Public Library Director Salary Discussion

August 16, 2016

Background on Library Funding

2014-15

City	Pop	City Income	City Income Per Capita	County Income	State Income	Total Income	Total Income Per Capita
Lisbon	2,152	$52,521	$24.41	$20,953	$3,197	$78,284	$36.38
Solon	2,037	$97,526	$47.88	$120,058	$5,086	$239,236	$117.45
Springville	1,074	$48,306	$44.98	$24,328	$1,574	$76,743	$71.46
Mount Vernon	4,506	$52,500	$11.65	$22,250	$4,102	$81,369	$18.06

Mount Vernon is the lowest overall funding and funding per captia in all Class D libraries.
Lisbon, Solon, and Springville all are Class C libraries due to the smaller population size.

Approved 2016-2017 Library Budget

Public Library Board Budget 2016-2017

Income			**Expenses**		
City Contribution	$65,000	$ -	*Salaries*		
State Contribution	$ 3,000		Public Library Director	$	44,727
County Contribution	$29,000		Public Library Assistant	$	18,359
Fines	$ 1,400		Student Worker/Reference	$	3,870
Copy/Printing	$ 850				
			Supplies/Printing		
			In house copier	$	1,200
			Newsletter copying	$	50
			Supplies	$	700
			Programming	$	2,000
			All Other Expenses	$	800
			Advertising	$	500
			Continuing Education Work	$	500
			Overhead	$	6,000
			WorldShare Catalog	$	5,000
			Acquisitions	$	15,544
Total	**$99,250**		**Total**	**$**	**99,250**

Library Director Salary Information

2016-2017 Salary	
Public Library Director	$ 44,727
35 hours per week	
$18.76 per hour	$ 34,143
31% Cornell benefits allocation	$ 10,584

Cathy Boggs is in her 20th year of service to the Public Library. She has completed the Public Library Management Courses and keeps up with accreditation hours each year.

Historical Salary Information

Date	Salary	% Incr
July, 1997	$10.00	
Oct, 1998	$10.30	3.0%
Oct, 1999	$10.61	3.0%
Oct, 2000	$10.93	3.0%
Oct, 2001	$11.26	3.0%
Nov, 2002	$11.60	3.0%
Jan, 2004	$11.83	2.0%
Sept, 2004	$12.18	3.0%
Sept, 2005	$12.56	3.1%
June, 2006	$12.94	3.0%
Sept, 2007	$13.33	3.0%
July, 2008	$14.13	6.0%
Sept, 2009	$14.13	0.0%
Jan, 2011	$16.00	13.2%
Sept, 2011	$16.33	2.1%
Sept, 2012	$16.66	2.0%
Sept, 2013	$16.99	2.0%
Sept, 2014	$17.41	2.5%
Sept, 2015	$17.85	2.5%
July, 2016	$18.76	5.1%

- Starting salary rate of $10.00 in 1997.
- The Board followed standard Cornell salary increases.
- Modest increases over the years resulted in falling behind in market wage pay.

Area Library Director Salaries

Smaller Area Communities

Solon	$23.02
Lisbon	$20.33

Size D Libraries

Spirit Lake	$	23.41
West Liberty	$	19.89
Milford	$	22.00
New Hampton	$	20.10
Rock Valley	$	24.00
Sibley	$	25.60
Story City	$	25.41
Polk City	$	20.01
Leclaire	$	20.19

Minimum	*$*	*19.89*
Maximum	*$*	*25.60*
Average	*$*	*22.18*

Budget Scenarios

$	21.00	$	22.00	$	23.00	$	24.00	$	25.00	New Hourly Wage
$	38,220	$	40,040	$	41,860	$	43,680	$	45,500	Salary
$	50,064	$	52,448	$	54,832	$	57,216	$	59,600	Salary and Benefits
$	5,197	$	7,581	$	9,965	$	12,349	$	14,733	Increase from current budget

- Currently, the Public Library Board's focus for the 2017-2018 fiscal year is determining a fair wage for the Public Library Director.
- The Board would like to work with the city to propose an acceptable wage for the 2017-2018 budget.
- The Board recommends a one-time 22.6% increase to $23.00 per hour for the 2017-2018 fiscal year.
- In subsequent years the Board will follow the contracted salary increases of MV city workers (2.75 - 3.0%)

Conclusion

- Questions/Discussion
- Next Steps?