondents that reported either a minimum, midpoint or maximum for the data category.

Average Salary Range: Participants were instructed to enter the hourly pay structure rates for each position they have at their organization.

Min – (organization weighted) the average pay range minimum reported among libraries with an established pay range.

Mid – (organization weighted) the average pay range midpoint reported among libraries with an established pay range; typically, this is the half-way point between the minimum and maximum in merit plans. If a min and max rate were provided but midpoint was left blank, the average of the min and max rate was used.

Max – (organization weighted) the average pay range maximum reported among libraries with an established pay range.

Benefit Eligibility – number of libraries reporting if the position is eligible to receive benefits.

Paid Leave Eligibility – number of libraries reporting if the position is eligible to receive paid leave benefits (PTO, Vacation, Sick, Holiday, etc.).

MLS Requirement – number of libraries reporting if the position requires an MLS degree.

An asterisk (*) indicates an insignificant sample size.

Accountant

Oversees clerical activities in connection with payables, debits, or credits. Prepares worksheets, analyzes to verify accuracy, prepares monthly journal entries, statements, monthly balance sheet, monthly statements, profit and loss, subsidiary, and other analyses and statements, following prescribed procedures. Qualifications generally include a bachelor's degree in accounting or an associate degree with experience. *(Alternate Job Title: Budget Specialist)*

Average Salary Range					MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	6	\$31.16	\$35.18	\$39.32	0	6	6
Region							
Fox Valley Northeast	1	\$27.25	\$32.98	\$38.70	0	1	1
South Central	1	\$32.52	\$37.00	\$42.04	0	1	1
Southeast	4	\$31.80	\$35.27	\$38.80	0	4	4
Municipal/Resident Population							
20,001 – 30,000	1	\$24.40	\$26.94	\$29.74	0	1	1
50,001 – 100,000	2	\$28.24	\$32.28	\$36.31	0	2	2
Over 100,000	3	\$35.36	\$39.86	\$44.53	0	3	3

Associate Librarian (non-MLS)

Provides specialized library services and programs, such as work in reference, youth services, teen services, or local history/special collections. Provide leadership and training on available resources to customers. Conducts outreach to promote library services. Selects and weeds materials. Serves as subject experts in area of work.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	111	\$18.55	\$19.98	\$21.48	0	72	81
Region							
Central	7	\$18.30	\$20.64	\$23.17	0	6	7
Fox Valley Northeast	11	\$22.34	\$24.87	\$27.91	0	8	9
Northern	14	\$19.00	\$19.61	\$20.17	0	13	13
South Central	14	\$18.70	\$19.81	\$20.93	0	8	10
Southeast	35	\$18.64	\$20.29	\$22.14	0	19	24
Western	30	\$16.82	\$17.92	\$18.81	0	18	18
Municipal/Resident Population							
Less than 1,000	9	\$15.50	\$15.50	\$15.50	0	2	2
1,000 – 3,000	25	\$16.10	\$16.52	\$16.85	0	14	15
3,001 – 5,000	20	\$16.81	\$17.87	\$18.74	0	16	18
5,001 – 10,000	16	\$20.14	\$21.64	\$23.59	0	13	13
10,001 – 20,000	21	\$20.62	\$22.78	\$25.13	0	14	15
20,001 – 30,000	6	\$19.37	\$22.28	\$25.05	0	3	6
30,001 – 40,000	5	\$21.80	\$24.08	\$26.36	0	4	5
50,001 – 100,000	5	\$23.35	\$26.97	\$30.69	0	4	5
Over 100,000	3	\$22.57	\$25.31	\$29.11	0	3	3

Bookkeeper

Performs diversified duties in maintaining accounting records. Verifies credits and deductions. Checks allocation of charges on bills payable. Maintains and balances petty cash account. Pays minor expenses, prepares daily cash balance figures, and weekly transaction reports. Checks employee expense accounts. Prepares monthly receipts and disbursement summaries, takes trial balances, locates discrepancies, and reconciles bank statements. Compiles special reports. Analyzes facts to determine the action to be taken, within the limits of standard practice.

Average Salary Range					MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	8	\$23.75	\$26.00	\$28.25	0	5	6
Region							
Northern	2	\$23.73	\$24.69	\$25.64	0	1	1
South Central	1	\$18.00	\$22.95	\$27.90	0	0	1
Southeast	3	\$27.16	\$30.37	\$33.57	0	2	2
Western	2	\$21.54	\$22.29	\$23.04	0	2	2
Municipal/Resident Population							
1,000 – 3,000	1	\$19.00	\$19.00	\$19.00	0	0	0
5,001 – 10,000	2	\$23.73	\$24.69	\$25.64	0	1	1
10,001 – 20,000	2	\$21.54	\$22.29	\$23.04	0	2	2
50,001 – 100,000	2	\$23.10	\$28.04	\$32.98	0	1	2
Over 100,000	1	\$34.30	\$38.98	\$43.65	0	1	1

Branch Manager

Manages an organizational unit of the main library or a branch that is physically separated from the main library. Plans and administers program of library services. Analyzes and coordinates departmental budget estimates and controls expenditures to administer approved budget. Reviews and evaluates orders for books and audiovisual materials. Examines trade publications and materials, interviews publishers' representatives, and consults with others to select materials. Administers personnel regulations, interviews and appoints job applicants, rates staff performance, and promotes and discharges employees. Plans and conducts staff meetings and participates in community and professional meetings to discuss and act on library problems. Delivers book reviews and lectures to publicize library activities and services. Provides library public relations services. May examine and select materials to be discarded, repaired, or replaced.

Average Salary Range					MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	11	\$26.65	\$30.37	\$34.54	5	10	11
Region							
Central	2	\$20.16	\$22.76	\$27.33	0	2	2
Fox Valley Northeast	2	\$25.46	\$29.08	\$32.67	0	2	2
South Central	2	\$29.64	\$35.74	\$42.28	1	2	2
Southeast	4	\$28.97	\$32.08	\$35.26	3	3	4
Western	1	\$26.74	\$30.56	\$34.38	1	1	1
Municipal/Resident Population							
Less than 1,000	1	\$16.00	\$16.00	\$16.00	0	0	1
20,001 – 30,000	2	\$25.31	\$27.59	\$30.01	1	2	2
40,001 – 50,000	1	\$15.66	\$17.90	\$20.14	0	1	1
50,001 – 100,000	3	\$29.50	\$35.00	\$40.50	2	3	3
Over 100,000	4	\$30.59	\$34.99	\$40.58	2	4	4

Building Maintenance Worker

Performs routine and preventive maintenance as directed. Performs various repairs requiring general knowledge of carpentry, plumbing, HVAC, and electrical and mechanical repair. Operates lawn-mowing and snow-blowing equipment. Arranges meeting rooms for special events. *(Alternate Job Title: Maintenance Person)*

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	35	\$21.74	\$23.62	\$25.55	0	19	27
Region							
Central	2	\$30.00	\$30.00	\$30.00	0	0	1
Fox Valley Northeast	7	\$17.49	\$19.80	\$22.44	0	6	7
Northern	5	\$18.29	\$19.77	\$21.04	0	1	3
South Central	3	\$24.46	\$27.58	\$31.22	0	2	2
Southeast	14	\$22.32	\$24.38	\$26.32	0	8	11
Western	4	\$25.25	\$26.28	\$27.45	0	2	2
Municipal/Resident Population							
1,000 – 3,000	2	\$20.50	\$20.50	\$20.50	0	0	1
5,001 – 10,000	5	\$15.97	\$18.06	\$20.16	0	1	3
10,001 – 20,000	9	\$21.29	\$22.04	\$22.93	0	7	7
20,001 – 30,000	4	\$20.09	\$22.75	\$25.47	0	0	3
30,001 – 40,000	2	\$16.84	\$19.80	\$21.80	0	2	2
40,001 – 50,000	1	\$18.34	\$20.97	\$23.60	0	1	1
50,001 – 100,000	6	\$22.96	\$26.74	\$30.61	0	4	6
Over 100,000	3	\$30.24	\$32.48	\$35.27	0	3	3

Cataloger

Performs original cataloging based on current standards, database maintenance, authority control, and provides training and inventory support for libraries. Resolves cataloging problems and aids in the maintenance of the online catalog. Typically has MLS and a higher level of duties than copy cataloger.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	21	\$22.89	\$25.31	\$27.91	8	18	19
Region							
Central	2	\$17.38	\$17.38	\$17.38	0	2	2
Fox Valley Northeast	3	\$28.43	\$31.51	\$34.56	2	3	3
Northern	2	\$20.00	\$24.22	\$26.64	0	2	2
South Central	2	\$24.15	\$26.69	\$29.54	2	2	2
Southeast	8	\$21.65	\$23.91	\$26.55	3	6	7
Western	3	\$24.98	\$27.50	\$31.12	1	3	3
Municipal/Resident Population							
1,000 – 3,000	4	\$16.08	\$16.08	\$16.08	0	2	2
3,001 – 5,000	1	\$23.07	\$23.07	\$23.07	0	1	1
5,001 – 10,000	3	\$18.08	\$19.43	\$20.79	1	3	3
10,001 – 20,000	4	\$24.87	\$29.04	\$33.11	2	4	4
20,001 – 30,000	3	\$24.29	\$26.02	\$27.93	1	3	3
40,001 – 50,000	2	\$28.12	\$32.14	\$37.38	2	1	2
50,001 – 100,000	1	\$23.69	\$27.14	\$31.09	0	1	1
Over 100,000	3	\$28.92	\$33.42	\$38.09	2	3	3

Clerk – Accounting (Payables)

Processes vendor invoices and matches with purchase order. Processes materials for public use, including labeling and data entry into the ILS if required. Performs routine duties requiring the use of a variety of forms, reports, or procedures. Performs miscellaneous duties such as filing, typing, sorting, or photocopying.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	10	\$19.10	\$20.35	\$21.66	0	8	8
Region							
Central	1	\$10.25	\$12.00	\$14.00	0	0	0
Fox Valley Northeast	2	\$20.56	\$22.03	\$23.49	0	2	2
South Central	1	\$27.78	\$30.79	\$34.02	0	1	1
Southeast	3	\$19.71	\$20.76	\$21.80	0	2	2
Western	3	\$17.58	\$18.13	\$18.73	0	3	3
Municipal/Resident Population							
1,000 – 3,000	3	\$14.71	\$15.29	\$15.96	0	1	1
10,001 – 20,000	1	\$20.14	\$20.14	\$20.14	0	1	1
20,001 – 30,000	2	\$18.26	\$19.66	\$21.05	0	1	1
30,001 – 40,000	1	\$20.52	\$23.45	\$26.38	0	1	1
50,001 – 100,000	1	\$17.74	\$19.37	\$21.17	0	1	1
Over 100,000	2	\$26.00	\$27.68	\$29.46	0	2	2

Clerk – Public Services

Performs duties in Circulation, Interlibrary Loan or Reserve departments. Checks in and out materials; inspects materials for damage, verifies due dates; assists patrons with basic informational questions; sorts materials and prepares for reshelving. Provides basic patron assistance, locates materials, and provides information. Performs miscellaneous clerical duties such as filing, typing, sorting or photocopying. *(Alternate Job Titles: Circulation Clerk, Desk Assistant, Desk Clerk, Bookmobile Clerk, Storyteller, Programmer, Trainer)*

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	176	\$13.68	\$14.72	\$15.83	0	38	67
Region							
Central	19	\$11.90	\$12.76	\$13.90	0	4	7
Fox Valley Northeast	19	\$13.44	\$14.51	\$15.69	0	6	10
Northern	29	\$14.16	\$14.60	\$15.03	0	3	7
South Central	16	\$14.51	\$15.88	\$17.37	0	5	9
Southeast	52	\$14.15	\$15.51	\$17.03	0	10	23
Western	41	\$13.37	\$14.36	\$15.23	0	10	11
Municipal/Resident Population							
Less than 1,000	18	\$12.33	\$12.68	\$13.04	0	3	3
1,000 – 3,000	54	\$12.55	\$13.06	\$13.49	0	6	12
3,001 – 5,000	24	\$12.99	\$13.83	\$14.71	0	3	4
5,001 – 10,000	24	\$14.10	\$15.20	\$16.63	0	6	10
10,001 – 20,000	24	\$14.05	\$15.33	\$16.80	0	6	12
20,001 – 30,000	8	\$15.08	\$17.44	\$19.68	0	2	6
30,001 – 40,000	7	\$15.36	\$17.13	\$18.64	0	2	6
40,001 – 50,000	5	\$16.36	\$18.51	\$20.98	0	2	4
50,001 – 100,000	8	\$17.49	\$20.33	\$23.19	0	6	8
Over 100,000	4	\$17.85	\$19.63	\$22.16	0	4	4

Clerk – Technical Services

Acquires, organizes (bibliographic control), physically processes and maintains library collections. Provides assistance to patrons including topical research and material location. Assists patrons with the use of library resources and equipment. Screens the collection for outdated or unused materials following established guidelines. Provides basic patron assistance locates materials, and provides information. Maintains departmental or area records. Performs miscellaneous clerical duties such as filing, typing, sorting or photocopying. *(Alternate Job Titles: Acquisitions Clerk, Government Documents Clerk, Processing Assistant)*

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	46	\$15.70	\$16.84	\$18.06	0	18	25
Region							
Central	3	\$13.24	\$13.24	\$13.24	0	1	1
Fox Valley Northeast	9	\$17.10	\$19.26	\$21.61	0	4	6
Northern	6	\$15.77	\$16.11	\$16.47	0	3	3
South Central	4	\$17.61	\$19.84	\$22.23	0	2	3
Southeast	15	\$14.68	\$15.64	\$16.68	0	4	8
Western	9	\$15.96	\$16.80	\$17.64	0	4	4
Municipal/Resident Population							
Less than 1,000	3	\$13.18	\$13.18	\$13.18	0	0	0
1,000 – 3,000	11	\$13.78	\$13.78	\$13.78	0	2	2
3,001 – 5,000	5	\$14.57	\$14.97	\$15.37	0	2	3
5,001 – 10,000	4	\$15.62	\$16.25	\$17.25	0	2	3
10,001 – 20,000	8	\$17.08	\$18.40	\$19.75	0	4	5
20,001 – 30,000	3	\$17.27	\$19.23	\$21.19	0	1	1
30,001 – 40,000	1	\$20.52	\$23.45	\$26.38	0	1	1
40,001 – 50,000	4	\$15.92	\$17.83	\$20.09	0	1	3
50,001 – 100,000	5	\$17.28	\$20.68	\$24.07	0	3	5
Over 100,000	2	\$18.44	\$20.41	\$22.64	0	2	2

Collection Development Specialist

Analyzes community and library data to determine areas of the collection which need updating. Selects materials to update the collection. Performs related work as required. *(Alternate Job Title: Acquisitions Specialist)*

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	15	\$26.46	\$29.50	\$32.67	9	11	12
Region							
Fox Valley Northeast	2	\$31.16	\$35.53	\$39.39	1	2	2
South Central	5	\$29.73	\$33.69	\$37.79	4	4	4
Southeast	4	\$21.85	\$23.58	\$25.30	2	2	2
Western	4	\$24.64	\$27.19	\$30.29	2	3	3
Municipal/Resident Population							
1,000 – 3,000	2	\$18.27	\$18.77	\$18.77	0	1	2
3,001 – 5,000	2	\$17.69	\$19.27	\$20.85	0	0	0
10,001 – 20,000	2	\$26.73	\$30.24	\$35.24	2	2	2
20,001 – 30,000	1	\$32.25	\$37.40	\$42.28	1	1	1
30,001 – 40,000	2	\$30.15	\$33.21	\$36.27	2	2	2
50,001 – 100,000	2	\$33.68	\$37.53	\$41.22	2	2	2
Over 100,000	3	\$31.13	\$36.12	\$41.43	2	3	3

Community Outreach/Engagement Specialist

Works with external partners and identifies community needs related to library services and resources. Directs outreach activities. Builds partnerships and collaborations with diverse community organizations.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	22	\$20.71	\$22.99	\$25.32	4	15	18
Region							
Fox Valley Northeast	4	\$24.58	\$27.30	\$30.03	1	3	4
Northern	1	\$13.75	\$13.75	\$13.75	0	0	1
South Central	3	\$28.12	\$32.91	\$38.14	1	2	3
Southeast	9	\$18.67	\$20.52	\$22.37	1	6	6
Western	5	\$18.22	\$19.86	\$21.49	1	4	4
Municipal/Resident Population							
1,000 – 3,000	4	\$17.75	\$17.75	\$17.75	0	1	2
3,001 – 5,000	2	\$13.00	\$14.50	\$16.00	1	1	1
5,001 – 10,000	2	\$16.73	\$18.57	\$20.42	0	1	1
10,001 – 20,000	4	\$22.17	\$24.50	\$26.90	2	4	4
20,001 – 30,000	1	\$15.69	\$15.69	\$15.69	0	1	1
30,001 – 40,000	2	\$21.00	\$24.11	\$27.22	0	1	1
50,001 – 100,000	5	\$22.64	\$25.95	\$29.26	1	4	5
Over 100,000	2	\$32.78	\$38.45	\$44.62	0	2	2

Copy Cataloger

Assist with maintenance of the library materials collection by withdrawal and relocation of library materials. Performs copy cataloging for print and non-print materials using OCLC, AACRII, MARC, DDC and local consortium standards. Serves as a resource for other library personnel concerning cataloging rules and practices. *(Alternate Job Title: Cataloging Technician)*

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	41	\$18.64	\$20.01	\$21.47	0	28	30
Region							
Central	4	\$15.90	\$19.53	\$22.10	0	3	3
Fox Valley Northeast	6	\$19.68	\$21.87	\$24.37	0	6	6
Northern	8	\$16.74	\$16.74	\$16.74	0	4	4
South Central	4	\$21.33	\$23.29	\$25.35	0	3	3
Southeast	13	\$18.67	\$19.87	\$21.46	0	8	10
Western	6	\$20.09	\$20.95	\$21.92	0	4	4
Municipal/Resident Population							
Less than 1,000	2	\$12.77	\$15.79	\$15.79	0	0	0
1,000 – 3,000	8	\$16.99	\$16.99	\$16.99	0	2	2
3,001 – 5,000	4	\$16.75	\$17.26	\$17.67	0	0	0
5,001 – 10,000	4	\$18.75	\$20.21	\$22.68	0	3	3
10,001 – 20,000	8	\$19.62	\$20.49	\$21.79	0	6	7
20,001 – 30,000	4	\$20.55	\$22.83	\$24.74	0	4	4
30,001 – 40,000	1	\$15.76	\$15.76	\$15.76	0	0	1
40,001 – 50,000	1	\$15.66	\$17.90	\$20.14	0	1	1
50,001 – 100,000	5	\$20.22	\$23.03	\$25.97	0	5	5
Over 100,000	4	\$22.22	\$24.72	\$28.12	0	4	4

Department Head/Coordinator/Senior Manager

Persons who supervise one or more professional librarians. Plans and administers the operation of library services. Coordinates activities of branch or departmental libraries. Develops goals and objectives, policies, procedures, and programs. Presents recommendations on library policies and services to governing body, such as Board of Directors or Board of Trustees, and implements policy decisions. Supervises staff participating in cataloging, classifying, and indexing library acquisitions and keeping records of items checked out. *(Alternate Job Titles: Senior Librarian, Subject Specialist)*

	Average Salary Range					Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max	MLS Required		
All Responses	48	\$29.17	\$32.97	\$37.10	33	48	48
Region							
Central	4	\$23.44	\$26.82	\$31.17	2	4	4
Fox Valley Northeast	7	\$32.22	\$37.18	\$42.36	5	7	7
Northern	4	\$23.86	\$26.03	\$28.21	0	4	4
South Central	7	\$29.49	\$34.28	\$39.42	6	7	7
Southeast	17	\$30.93	\$34.96	\$39.29	14	17	17
Western	9	\$28.11	\$30.70	\$33.68	6	9	9
Municipal/Resident Population							
1,000 – 3,000	2	\$21.40	\$21.40	\$21.40	0	2	2
5,001 – 10,000	2	\$22.02	\$24.14	\$27.27	0	2	2
10,001 – 20,000	14	\$26.17	\$28.90	\$32.25	10	14	14
20,001 – 30,000	7	\$29.27	\$34.44	\$39.37	6	7	7
30,001 – 40,000	6	\$29.41	\$32.15	\$34.88	5	6	6
40,001 – 50,000	5	\$31.00	\$35.78	\$41.12	3	5	5
50,001 – 100,000	8	\$33.79	\$39.31	\$44.80	6	8	8
Over 100,000	4	\$34.99	\$39.81	\$45.83	3	4	4

Deputy/Associate/Assistant Library Director

Assists Director with planning and administrating programs and major aspects of the library operation (e.g., technical services, public services, collection development, systems/automation). Second in command with commensurate duties.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	53	\$28.05	\$31.15	\$34.19	27	48	46
Region							
Central	4	\$21.87	\$24.39	\$26.24	1	3	3
Fox Valley Northeast	6	\$36.92	\$42.41	\$47.91	5	6	6
Northern	7	\$22.84	\$23.88	\$24.93	2	7	6
South Central	12	\$27.30	\$30.56	\$33.69	5	10	9
Southeast	17	\$30.31	\$33.58	\$36.84	12	16	16
Western	7	\$24.96	\$27.74	\$30.65	2	6	6
Municipal/Resident Population							
Less than 1,000	3	\$14.33	\$14.33	\$14.33	3	3	3
1,000 – 3,000	9	\$17.58	\$17.58	\$17.58	0	7	7
3,001 – 5,000	1	\$21.97	\$21.97	\$21.97	0	1	1
5,001 – 10,000	7	\$24.99	\$26.49	\$27.70	1	7	7
10,001 – 20,000	12	\$26.31	\$29.39	\$32.42	9	11	10
20,001 – 30,000	4	\$33.12	\$37.29	\$40.95	0	4	4
30,001 – 40,000	2	\$33.23	\$36.66	\$38.52	2	2	2
40,001 – 50,000	4	\$33.98	\$39.09	\$44.98	2	4	4
50,001 – 100,000	7	\$39.19	\$45.98	\$52.90	6	7	7
Over 100,000	3	\$43.43	\$50.51	\$57.98	3	3	3

Executive Assistant

Performs Administrative Assistant duties for the chief executive official in the organization. Processes information of a highly confidential and important nature. Composes correspondence, notices, memos, etc. Organizes and maintains confidential personal files and records. Manages the chief executive's calendar. May independently compile and prepare special reports, selecting congruent data from various sources. Duties require an extensive knowledge of the organization's functional areas and their interdependencies with outside agencies and officials and an excellent working knowledge of organizational policies/procedures. Position typically staffed by individuals with advanced secretarial training, considerable work experience, and broad knowledge of organizational policies.

Average Salary Range					Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max		
All Responses	8	\$22.06	\$24.70	\$27.36	0	6
Region						
Central	1	\$21.56	\$25.37	\$29.17	0	1
South Central	3	\$23.63	\$26.31	\$29.04	0	2
Southeast	3	\$21.52	\$24.62	\$27.72	0	3
Western	1	\$19.48	\$19.48	\$19.48	0	0
Municipal/Resident Population						
1,000 – 3,000	1	\$14.00	\$14.50	\$15.00	0	0
5,001 – 10,000	1	\$18.45	\$22.14	\$25.83	0	1
10,001 – 20,000	2	\$20.52	\$22.43	\$24.33	0	1
20,001 – 30,000	1	\$30.68	\$35.28	\$39.89	0	1
40,001 – 50,000	1	\$22.20	\$26.08	\$29.97	0	1
Over 100,000	2	\$25.06	\$27.39	\$29.79	0	2

Facility Engineering Manager (Maintenance)

Responsible for grounds, buildings and building equipment. Supervises the installation, maintenance and repair of electrical, gas, air, and water installations; fire sprinklers; the operation of building equipment and facilities; janitorial services; and the maintenance of grounds. Works with outside contractors and architects on building construction as necessary. Plans, lays out and assigns work, involving diagnosing and remedying difficult problems. Reports defective equipment and recommends the replacement of obsolete or damaged equipment when estimates of repair costs are excessive. Expedites building repairs in construction to avoid production delays. Performs normal supervisory functions in a department with seldom more than 10 persons.

Average Salary Range					MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	15	\$28.91	\$32.36	\$35.85	0	14	14
Region							
Central	1	\$19.12	\$23.75	\$26.61	0	1	1
Fox Valley Northeast	4	\$26.80	\$30.95	\$35.10	0	4	4
Northern	2	\$30.52	\$32.48	\$34.44	0	2	2
South Central	2	\$28.40	\$34.02	\$40.44	0	2	2
Southeast		\$30.50	\$32.49	\$34.49	0	4	4
Western	1	\$36.98	\$42.35	\$48.50	0	1	1
Municipal/Resident Population							
1,000 – 3,000	1	\$19.00	\$19.00	\$19.00	0	0	0
5,001 – 10,000	1	\$36.06	\$39.99	\$43.91	0	1	1
10,001 – 20,000	2	\$29.35	\$29.35	\$29.35	0	1	1
20,001 – 30,000	2	\$21.97	\$26.92	\$30.98	0	2	2
30,001 – 40,000	1	\$28.81	\$32.92	\$37.04	0	1	1
50,001 – 100,000	5	\$28.50	\$32.92	\$37.48	0	5	5
Over 100,000	3	\$34.86	\$38.78	\$43.23	0	3	3

Graphic Artist/Designer

Designs unique, original materials based on aesthetic trends. Plans layout and creates materials such as brochures, manuals, advertisements, reports, newsletters and forms using a variety of desktop publishing software. Researches and recommends the purchase of related software and hardware. Organizes and implements desktop publishing and operating methods and procedures.

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	10	\$20.74	\$22.38	\$24.01	0	5	8
Region							
Fox Valley Northeast	1	\$26.30	\$27.81	\$29.31	0	1	1
South Central	2	\$17.73	\$20.66	\$23.59	0	0	2
Southeast	4	\$20.31	\$22.18	\$24.05	0	2	2
Western	3	\$21.47	\$21.97	\$22.47	0	2	3
Municipal/Resident Population							
Less than 1,000	1	\$24.60	\$24.60	\$24.60	0	1	1
1,000 – 3,000	1	\$18.27	\$18.27	\$18.27	0	1	1
5,001 – 10,000	1	\$16.00	\$16.50	\$17.00	0	0	1
10,001 – 20,000	1	\$19.00	\$20.50	\$22.00	0	0	1
50,001 – 100,000	4	\$23.25	\$26.84	\$30.42	0	3	4

Human Resources Manager

General responsibility for all personnel activities, such as employment, training, wage and salary administration, safety and working conditions, employee counseling, and personnel records. Investigates, advises, and prepares policies affecting personnel, and consults and advises on interpretation and administration. Conducts union contract negotiations as required. Advises management on interpretation of policy.

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	5	\$33.88	\$36.89	\$39.90	2	3	3
Region							
Southeast	4	\$34.85	\$38.62	\$42.38	1	3	3
Western	1	\$30.00	\$30.00	\$30.00	1	0	0
Municipal/Resident Population							
1,000 – 3,000	1	\$19.00	\$19.00	\$19.00	0	0	0
3,001 – 5,000	1	\$30.00	\$30.00	\$30.00	1	0	0
50,001 – 100,000	2	\$37.05	\$42.94	\$48.83	1	2	2
Over 100,000	1	\$46.31	\$49.58	\$52.85	0	1	1

Information Technology Manager

Manages day-to-day IT operations including systems analysis, programming, and computer and auxiliary operations. Directs the development and maintenance of systems. Determines and recommends department budgets and analyzes controllable expenditures. May plan and coordinate the evaluation and effectiveness of existing data processing applications and the feasibility and potential value of new applications. May assist staff and patrons with troubleshooting equipment or software problems. *(Alternate Job Titles: Technical Services Lead Worker or Supervisor)*

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid			
All Responses	18	\$29.43	\$33.93	\$38.57	3	17
Region						
Central	1	\$27.70	\$34.41	\$38.56	0	1
Fox Valley Northeast	5	\$27.79	\$30.58	\$33.36	1	5
Northern	1	\$17.00	\$19.50	\$22.00	0	1
South Central	4	\$30.09	\$35.62	\$41.44	1	4
Southeast	3	\$32.12	\$37.85	\$43.57	0	3
Western	4	\$32.32	\$36.99	\$42.60	1	3
Municipal/Resident Population						
10,001 – 20,000	4	\$25.52	\$27.69	\$30.61	1	3
20,001 – 30,000	3	\$28.75	\$32.62	\$35.63	0	3
30,001 – 40,000	3	\$26.44	\$30.66	\$35.07	0	3
40,001 – 50,000	1	\$34.70	\$39.67	\$44.64	1	1
50,001 – 100,000	4	\$33.58	\$40.17	\$46.96	0	4
Over 100,000	3	\$30.99	\$36.61	\$42.41	1	3

Inter-Library Loan Assistant

Coordinates materials loaned through the inter-library loan system for patrons, other libraries and institutions. Searches databases and the Internet for inter-library loan requests utilizing ISBN, ISSN and citation numbers. Determines best sources for materials.

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	24	\$17.48	\$18.84	\$20.15	1	9	13
Region							
Central	4	\$17.45	\$19.05	\$20.23	0	2	3
Fox Valley Northeast	1	\$11.65	\$13.31	\$14.98	0	1	1
Northern	5	\$17.30	\$17.30	\$17.30	0	2	2
South Central	3	\$19.84	\$22.71	\$25.76	1	1	2
Southeast	6	\$18.84	\$20.45	\$22.44	0	2	4
Western	5	\$15.78	\$17.07	\$17.86	0	1	1
Municipal/Resident Population							
Less than 1,000	2	\$11.00	\$12.00	\$13.00	0	0	0
1,000 – 3,000	6	\$17.12	\$17.62	\$17.62	0	2	2
3,001 – 5,000	4	\$14.63	\$14.70	\$14.76	0	0	0
5,001 – 10,000	3	\$20.06	\$20.92	\$22.52	0	2	3
20,001 – 30,000	1	\$18.21	\$22.62	\$25.35	0	1	1
30,001 – 40,000	3	\$14.81	\$16.20	\$17.58	0	1	2
50,001 – 100,000	3	\$18.85	\$22.22	\$25.75	0	1	3
Over 100,000	2	\$28.38	\$31.54	\$34.97	1	2	2

Janitorial Cleaner

Cleans assigned areas using power equipment as needed. Cleans drinking fountains, offices partition windows and lavatories. Replenishes supplies.

(Alternate Job Titles: Cleaning Person, Housekeeper, Custodian, Janitor)

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	80	\$14.85	\$15.67	\$16.47	0	13	18
Region							
Central	7	\$12.58	\$14.37	\$15.98	0	1	0
Fox Valley Northeast	10	\$13.02	\$13.75	\$14.45	0	1	1
Northern	15	\$16.08	\$16.64	\$17.21	0	1	4
South Central	10	\$16.69	\$17.83	\$18.98	0	4	4
Southeast	17	\$15.04	\$16.23	\$17.36	0	5	6
Western	21	\$14.56	\$14.86	\$15.17	0	1	3
Municipal/Resident Population							
Less than 1,000	10	\$16.98	\$17.23	\$17.48	0	0	0
1,000 – 3,000	25	\$13.69	\$14.11	\$14.52	0	0	1
3,001 – 5,000	12	\$12.39	\$12.92	\$13.44	0	1	1
5,001 – 10,000	11	\$14.60	\$15.55	\$16.50	0	1	2
10,001 – 20,000	9	\$17.06	\$17.97	\$18.73	0	3	4
20,001 – 30,000	3	\$14.44	\$16.17	\$17.50	0	1	2
30,001 – 40,000	2	\$14.04	\$14.94	\$15.84	0	0	1
40,001 – 50,000	1	\$11.76	\$13.44	\$15.11	0	0	0
50,001 – 100,000	4	\$17.73	\$20.89	\$24.17	0	4	4
Over 100,000	3	\$19.62	\$21.92	\$24.27	0	3	3

Librarian (MLS)

Provides specialized library services and programs, such as work in reference, youth services, teen services, or local history/special collections. Provide leadership and training on available resources to customers. Conducts outreach to promote library services. Selects and weeds materials. Serves as subject experts in area of work. Requires a Masters Degree in Library Science from an American Library Association (ALA) accredited institution.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	61	\$24.93	\$27.75	\$30.87	58	56	57
Region							
Central	1	\$28.22	\$31.61	\$39.51	1	1	1
Fox Valley Northeast	5	\$29.72	\$33.26	\$36.79	5	5	5
Northern	4	\$22.36	\$24.01	\$25.73	4	4	4
South Central	8	\$24.45	\$27.36	\$30.37	7	6	7
Southeast	33	\$24.56	\$27.53	\$30.85	33	31	31
Western	10	\$24.83	\$27.17	\$29.56	8	9	9
Municipal/Resident Population							
1,000 – 3,000	4	\$19.62	\$19.87	\$19.87	2	2	3
3,001 – 5,000	2	\$21.73	\$21.73	\$21.73	1	2	2
5,001 – 10,000	11	\$24.32	\$26.17	\$28.80	11	11	11
10,001 – 20,000	16	\$23.93	\$26.61	\$29.52	16	13	13
20,001 – 30,000	9	\$25.70	\$28.89	\$32.16	9	9	9
30,001 – 40,000	4	\$25.80	\$29.53	\$32.64	4	4	4
40,001 – 50,000	4	\$26.60	\$30.51	\$35.11	4	4	4
50,001 – 100,000	8	\$27.23	\$31.92	\$36.61	8	8	8
Over 100,000	3	\$29.77	\$33.64	\$39.19	3	3	3

Library Assistant – Public Services

Performs entry-level professional library work by applying the full scope of basic library knowledge and techniques in the performance of duties. Answers reference questions and performs readers advisory services. Reviews assigned media and selects books and other library materials for purchase on the basis of selection criteria. Verifies book orders for bibliographic data to ensure proper ordering. Typically requires a Bachelors Degree. *(Alternate Job Titles: Library Associate, Technical Assistant-Public Services)*

	Average Salary Range					Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max	MLS Required		
All Responses	125	\$15.29	\$16.48	\$17.72	1	39	51
Region							
Central	8	\$13.72	\$14.87	\$16.02	0	3	2
Fox Valley Northeast	14	\$17.46	\$19.31	\$21.34	0	9	9
Northern	17	\$15.96	\$16.49	\$17.00	1	9	10
South Central	18	\$15.60	\$16.83	\$18.25	0	4	8
Southeast	27	\$16.06	\$17.65	\$19.52	0	7	10
Western	41	\$13.94	\$14.91	\$15.69	0	7	12
Municipal/Resident Population							
Less than 1,000	22	\$13.02	\$13.28	\$13.58	0	2	3
1,000 – 3,000	36	\$13.70	\$14.39	\$14.85	1	8	10
3,001 – 5,000	15	\$14.68	\$15.86	\$17.08	0	5	4
5,001 – 10,000	16	\$15.63	\$16.94	\$18.59	0	5	7
10,001 – 20,000	15	\$16.95	\$18.79	\$20.78	0	8	11
20,001 – 30,000	5	\$16.55	\$18.63	\$20.71	0	1	4
30,001 – 40,000	4	\$17.61	\$19.68	\$22.42	0	1	2
40,001 – 50,000	2	\$18.69	\$21.35	\$24.01	0	1	1
50,001 – 100,000	7	\$21.14	\$24.11	\$27.09	0	5	6
Over 100,000	3	\$22.92	\$25.45	\$28.44	0	3	3

Library Assistant – Technical Services

Acquires, organizes (bibliographic control), physically processes and maintains library collections. Provides assistance to patrons including topical research and material location. Assists patrons with the use of library resources and equipment. Screens the collection for outdated or unused materials following established guidelines. May perform managerial and administrative duties. *(Alternate Job Titles: Library Associate, Assistant-Technical Services)*

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	68	\$16.15	\$17.63	\$18.93	0	33	39
Region							
Central	8	\$13.95	\$16.16	\$17.02	0	2	4
Fox Valley Northeast	6	\$17.39	\$18.60	\$19.82	0	3	3
Northern	17	\$16.63	\$17.39	\$18.14	0	11	12
South Central	7	\$15.52	\$18.29	\$21.05	0	4	4
Southeast	16	\$16.93	\$18.35	\$19.77	0	7	8
Western	14	\$15.74	\$17.21	\$18.56	0	6	8
Municipal/Resident Population							
Less than 1,000	13	\$15.35	\$15.92	\$16.22	0	3	4
1,000 – 3,000	18	\$14.55	\$15.42	\$15.80	0	7	7
3,001 – 5,000	10	\$15.86	\$17.30	\$18.82	0	5	7
5,001 – 10,000	6	\$15.65	\$17.72	\$19.61	0	4	4
10,001 – 20,000	7	\$15.60	\$17.91	\$20.21	0	5	5
20,001 – 30,000	3	\$15.79	\$16.81	\$17.43	0	0	2
30,001 – 40,000	3	\$16.85	\$18.88	\$20.91	0	1	2
40,001 – 50,000	2	\$21.48	\$24.42	\$27.49	0	2	2
50,001 – 100,000	5	\$23.09	\$26.48	\$29.96	0	5	5
Over 100,000	1	\$18.90	\$21.74	\$24.58	0	1	1

Library Director/Chief Officer

Chief officer of the library. Submits recommendations on library policies and service to governing body and implements policy decisions. Analyzes, selects and executes recommendations of personnel, such as division directors or branch supervisors. Coordinates activities of branch or division libraries. Analyzes and coordinates departmental budget estimates and controls expenditures. Administers personnel regulations, interviews and appoints job applicants, rates staff performance, and promotes and disciplines staff.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	273	\$27.56	\$29.40	\$31.37	115	230	229
Region							
Central	30	\$24.04	\$25.65	\$27.12	7	20	24
Fox Valley Northeast	26	\$33.91	\$36.92	\$40.44	12	25	22
Northern	44	\$23.54	\$24.18	\$24.81	12	35	38
South Central	31	\$29.42	\$32.02	\$34.58	15	27	25
Southeast	62	\$33.82	\$36.70	\$39.77	45	58	55
Western	80	\$23.45	\$24.56	\$25.88	24	65	65
Municipal/Resident Population							
Less than 1,000	59	\$18.57	\$19.07	\$19.38	4	31	34
1,000 – 3,000	86	\$21.73	\$22.19	\$22.69	14	74	75
3,001 – 5,000	32	\$25.94	\$27.04	\$28.11	8	31	28
5,001 – 10,000	28	\$31.91	\$33.99	\$36.74	21	27	26
10,001 – 20,000	30	\$37.64	\$40.80	\$44.53	30	29	28
20,001 – 30,000	12	\$40.80	\$46.05	\$51.07	12	12	12
30,001 – 40,000	7	\$43.50	\$48.88	\$53.29	7	7	7
40,001 – 50,000	6	\$44.14	\$50.66	\$57.86	6	6	6
50,001 – 100,000	9	\$49.73	\$57.73	\$66.73	9	9	9
Over 100,000	4	\$49.97	\$58.33	\$67.86	4	4	4

Manager/Supervisor of Support Staff

Persons who supervise support staff in any part of the library but do not supervise professional librarians. (Alternate Job Titles: Circulation Lead Worker or Supervisor)

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	46	\$23.95	\$26.50	\$29.22	7	43	43
Region							
Central	2	\$20.32	\$24.63	\$27.92	0	2	2
Fox Valley Northeast	5	\$30.99	\$34.64	\$38.23	1	5	5
South Central	5	\$27.11	\$30.53	\$34.13	0	5	5
Southeast	27	\$22.63	\$25.08	\$27.82	4	24	24
Western	7	\$22.78	\$23.81	\$25.03	2	7	7
Municipal/Resident Population							
1,000 – 3,000	4	\$20.18	\$20.68	\$21.37	1	4	4
5,001 – 10,000	9	\$23.01	\$24.84	\$27.71	4	9	9
10,001 – 20,000	14	\$21.58	\$23.53	\$25.50	1	11	11
20,001 – 30,000	7	\$25.82	\$29.03	\$32.07	1	7	7
30,001 – 40,000	3	\$28.38	\$31.99	\$34.61	0	3	3
40,001 – 50,000	1	\$30.87	\$35.50	\$40.13	0	1	1
50,001 – 100,000	5	\$25.61	\$30.45	\$35.40	0	5	5
Over 100,000	2	\$33.62	\$38.42	\$43.61	0	2	2

Marketing Specialist

Oversees the creation, implementation, and execution of a library marketing plan. Coordinates marketing efforts, planning, creating, and directing print and electronic marketing strategies for all ages. *(Alternate Job Titles: Marketing Coordinator, Social Media Coordinator)*

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	24	\$21.52	\$23.61	\$25.72	1	16	20
Region							
Central	1	\$18.21	\$22.62	\$25.35	0	0	1
Fox Valley Northeast	7	\$21.03	\$22.73	\$24.56	0	5	6
South Central	4	\$22.29	\$24.51	\$27.00	0	3	4
Southeast	7	\$22.98	\$25.53	\$28.09	1	5	5
Western	5	\$20.24	\$21.64	\$23.07	0	3	4
Municipal/Resident Population							
Less than 1,000	1	\$15.00	\$15.00	\$15.00	0	0	0
1,000 – 3,000	4	\$18.45	\$18.95	\$19.70	0	2	2
5,001 – 10,000	2	\$17.55	\$17.55	\$17.55	0	1	1
10,001 – 20,000	1	\$20.35	\$20.35	\$20.35	0	2	2
20,001 – 30,000	1	\$19.41	\$21.61	\$22.98	0	1	2
30,001 – 40,000	2	\$19.01	\$20.48	\$21.94	0	2	2
50,001 – 100,000	7	\$25.58	\$29.50	\$33.43	1	5	7
Over 100,000	3	\$26.30	\$30.76	\$35.56	0	3	3

Office Manager

Assumes direct responsibility for filing, mail, communications, and printing departments. Implements and follows through on general office policies. Confers with other departments regarding the purchasing of office equipment, systems, and procedures affecting more than one department, and the hiring and transferring of employees and office salary structure. Prepares payroll tax returns and performs payroll accounting for the organization as required. Maintains retention schedule for library records. *(Alternate Job Title: Business Manager)*

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	6	\$26.32	\$29.52	\$33.14	0	4	5
Region							
Fox Valley Northeast	1	\$27.27	\$30.10	\$36.69	0	1	1
Southeast	3	\$28.02	\$31.15	\$34.26	0	2	2
Western	2	\$23.28	\$26.79	\$29.67	0	1	2
Municipal/Resident Population							
1,000 – 3,000	2	\$15.50	\$16.50	\$16.50	0	0	1
10,001 – 20,000	1	\$27.27	\$30.10	\$36.69	0	1	1
30,001 – 40,000	1	\$26.10	\$30.15	\$34.19	0	1	1
50,001 – 100,000	1	\$34.56	\$39.58	\$45.33	0	1	1
Over 100,000	1	\$38.97	\$44.29	\$49.60	0	1	1

Office Support (Entry)

This is an entry-level clerical position performing various routine secretarial and clerical duties, including typing letters, reports, and other correspondence. May perform other clerical duties such as filing, mail distribution, and answering telephones. May be in receipt of fees and other monies. *(Alternate Job Titles: Clerk Typist, Office Assistant)*

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	14	\$13.59	\$14.59	\$15.59	0	4	6
Region							
Fox Valley Northeast	3	\$13.16	\$15.19	\$17.25	0	3	3
Northern	1	\$12.00	\$13.00	\$14.00	0	0	0
South Central	1	\$15.44	\$15.44	\$15.44	0	0	1
Southeast	6	\$14.53	\$15.50	\$16.48	0	1	2
Western	3	\$12.07	\$12.40	\$12.74	0	0	0
Municipal/Resident Population							
Less than 1,000	2	\$10.50	\$11.00	\$11.50	0	0	0
1,000 – 3,000	4	\$13.66	\$13.66	\$13.66	0	0	1
3,001 – 5,000	1	\$14.01	\$16.81	\$19.61	0	1	1
5,001 – 10,000	1	\$18.00	\$19.00	\$20.00	0	0	0
10,001 – 20,000	2	\$13.67	\$15.48	\$17.29	0	0	0
30,001 – 40,000	2	\$12.93	\$14.29	\$15.65	0	1	2
Over 100,000	2	\$14.72	\$16.13	\$17.56	0	2	2

Office Support (Intermediate)

Under moderate supervision, performs more complex or diverse clerical duties for one or more staff. Typical functions include word-processing, typing, managing appointments, screening mail, and handling special projects as required by the supervisor. May prepare reports with minimal supervision. Position typically requires a higher-level proficiency in office software and several years of experience.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	19	\$18.06	\$20.01	\$22.00	0	8	12
Region							
Central	2	\$14.00	\$14.13	\$14.25	0	0	0
Fox Valley Northeast	3	\$16.93	\$20.00	\$23.07	0	1	2
South Central	2	\$19.41	\$23.20	\$27.11	0	1	2
Southeast	7	\$19.55	\$21.70	\$23.85	0	5	6
Western	5	\$17.73	\$18.72	\$19.81	0	1	2
Municipal/Resident Population							
Less than 1,000	2	\$15.50	\$15.50	\$15.50	0	0	0
1,000 – 3,000	4	\$15.50	\$15.56	\$15.62	0	0	0
3,001 – 5,000	1	\$11.22	\$13.21	\$15.20	0	0	0
10,001 – 20,000	3	\$17.91	\$20.76	\$23.68	0	1	3
20,001 – 30,000	2	\$20.11	\$23.69	\$27.28	0	1	2
30,001 – 40,000	1	\$19.79	\$19.79	\$19.79	0	0	1
50,001 – 100,000	4	\$22.23	\$26.07	\$30.03	0	4	4
Over 100,000	2	\$18.14	\$20.02	\$21.90	0	2	2

Office Support (Top)

Provides advanced level clerical and administrative support to a major administrative program or function within a department that requires the exercise of an advanced level of technical expertise and job knowledge. May coordinate services such as personnel record keeping, budget coordination, housekeeping and inventory, records management, and office systems improvements. May coordinate collection and preparation of operating reports, including preparing preliminary conclusions. May interview job applicants, orient new employees, or plan training programs. *(Alternate Job Title: Office Supervisor)*

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	23	\$22.93	\$25.51	\$28.45	0	20	21
Region							
Central	3	\$18.75	\$21.22	\$24.37	0	2	2
Fox Valley Northeast	65	\$23.80	\$26.55	\$30.06	0	5	5
Northern	1	\$21.99	\$25.13	\$28.27	0	1	1
South Central	3	\$24.54	\$27.15	\$29.81	0	3	3
Southeast	10	\$23.25	\$25.49	\$27.95	0	8	9
Western	1	\$24.09	\$28.91	\$33.72	0	1	1
Municipal/Resident Population							
Less than 1,000	2	*	*	*	0	0	0
1,000 – 3,000	2	\$17.00	\$17.13	\$17.25	0	0	0
10,001 – 20,000	6	\$23.28	\$24.30	\$25.94	0	5	6
20,001 – 30,000	4	\$22.93	\$26.87	\$30.50	0	4	4
30,001 – 40,000	2	\$26.23	\$30.42	\$34.60	0	2	2
40,001 – 50,000	3	\$22.32	\$24.95	\$28.19	0	3	3
50,001 – 100,000	3	\$24.91	\$29.65	\$34.37	0	3	3
Over 100,000	3	\$22.65	\$24.89	\$28.42	0	3	3

Page/Shelver

Moves and unloads carts. Shelves materials in appropriate locations. Shelf-reads assigned areas and straightens collection as needed. Removes out-of-place materials for reshelving. *(Alternate Job Titles: Library Page, Materials Shelver)*

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	116	\$10.60	\$11.60	\$12.55	0	5	15
Region							
Central	12	\$10.35	\$11.18	\$12.09	0	0	4
Fox Valley Northeast	11	\$11.17	\$12.25	\$13.22	0	1	2
Northern	10	\$11.71	\$12.21	\$12.55	0	0	2
South Central	18	\$10.68	\$11.33	\$11.97	0	1	1
Southeast	40	\$10.03	\$11.57	\$13.11	0	2	4
Western	25	\$10.87	\$11.50	\$12.02	0	1	2
Municipal/Resident Population							
Less than 1,000	5	\$9.95	\$10.20	\$10.25	0	0	0
1,000 – 3,000	26	\$10.81	\$11.14	\$11.35	0	0	2
3,001 – 5,000	9	\$9.70	\$10.02	\$10.35	0	0	0
5,001 – 10,000	17	\$9.86	\$12.21	\$14.64	0	1	2
10,001 – 20,000	24	\$10.31	\$11.32	\$12.24	0	0	0
20,001 – 30,000	11	\$10.22	\$11.05	\$11.77	0	0	2
30,001 – 40,000	7	\$9.52	\$10.43	\$11.26	0	0	0
40,001 – 50,000	4	\$10.66	\$11.91	\$12.95	0	0	2
50,001 – 100,000	9	\$13.16	\$14.86	\$16.61	0	3	5
Over 100,000	4	\$13.99	\$14.76	\$16.08	0	1	2

Public Relations Officer

Promotes and administers public relations policies and programs such as special events, news articles, and audio and visual communication media. Maintains relations with newspaper, radio and TV media, community groups and agencies, school districts and the Board of Trustees. *(Alternate Job Titles: Public Information Coordinator, Public Relations Person)*

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
All Responses	11	\$24.27	\$27.45	\$30.77	1	8	9
Region							
Fox Valley Northeast	3	\$20.72	\$23.63	\$26.70	0	2	3
South Central	3	\$25.67	\$30.34	\$35.34	1	3	2
Southeast	3	\$26.76	\$29.82	\$32.89	0	2	3
Western	1	\$20.80	\$20.80	\$20.80	0	1	1
Municipal/Resident Population							
1,000 – 3,000	2	\$19.90	\$19.90	\$19.90	0	1	1
10,001 – 20,000	2	\$12.06	\$13.20	\$14.60	0	1	1
20,001 – 30,000	1	\$16.66	\$18.96	\$21.27	0	1	1
30,001 – 40,000	1	\$24.66	\$28.18	\$31.70	0	0	1
40,001 – 50,000	1	\$27.37	\$31.30	\$35.19	0	1	1
50,001 – 100,000	2	\$30.88	\$37.23	\$43.57	0	2	2
Over 100,000	2	\$36.30	\$41.45	\$47.09	1	2	2

Security (Discipline Monitor)

Makes regular watch rounds of premises outside of scheduled working hours, where frequency of trips and stations is prescribed. Checks buildings, equipment and materials for leaks, fires, unauthorized individuals and other conditions. Ensures that all entrances and windows are secured, and that elevator and fire doors are closed. Makes written report of all irregularities or unusual circumstances. (Alternate Job Titles: Security Guard, Library Monitor, Security Officer, Watchguard)

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	5	%22.20	\$24.02	\$25.83	0	2	4
Region							
Fox Valley Northeast	1	\$25.65	\$30.96	\$36.21	0	1	1
South Central	1	\$18.02	\$18.02	\$18.02	0	0	1
Southeast	3	\$22.44	\$23.70	\$24.97	0	1	2
Municipal/Resident Population							
40,001 – 50,000	1	\$15.45	\$15.45	\$15.45	0	0	0
50,001 – 100,000	1	\$16.36	\$18.70	\$21.03	0	0	1
Over 100,000	3	\$26.39	\$28.65	\$30.88	0	2	3

Technical Support/Computer Technician

Installs, maintains, repairs computers, peripheral devices, and software. May conduct training. Troubleshoots and resolves problems associated with local and wide area network environments. Has responsibilities for dealing with hardware and software vendors and technical support issues. Troubleshoots PC software, coordinates with help desk and sets connections to broadband/baseband networks. May conduct training.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	10	\$23.58	\$26.29	\$29.48	0	8	8
Region							
Central	1	\$24.65	\$27.61	\$34.51	0	1	1
Northern	2	\$18.14	\$19.31	\$20.48	0	1	1
South Central	1	\$25.61	\$28.52	\$31.81	0	1	1
Southeast	4	\$25.10	\$28.79	\$32.47	0	4	3
Western	2	\$24.44	\$26.49	\$28.83	0	1	2
Municipal/Resident Population							
3,001 – 5,000	1	\$15.00	\$15.00	\$15.00	0	0	0
5,001 – 10,000	1	\$21.28	\$23.62	\$25.96	0	0	1
30,001 – 40,000	1	\$20.66	\$20.66	\$20.66	0	1	1
50,001 – 100,000	4	\$25.81	\$29.73	\$33.79	0	4	3
Over 100,000	3	\$25.21	\$28.23	\$32.68	0	3	3

Web Content Administrator

Develops, provides, and authorizes website content to increase track, support and promote services, and gain content visibility. Manages and performs website editorial activities including gathering and researching information that enhances the value of the site. May oversee data control technicians and writers dedicated to website.

	# or Orgs	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible
		Min	Mid	Max			
All Responses	5	\$21.77	\$23.22	\$25.52	0	3	3
Region							
Central	1	\$23.04	\$25.80	\$32.26	0	1	1
Northern	1	\$13.52	\$13.52	\$13.52	0	0	0
South Central	1	\$32.50	\$36.98	\$42.02	0	1	1
Southeast	1	\$19.00	\$19.00	\$19.00	0	0	0
Western	1	\$20.80	\$20.80	\$20.80	0	1	1
Municipal/Resident Population							
1,000 – 3,000	2	\$19.90	\$19.90	\$19.90	0	1	1
3,001 – 5,000	1	\$13.52	\$13.52	\$13.52	0	0	0
Over 100,000	2	\$27.77	\$31.39	\$37.14	0	2	2