

2011 Minimum Compensation Recommendations for WRLS Area Library Directors

Introduction:

The following wage figures are recommendations for the minimum level of support for library directors; they are meant to assist local library boards and municipal officials in determining a fair wage for the library director. The local library board has the right (and statutory authority) to use whatever criteria it wishes to set wages for library employees. Recent history has shown that it can be useful to have formally stated suggestions for wages that take into account the levels of 1) challenge and responsibility in the position and 2) pay provided in other institutions and regions. The recommendations continue to be divided into categories which roughly correspond to certification levels now in place for Wisconsin public library directors. Accordingly, they are grouped by levels of municipal population served.

Given that these are recommended **minimum** hourly rates of pay, a library board should consider the years of service in the position when establishing a pay level. A director who has been successfully serving in this capacity for several years has grown to be a valuable asset to the institution and should be rewarded accordingly with pay above the minimum level.

The recommendations for 2011 offer incremental adjustments essentially based on the consumer price index. While these recommendations take into account the challenges still facing the economy, they also acknowledge that the cost of living has not fallen or even stayed flat over the past two years. If a library board wishes to remain competitive, an upward adjustment will be needed.

Fair and Adequate Hours:

WRLS reaffirms its belief that the high degree of responsibility, capability, and expectation inherent in the position of library director justifies that every director's position be full time. It is too common for smaller communities to hire library directors for twenty to thirty hours per week, classify these positions as part-time, and correspondingly provide few or no benefits because of the part-time status. Whether paid for the time or not, every director in Wisconsin puts in a full week of work in her or his effort to fulfill the charge of the position. This being the case, the only **fair way** for the library board to deal with its director is **to provide at least thirty-five (35) and preferably forty (40) paid hours for the director, and formally designate the director's position as full time**; Winding Rivers heartily recommends this for every public library.

Beyond Wages:

The wage recommendations that follow do not include the other aspects of compensation. Winding Rivers also recommends that, minimally, a library board should provide a health insurance package with a reasonable portion of the single or family premium covered by the library, ten to twenty days of vacation per year based on longevity, one day per month of sick leave which can be cumulated from year to year, and a retirement package that is augmented by the library.

WAGE Recommendations for 2011:

Category A (*Grade III* certification, community population *up to 1,200*)

◦ Minimum Hourly Rate: **\$15.60**

Category B (*Grade III* certification, community population *1,200 to 3,000*)

◦ Minimum Hourly Rate: **\$18.95**

Category C (*Grade II* certification, community population *3,000 to 6,000*)

◦ Minimum Hourly Rate: **\$22.10**

Category D (*Grade I* certification, community population *6,000 to 15,000*)

◦ Minimum Hourly Rate: **\$26.35**

Category E (*Grade I* certification, community population *15,000 to 35,000*)

◦ Minimum Hourly Rate: **\$32.00**

Category F (*Grade I* certification, community population *above 35,000*)

◦ Minimum Hourly Rate: **\$36.40**

In preparing these recommendations, WRLS reviewed:

Position Classifications for Wisconsin Public Libraries, 4th edition, Wisconsin Association of Public Librarians, 2005.

Salary & Fringe Benefit Survey, Wisconsin Association of Public Librarians, 2006.

WRLS Salary Schedule, WRLS Business Office, 2010.

[*A Summary of Salaries of Public Librarians in the WRLS Area*], WRLS Director, 2009.