

MEMO

To: RPL Board

From: Nick Demske, Library Director

Date: September 16th, 2025

Subject: RPL Staff Compensation Study

Dear RPL Trustees,

Last month you received an overview of the recent compensation study results the RPL got from the consultants at Cottingham Butler. The information from that presentation is included in this packet. We are requesting that the board adopt the results of the study, to be implemented at the start of 2026. The budget we have prepared with city administration thus far has incorporated this potential adoption.

Some of the highlights from the study to be aware (or reminded) of.....

In regards to the structural recommendations:

- The recommendations take us from our current salary schedule and adopts the salary schedule which the rest of the city is on. The RPL has historically always aligned with the city's salary schedule and that only changed last year when the city did a salary study and the RPL was not included. This will ensure our employees are being paid comparably to their peers in other City of Racine departments.
- Because the city's salary schedule is higher than the RPL's, however, a number of roles are recommended to be taken one grade down. An example would be the role I'm in, Executive Director, which is slated to be taken from a grade R to a grade Q. While these roles are, in a technical sense, being downgraded, again, it is because we are moving to different grade and salary schedule altogether, and this just realigns those roles to where they would land on that new, higher salary schedule. So in effect, they are not being downgraded and no current employee will be paid less than what they're currently being paid from these changes.

In regards to specific recommendations:

- The study confirmed that the majority of roles at the RPL are being paid at appropriate rates according to the market. The majority of roles do not see changes recommended to them because of this (aside from the realignment grade changes mentioned above).
- While the consultants gave us a few alternative proposal suggestions, the one that the city administration ensured that no employee would lose wages and every employee would be rolled up (have at least a small increase) in the implementation.
- There are 8 roles that were recommended for increases. The themes were roles related to technology (4), roles related to outreach (3) and the role of our Stationary Engineer, who is our facilities lead.
- The estimated cost of implementation for the study results starting in 2026 is \$49,608. Again, this has been discussed at length with the city administration and finance department and we have worked together to build that into the draft 2026 budget.
- As with every part of our budget---all of this is contingent upon city council's approval of the proposed 2026 budget.

This salary study has many moving parts, which I hope to discuss with you more at our meeting. I'm grateful to our deputy director and business manager for being involved in this process and thanks to all of you for your consideration. Ultimately, this study does identify that a handful of key roles at the RPL have been not receiving the compensation commensurate with their responsibilities, and I'm glad we have the opportunity to correct that now.

Thanks,

Nick Demske

Van driver, 4 roles on the tech team, outreach, home delivery services coord, stationary engineer