



PUBLIC NOTICE

Monday, December 29, 2025, 4:00 p.m.

**L.E. Phillips Memorial Public Library
400 Eau Claire St., Eau Claire, Wisconsin**

VIRTUAL MEETING

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Meeting ID: 242 018 940 279 92

Passcode: e2fe9fd9

AGENDA

- 1) Member Roll Call
- 2) Citizen Comments (limited to 5 minutes per citizen)
- 3) Consideration of New Business
 - A. Discussion of and action on the 2026 library operating budget – Nancy Kerr
 - B. Discussion of and action on the 2026 library wage plan - Nancy Kerr

CLOSED SESSION

Upon a motion duly made and carried, the Library Board of Trustees of the L.E. Phillips Memorial Public Library will convene in closed session to review the employment, compensation or performance of the Library Director, an employee over whom the Board of Trustees exercises responsibility, as permitted in accordance with Section 19.85 (1)(c) of the Wisconsin Statutes.

OPEN SESSION

- 8) Next meeting: **January 15, 2026**
- 9) Adjournment

Trustees: If you are unable to attend this meeting, please notify the Library Administrative Office

L.E. PHILLIPS MEMORIAL PUBLIC LIBRARY WAGE PLAN - JANUARY 1, 2026 *DRAFT*

101.25%

PAY GRADE	New Title	SALARY RANGE							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	
		1.035		1.035	1.03	1.03	1.025		
A	Page	\$ 12.40	\$ 12.85	\$ 13.28	\$ 13.71	\$ 14.10	\$ 14.45		\$ 17.36
		\$ 25,792.00	\$ 26,728.00	\$ 27,622.40	\$ 28,516.80	\$ 29,328.00	\$ 30,056.00		\$ 36,108.80
B	Desk Clerk	\$ 16.40	\$ 16.95	\$ 17.56	\$ 18.08	\$ 18.63	\$ 19.10		\$ 22.95
	Van Driver	\$ 34,112.00	\$ 35,256.00	\$ 36,524.80	\$ 37,606.40	\$ 38,750.40	\$ 39,728.00		\$ 47,736.00
C	NO CURRENT POSITIONS AT THIS LEVEL	\$ 19.11	\$ 19.79	\$ 20.46	\$ 21.08	\$ 21.72	\$ 22.29		\$ 26.76
		\$ 39,748.80	\$ 41,163.20	\$ 42,556.80	\$ 43,846.40	\$ 45,177.60	\$ 46,363.20		\$ 55,660.80
D	Library Assistant	\$ 20.08	\$ 20.79	\$ 21.51	\$ 22.16	\$ 22.81	\$ 23.39		\$ 28.11
		\$ 41,766.40	\$ 43,243.20	\$ 44,740.80	\$ 46,092.80	\$ 47,444.80	\$ 48,651.20		\$ 58,468.80
E	NO CURRENT POSITIONS AT THIS LEVEL	\$ 21.08	\$ 21.83	\$ 22.60	\$ 23.27	\$ 23.95	\$ 24.57	##	\$ 29.52
		\$ 43,846.40	\$ 45,406.40	\$ 47,008.00	\$ 48,401.60	\$ 49,816.00	\$ 51,105.60		\$ 61,401.60
F		\$ 25.63	\$ 26.52	\$ 27.44	\$ 28.26	\$ 29.12	\$ 29.83		\$ 35.88
		\$ 53,310.40	\$ 55,161.60	\$ 57,075.20	\$ 58,780.80	\$ 60,569.60	\$ 62,046.40		\$ 74,630.40
F	Administrative/Purchasing Coordinator								
F	Administrative/Human Resources Coordinator								
F	Programming & Communication Coordinator								
F	Youth Services Coordinator								
F	Reference Services Coordinator								
F	Circulation Services Coordinator								
F	Technical Services Associate								
F	Security Monitor								
G		\$ 28.24	\$ 29.22	\$ 30.25	\$ 31.16	\$ 32.10	\$ 32.91		\$ 39.54
		\$ 58,739.20	\$ 60,777.60	\$ 62,920.00	\$ 64,812.80	\$ 66,768.00	\$ 68,452.80		\$ 82,243.20
G	Adult Services Librarian								
G	Community Resources Specialist								
G	Digital and Marketing Services Specialist								
G	Early Literacy Outreach Librarian								
G	Programming & Communication Librarian								
G	Reference & Digital Resources Librarian								

G	Teen & Technology Librarian							
G	Circulation Supervisor							
H	NO CURRENT POSITIONS AT THIS LEVEL	\$ 34.34	\$ 35.55	\$ 36.80	\$ 37.90	\$ 39.05	\$ 40.02	## \$ 48.08
		\$ 71,427.20	\$ 73,944.00	\$ 76,544.00	\$ 78,832.00	\$ 81,224.00	\$ 83,241.60	\$ 100,006.40
I	NO CURRENT POSITIONS AT THIS LEVEL	\$ 36.06	\$ 37.32	\$ 38.64	\$ 39.79	\$ 40.99	\$ 42.00	\$ 50.50
		\$ 75,004.80	\$ 77,625.60	\$ 80,371.20	\$ 82,763.20	\$ 85,259.20	\$ 87,360.00	\$ 105,040.00
J		\$ 37.87	\$ 39.20	\$ 40.58	\$ 41.79	\$ 43.06	\$ 44.12	\$ 53.03
		\$ 78,769.60	\$ 81,536.00	\$ 84,406.40	\$ 86,923.20	\$ 89,564.80	\$ 91,769.60	\$ 110,302.40
J	Circulation Services Manager							
J	Programming & Communication Services Manager							
J	Reference Services Manager							
J	Technical Services Manager							
J	Technology Manager							
J	Youth Services Manager							
K	NO CURRENT POSITIONS AT THIS LEVEL	\$ 40.91	\$ 42.34	\$ 43.81	\$ 45.12	\$ 46.47	\$ 47.63	\$ 57.25
		\$ 85,092.80	\$ 88,067.20	\$ 91,124.80	\$ 93,849.60	\$ 96,657.60	\$ 99,070.40	\$ 119,080.00
L	Deputy Director	\$ 44.18	\$ 45.71	\$ 47.32	\$ 48.73	\$ 50.18	\$ 51.45	\$ 61.83
		\$ 91,894.40	\$ 95,076.80	\$ 98,425.60	\$ 101,358.40	\$ 104,374.40	\$ 107,016.00	\$ 128,606.40
M	Library Director	\$ 59.09	\$ 61.18	\$ 63.29	\$ 65.23	\$ 67.16	\$ 68.84	\$ 82.72
		\$ 122,907.20	\$ 127,254.40	\$ 131,643.20	\$ 135,678.40	\$ 139,692.80	\$ 143,187.20	\$ 172,057.60
In Range Calculations								
Once employees move beyond step 6, wage increases are calculated by taking current rate of pay X cost of living increase X % increase as follows:								
		Step 6 to Step 7 - 2.5%		Step 7 to Step 8 - 2.0%		Step 8 to Step 9 - 2.0%		
		Step 9 to Step 10 - 1.5%		Step 10 to Step 11 - 1.5%		Step 11 to Step 12 - 1.25%		
		Step 12 to Step 13 - 1.25%		Step 13 to Step 14 - 1.25%		Step 14 and up - 1.25% up to max		

L.E. PHILLIPS MEMORIAL PUBLIC LIBRARY WAGE PLAN - JULY 1, 2026 *DRAFT*

101.25%

PAY GRADE		SALARY RANGE							
New Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	
			1.035	1.035	1.03	1.03	1.025		
A	Page	\$ 12.56	\$ 13.01	\$ 13.45	\$ 13.88	\$ 14.28	\$ 14.63	\$ 17.58	
		\$ 26,124.80	\$ 27,060.80	\$ 27,976.00	\$ 28,870.40	\$ 29,702.40	\$ 30,430.40	\$ 36,566.40	
B	Desk Clerk	\$ 16.61	\$ 17.16	\$ 17.78	\$ 18.31	\$ 18.86	\$ 19.34	\$ 23.24	
	Van Driver	\$ 34,548.80	\$ 35,692.80	\$ 36,982.40	\$ 38,084.80	\$ 39,228.80	\$ 40,227.20	\$ 48,339.20	
C	NO CURRENT POSITIONS AT THIS LEVEL	\$ 19.35	\$ 20.04	\$ 20.72	\$ 21.34	\$ 21.99	\$ 22.57	\$ 27.09	
		\$ 40,248.00	\$ 41,683.20	\$ 43,097.60	\$ 44,387.20	\$ 45,739.20	\$ 46,945.60	\$ 56,347.20	
D	Library Assistant	\$ 20.33	\$ 21.05	\$ 21.78	\$ 22.44	\$ 23.10	\$ 23.68	\$ 28.46	
		\$ 42,286.40	\$ 43,784.00	\$ 45,302.40	\$ 46,675.20	\$ 48,048.00	\$ 49,254.40	\$ 59,196.80	
E	NO CURRENT POSITIONS AT THIS LEVEL	\$ 21.34	\$ 22.10	\$ 22.88	\$ 23.56	\$ 24.25	\$ 24.88	\$ 29.89	
		\$ 44,387.20	\$ 45,968.00	\$ 47,590.40	\$ 49,004.80	\$ 50,440.00	\$ 51,750.40	\$ 62,171.20	
F		\$ 25.95	\$ 26.85	\$ 27.78	\$ 28.61	\$ 29.48	\$ 30.20	\$ 36.33	
		\$ 53,976.00	\$ 55,848.00	\$ 57,782.40	\$ 59,508.80	\$ 61,318.40	\$ 62,816.00	\$ 75,566.40	
F	Administrative/Purchasing Coordinator								
F	Administrative/Human Resources Coordinator								
F	Programming & Communication Coordinator								
F	Youth Services Coordinator								
F	Reference Services Coordinator								
F	Circulation Services Coordinator								
F	Technical Services Associate								
F	Security Monitor								
G		\$ 28.59	\$ 29.59	\$ 30.63	\$ 31.55	\$ 32.50	\$ 33.32	\$ 40.03	
		\$ 59,467.20	\$ 61,547.20	\$ 63,710.40	\$ 65,624.00	\$ 67,600.00	\$ 69,305.60	\$ 83,262.40	
G	Adult Services Librarian								
G	Community Resources Specialist								
G	Digital and Marketing Services Specialist								
G	Early Literacy Outreach Librarian								
G	Programming & Communication Librarian								
G	Reference & Digital Resources Librarian								

G	Teen & Technology Librarian								
G	Circulation Supervisor								
H	NO CURRENT POSITIONS AT THIS LEVEL	\$ 34.77	\$ 35.99	\$ 37.26	\$ 38.37	\$ 39.54	\$ 40.52	#	\$ 48.68
		\$ 72,321.60	\$ 74,859.20	\$ 77,500.80	\$ 79,809.60	\$ 82,243.20	\$ 84,281.60		\$ 101,254.40
I	NO CURRENT POSITIONS AT THIS LEVEL	\$ 36.51	\$ 37.79	\$ 39.12	\$ 40.29	\$ 41.50	\$ 42.53		\$ 51.13
		\$ 75,940.80	\$ 78,603.20	\$ 81,369.60	\$ 83,803.20	\$ 86,320.00	\$ 88,462.40		\$ 106,350.40
J		\$ 38.34	\$ 39.69	\$ 41.09	\$ 42.31	\$ 43.60	\$ 44.67		\$ 53.69
		\$ 79,747.20	\$ 82,555.20	\$ 85,467.20	\$ 88,004.80	\$ 90,688.00	\$ 92,913.60		\$ 111,675.20
J	Circulation Services Manager								
J	Programming & Communication Services Manager								
J	Reference Services Manager								
J	Technical Services Manager								
J	Technology Manager								
J	Youth Services Manager								
K	NO CURRENT POSITIONS AT THIS LEVEL	\$ 41.42	\$ 42.87	\$ 44.36	\$ 45.68	\$ 47.05	\$ 48.23		\$ 57.97
		\$ 86,153.60	\$ 89,169.60	\$ 92,268.80	\$ 95,014.40	\$ 97,864.00	\$ 100,318.40		\$ 120,577.60
L	Deputy Director	\$ 44.73	\$ 46.28	\$ 47.91	\$ 49.34	\$ 50.81	\$ 52.09		\$ 62.60
		\$ 93,038.40	\$ 96,262.40	\$ 99,652.80	\$ 102,627.20	\$ 105,684.80	\$ 108,347.20		\$ 130,208.00
M	Library Director	\$ 59.83	\$ 61.94	\$ 64.08	\$ 66.05	\$ 68.00	\$ 69.70		\$ 83.75
		\$ 124,446.40	\$ 128,835.20	\$ 133,286.40	\$ 137,384.00	\$ 141,440.00	\$ 144,976.00		\$ 174,200.00
In Range Calculations									
Once employees move beyond step 6, wage increases are calculated by taking current rate of pay X cost of living increase X % increase as follows:									
		Step 6 to Step 7 - 2.5%		Step 7 to Step 8 - 2.0%		Step 8 to Step 9 - 2.0%			
		Step 9 to Step 10 - 1.5%		Step 10 to Step 11 - 1.5%		Step 11 to Step 12 - 1.25%			
		Step 12 to Step 13 - 1.25%		Step 13 to Step 14 - 1.25%		Step 14 and up - 1.25% up to max			