



SHOREWOOD PUBLIC LIBRARY BOARD OF TRUSTEES PERSONNEL COMMITTEE

August 11, 2026 Meeting Notes

Present: Committee Chair Kara Espera, Trustee Anjum Alden, Trustee Mary Armstrong, and Director of Library Services Hayley Johnson

Call to order: Committee Chair Espera called the meeting to order at 3:32 PM.

Statement of Public Notice: Committee Chair Espera confirmed that the meeting was properly noticed and posted according to law.

INFORMATION – 2026 Village of Shorewood Salary Survey Data

Nicole Berzin, Assistant Village Manager with the Village of Shorewood, recently conducted a salary survey for all village positions, including library positions. The data included comparisons with regional municipalities of similar size and service area. Municipalities explored include Brown Deer, Cedarburg, Glendale, Greendale, Mequon, Monona, Port Washington, Sussex, Wauwatosa, and Whitefish Bay.

Data from the City of Mequon and the Village of Sussex was not provided for library positions.

The chart compiled by the Assistant Village Manager Berzin included current hourly rates, 2027 rates with a three-percent cost of living adjustment (COLA), and an average rate of all the municipalities. Another chart focused on how library employees compare specifically with North Shore communities, and another chart illustrated suggested changes.

The Personnel Committee reviewed the information. One point of discussion focused on the Library Office Manager/Confidential Secretary position. Only one other library (Wauwatosa Public Library) had a comparable position. Director Johnson will work with Assistant Village Manager Nicole Berzin on reviewing the Library Office Manager/Confidential Secretary position description and wages with similar responsibilities. The Personnel Committee asked to include similar positions in the Village of Shorewood as well as the communities included in the salary survey.

To make salary and wage recommendations within the Village of Shorewood's 2027 budget deadline (Friday, August 14, 2026), Personnel Committee Chair Espera stated she would reach out to Finance Committee Chair Gronert to see what would fit with the Finance Committee's recommendations. Recommendations will be emailed to the committee.

Adjournment: The meeting was adjourned at 4:39 PM.

Recorded and submitted by Director of Library Services Hayley Johnson on the 11th day of
August 2026