

SRLAAW Wisconsin Public Library Staff Compensation Report

Executive Summary

July 2023

The Wisconsin Public Library Staff Compensation Survey, conducted by Carlson Dettmann Consulting in partnership with the Wisconsin Department of Public Instruction, System and Resource Library Administrators Association of Wisconsin (SRLAAW), and Southwest Wisconsin Library System, offers valuable insights into compensation practices across the state. Supported by the Institute of Museum and Library Services (IMLS) LSTA funds, the survey illuminates key findings:

1. Participation: The survey engaged 305 organizations, or 80% of public libraries in the state of Wisconsin, predominantly from the Western, Southeast, and Northern regions.

2. Total Rewards: Participating libraries commonly provide benefits such as Wisconsin Retirement System (WRS) participation, health insurance, bereavement/funeral leave, and dental insurance. Education assistance, extended maternity/paternity leave, and wellness/gym reimbursements are less prevalent. Initial paid time off (PTO) upon hire varies widely, with 5% offering over 20 days, while over a third provide none.

3. Compensation: Highlights include:

- *Library Director*: Statewide, Library Directors earn an average of \$27.56-\$31.37 per hour. Compensation often correlates with population size; municipalities exceeding 50,000 residents pay \$49.73-\$66.73 per hour.
- *Librarian (MLS)*: The average salary range is \$24.93-\$30.87 per hour. Geographical variances are generally consistent, except for the Fox Valley-Northeast region with higher midpoint levels.
- *Clerk - Public Services*: A common role, this exhibits diverse salaries by region. The South Central region reports the highest average salary range, while rural areas offer lower compensation.

The report emphasizes the significance of correct survey scopes, avoidance of survey errors, and mindful consideration of population and geography in compensation analysis. It should be viewed as a tool alongside other considerations in advocating for equitable library staff compensation. Using the report findings in collaboration with governing bodies and communities is critical to success.

For comprehensive details and specific salary ranges by position, consult the complete report.