WISCONSIN PUBLIC LIBRARY STAFF COMPENSATION SURVEY

CARLSON
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CONSULTING

A Cottingham & Butler Company

Presented by:

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ABOUT US

- Carlson Dettmann Consulting, A Cottingham & Butler Company

- Grounded in the Midwest; primarily serving Wisconsin and Iowa organizations

- Total Rewards & Compensation Consulting
  - Job Evaluation
  - Market Competitive Analysis
  - Base Pay Compensation Plans
  - Incentive Compensation
 - Executive Compensation
  - Employee Engagement

SURVEY PARTNERSHIPS:

INSTITUTE *of* **Museum** *and* **Library** SERVICES

SOUTHWEST WISCONSIN **LIBRARY SYSTEM**
Enhancing Service to Member Public Libraries

WISCONSIN DEPARTMENT OF **Public Instruction**

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SRLAAW
System and Resource Library Administrators' Association of Wisconsin

SURVEY METHODOLOGY & PROCESS

❖ Develop a survey to cover job classifications common among Wisconsin libraries.

❖ Provide a strong foundation of data to help libraries recruit & retain staff in todays economy.

❖ Workgroup – job titles/job descriptions (46 classifications)

❖ Qualtrics Survey Software

❖ Collected pay ranges, annual work hours, benefit & paid leave eligibility, MLS requirements & additional benefit offerings

❖ 381 WI Public Libraries Invited

❖ 305 participants (80%)

SURVEY PARTICIPATION 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
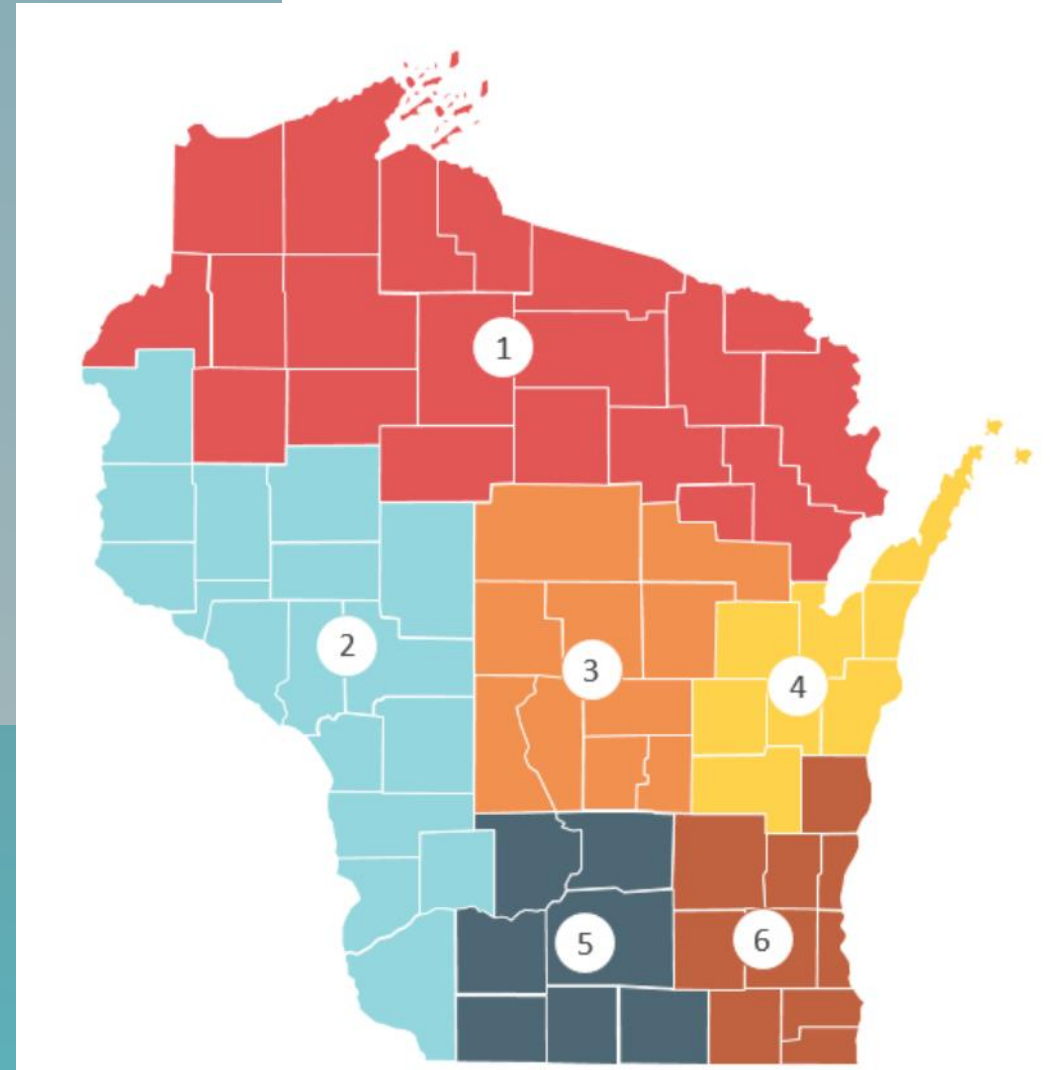
SURVEY PARTICIPATION BY POPULATION

Less than 1,000	66
1,000 – 3,000	101
3,001 – 5,000	39
5,001 – 10,000	30
10,001 – 20,000	31
20,001 – 30,000	12
30,001 – 40,000	7
40,001 – 50,000	6
50,001 – 100,000	9
Over 100,000	4

KEY FINDINGS

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 populus urban centers are leading the way with compensation.

ANALYSIS & USE OF THE DATA

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

1. No market pricing strategy and rewards philosophy
2. Using incorrect survey scopes
3. Only matching to job title rather than job functions
4. Limited sample size
5. Not aging the data forward (survey provides 1/1/2023 data analysis)

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.

FUTURE IMPROVEMENTS

- Collect average actual rate of pay to be able to provide 25th, 50th, 75th percentile market analysis

- Condense # if job classifications (decrease overlap of duties in positions)

- Consider additional data breakouts
  - Broaden population breakouts for larger sample size
  - Additional library metric groupings

THANK YOU!