

# Wisconsin Public Library Staff Compensation Survey Report

---

July 2023

Produced By:



in Partnership with:



# Table of Contents

About Carlson Dettmann Consulting and Cottingham & Butler .....	3
Survey Methodology and Accreditation.....	4
Key Findings.....	6
Participants and Demographic Information .....	8
Benefit Offerings .....	19
Survey Definitions.....	22
Salary Summary Detail – Alphabetical List	
Accountant.....	23
Associate Librarian (non-MLS) .....	24
Bookkeeper .....	25
Branch Manager.....	26
Building Maintenance Worker .....	27
Cataloger .....	28
Clerk - Accounting (Payables).....	29
Clerk - Public Services .....	30
Clerk - Technical Services .....	31
Collection Development Specialist .....	32
Community Outreach/Engagement Specialist.....	33
Copy Cataloger .....	34
Department Head/Coordinator/Senior Manager .....	35

Deputy/Associate/Assistant Library Director.....	36
Executive Assistant.....	37
Facility Engineering Manager (Maintenance).....	38
Graphic Artist/Designer .....	39
Human Resources Manager .....	40
Information Technology Manager .....	41
Inter-Library Loan Assistant .....	42
Janitorial Cleaner .....	43
Librarian (MLS).....	44
Library Assistant - Public Services.....	45
Library Assistant - Technical Services.....	46
Library Director/Chief Officer .....	47
Manager/Supervisor of Support Staff.....	48
Marketing Specialist.....	49
Office Manager .....	50
Office Support (Entry) .....	51
Office Support (Intermediate).....	52
Office Support (Top).....	53
Page/Shelver .....	54
Public Relations Officer.....	55
Security (Discipline Monitor) .....	56
Technical Support/Computer Technician .....	57
Web Content Administrator .....	58

## 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.

## Contact Us

For questions related to this survey, please contact Alyssa Woltring at [alyssa.woltring@carlsondettmann.com](mailto:alyssa.woltring@carlsondettmann.com).

Web: <http://www.carlsondettmann.com>

LinkedIn: <https://www.linkedin.com/company/carlson-dettmann-consulting>

## 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 libraries 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:

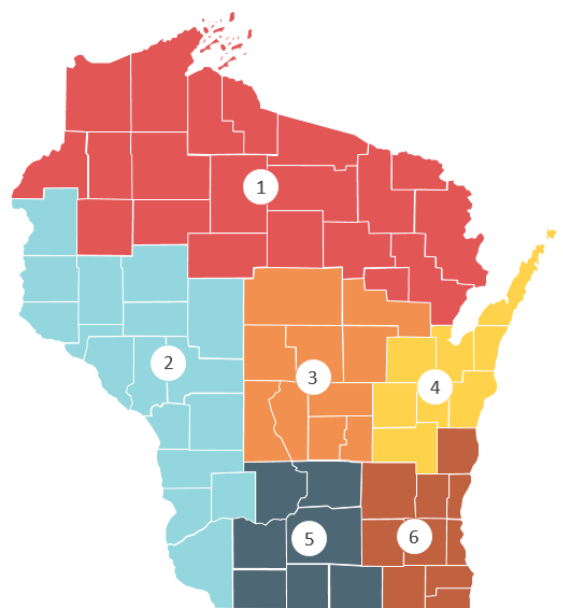
- Participation
  - The Western region has the most participation with 90 organizations supplying data.
  - The Southeast and Northern regions provided the second and third most participation.
  
- Total Rewards
  - The most prevalent benefits offered included:
    - Participation in Wisconsin Retirement 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

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

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

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

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

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

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

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



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

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

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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>6</b>	<b>\$31.16</b>	<b>\$35.18</b>	<b>\$39.32</b>	<b>0</b>	<b>6</b>	<b>6</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range				MLS Required	Benefit Eligible	Paid Leave Eligible
	# or Orgs	Min	Mid	Max			
<b>All Responses</b>	<b>111</b>	<b>\$18.55</b>	<b>\$19.98</b>	<b>\$21.48</b>	<b>0</b>	<b>72</b>	<b>81</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# of Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>8</b>	<b>\$23.75</b>	<b>\$26.00</b>	<b>\$28.25</b>	<b>0</b>	<b>5</b>	<b>6</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>11</b>	<b>\$26.65</b>	<b>\$30.37</b>	<b>\$34.54</b>	<b>5</b>	<b>10</b>	<b>11</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)*

### Average Salary Range

	# of Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>35</b>	<b>\$21.74</b>	<b>\$23.62</b>	<b>\$25.55</b>	<b>0</b>	<b>19</b>	<b>27</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

## Average Salary Range

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>21</b>	<b>\$22.89</b>	<b>\$25.31</b>	<b>\$27.91</b>	<b>8</b>	<b>18</b>	<b>19</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>10</b>	<b>\$19.10</b>	<b>\$20.35</b>	<b>\$21.66</b>	<b>0</b>	<b>8</b>	<b>8</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>176</b>	<b>\$13.68</b>	<b>\$14.72</b>	<b>\$15.83</b>	<b>0</b>	<b>38</b>	<b>67</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>46</b>	<b>\$15.70</b>	<b>\$16.84</b>	<b>\$18.06</b>	<b>0</b>	<b>18</b>	<b>25</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)*

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>15</b>	<b>\$26.46</b>	<b>\$29.50</b>	<b>\$32.67</b>	<b>9</b>	<b>11</b>	<b>12</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>22</b>	<b>\$20.71</b>	<b>\$22.99</b>	<b>\$25.32</b>	<b>4</b>	<b>15</b>	<b>18</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)*

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid	Max			
<b>All Responses</b>	<b>41</b>	<b>\$18.64</b>	<b>\$20.01</b>	<b>\$21.47</b>	<b>0</b>	<b>28</b>	<b>30</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>48</b>	<b>\$29.17</b>	<b>\$32.97</b>	<b>\$37.10</b>	<b>33</b>	<b>48</b>	<b>48</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>53</b>	<b>\$28.05</b>	<b>\$31.15</b>	<b>\$34.19</b>	<b>27</b>	<b>48</b>	<b>46</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>15</b>	<b>\$28.91</b>	<b>\$32.36</b>	<b>\$35.85</b>	<b>0</b>	<b>14</b>	<b>14</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# of Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>10</b>	<b>\$20.74</b>	<b>\$22.38</b>	<b>\$24.01</b>	<b>0</b>	<b>5</b>	<b>8</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# of Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>5</b>	<b>\$33.88</b>	<b>\$36.89</b>	<b>\$39.90</b>	<b>2</b>	<b>3</b>	<b>3</b>
<b>Region</b>							
Southeast	4	\$34.85	\$38.62	\$42.38	1	3	3
Western	1	\$30.00	\$30.00	\$30.00	1	0	0
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>18</b>	<b>\$29.43</b>	<b>\$33.93</b>	<b>\$38.57</b>	<b>3</b>	<b>17</b>	<b>17</b>
<b>Region</b>							
Central	1	\$27.70	\$34.41	\$38.56	0	1	1
Fox Valley Northeast	5	\$27.79	\$30.58	\$33.36	1	5	5
Northern	1	\$17.00	\$19.50	\$22.00	0	1	1
South Central	4	\$30.09	\$35.62	\$41.44	1	4	4
Southeast	3	\$32.12	\$37.85	\$43.57	0	3	3
Western	4	\$32.32	\$36.99	\$42.60	1	3	3
<b>Municipal/Resident Population</b>							
10,001 – 20,000	4	\$25.52	\$27.69	\$30.61	1	3	3
20,001 – 30,000	3	\$28.75	\$32.62	\$35.63	0	3	3
30,001 – 40,000	3	\$26.44	\$30.66	\$35.07	0	3	3
40,001 – 50,000	1	\$34.70	\$39.67	\$44.64	1	1	1
50,001 – 100,000	4	\$33.58	\$40.17	\$46.96	0	4	4
Over 100,000	3	\$30.99	\$36.61	\$42.41	1	3	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
<b>All Responses</b>	<b>24</b>	<b>\$17.48</b>	<b>\$18.84</b>	<b>\$20.15</b>	<b>1</b>	<b>9</b>	<b>13</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)*

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>80</b>	<b>\$14.85</b>	<b>\$15.67</b>	<b>\$16.47</b>	<b>0</b>	<b>13</b>	<b>18</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid	Max			
<b>All Responses</b>	<b>61</b>	<b>\$24.93</b>	<b>\$27.75</b>	<b>\$30.87</b>	<b>58</b>	<b>56</b>	<b>57</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>125</b>	<b>\$15.29</b>	<b>\$16.48</b>	<b>\$17.72</b>	<b>1</b>	<b>39</b>	<b>51</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>68</b>	<b>\$16.15</b>	<b>\$17.63</b>	<b>\$18.93</b>	<b>0</b>	<b>33</b>	<b>39</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid	Max			
<b>All Responses</b>	<b>273</b>	<b>\$27.56</b>	<b>\$29.40</b>	<b>\$31.37</b>	<b>115</b>	<b>230</b>	<b>229</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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			
<b>All Responses</b>	<b>46</b>	<b>\$23.95</b>	<b>\$26.50</b>	<b>\$29.22</b>	<b>7</b>	<b>43</b>	<b>43</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)*

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid	Max			
<b>All Responses</b>	<b>24</b>	<b>\$21.52</b>	<b>\$23.61</b>	<b>\$25.72</b>	<b>1</b>	<b>16</b>	<b>20</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>6</b>	<b>\$26.32</b>	<b>\$29.52</b>	<b>\$33.14</b>	<b>0</b>	<b>4</b>	<b>5</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)*

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid	Max			
<b>All Responses</b>	<b>14</b>	<b>\$13.59</b>	<b>\$14.59</b>	<b>\$15.59</b>	<b>0</b>	<b>4</b>	<b>6</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>19</b>	<b>\$18.06</b>	<b>\$20.01</b>	<b>\$22.00</b>	<b>0</b>	<b>8</b>	<b>12</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>23</b>	<b>\$22.93</b>	<b>\$25.51</b>	<b>\$28.45</b>	<b>0</b>	<b>20</b>	<b>21</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)*

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>116</b>	<b>\$10.60</b>	<b>\$11.60</b>	<b>\$12.55</b>	<b>0</b>	<b>5</b>	<b>15</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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			
<b>All Responses</b>	<b>11</b>	<b>\$24.27</b>	<b>\$27.45</b>	<b>\$30.77</b>	<b>1</b>	<b>8</b>	<b>9</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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)

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>5</b>	<b>%22.20</b>	<b>\$24.02</b>	<b>\$25.83</b>	<b>0</b>	<b>2</b>	<b>4</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

	Average Salary Range			MLS Required	Benefit Eligible	Paid Leave Eligible	
	# or Orgs	Min	Mid				Max
<b>All Responses</b>	<b>10</b>	<b>\$23.58</b>	<b>\$26.29</b>	<b>\$29.48</b>	<b>0</b>	<b>8</b>	<b>8</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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.

### Average Salary Range

	# or Orgs	Min	Mid	Max	MLS Required	Benefit Eligible	Paid Leave Eligible
<b>All Responses</b>	<b>5</b>	<b>\$21.77</b>	<b>\$23.22</b>	<b>\$25.52</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>Region</b>							
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
<b>Municipal/Resident Population</b>							
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