








We've Got That!

DeForest Area Public Library
Established 1964

203 Library Street
(608) 846-5482
deforestlibrary.org

Awarded by The DeForest Times-Tribune
BEST of DEFOREST WINDSOR 2022

Awarded by The DeForest Times-Tribune
BEST of DEFOREST WINDSOR 2023

Awarded by The Star
BEST of DEFOREST WINDSOR 2024

Voted Best Thing for Kids To Do



Your Library

- Founded in 1964
- Library Street location opened in 2002
- 35,000 square feet
- Member of the South Central Library System (54 libraries)

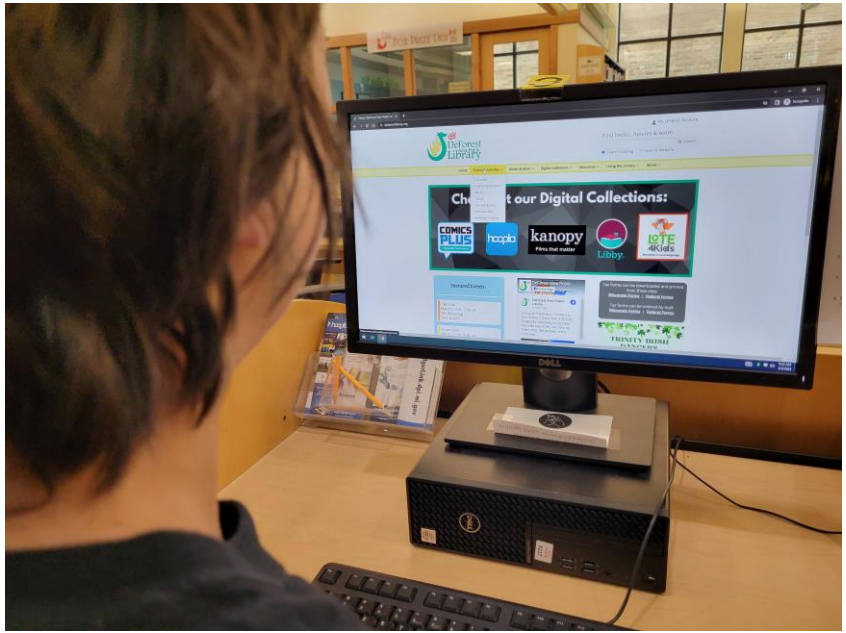


Your Library

- 9 full-time,13 part-time staff and 30+ volunteers
- 9,007 cardholders
- 111,917 visitors in 2024

DeForest Area Public Library

Source:
2024 Annual Report



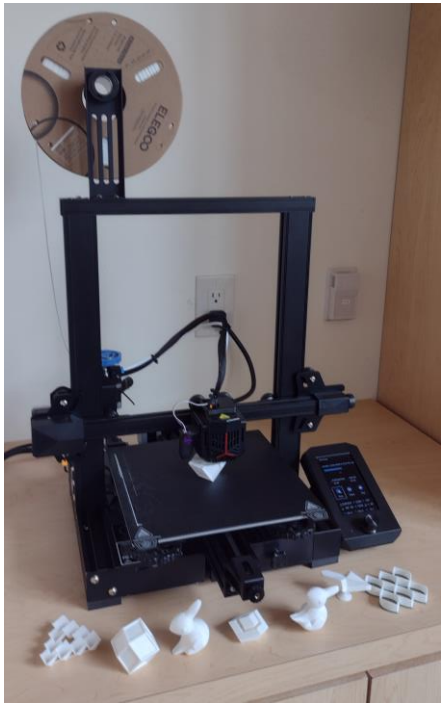
Access

- Building is open **64 hrs**/wk
  7 days/wk, **359 days**/yr
- **Free** access to public computers, Wi-Fi, materials, programs & resources
- **Services** (notary, copying, scanning, printing, faxing)

We've got that!



- Outdoor Games
- Puzzles
- Projectors
- Metal Detectors
- Telescopes
- 3D Printers



DeForest Area Public Library

We've got that!

Board Games

Rubber Stamp Kits

Karaoke Machines

Record Player

Pickle Ball Sets

Gaga Balls





DeForest Area Public Library

We've got that!





- Wi-Fi Hotspots
- Lefse-Making Kit
- Electricity Monitors
- Cake Pans & Decorating Tips
- Car Scan Inspector

We’ve got that!







Pet Microchip Scanner

Laser Engraver

Axe-Throwing Game

Bike-Repair Stand & Kit

Umbrellas

Discover, Create, Gather



- Summer & winter reading programs
- Summer concerts
- Harry Potter Birthday Party
- Library Card Sign-Up Month
- Dinovember & Dino Day
- Santa & other special guests
- National Library Week Open House
- Bluey Party

DeForest Area Public Library

Discover, Create, Gather



- Book clubs
- Story times
- Performances
- Interest groups
- Board gaming
- Puzzle & craft swaps
- Author visits
- Qigong

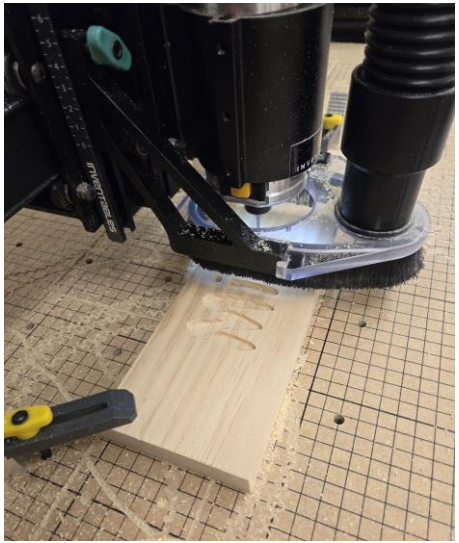


DeForest Area Public Library

Discover, Create, Gather



- Maker spaces
- Mini painting
- After school activities
- Community outreach
- Guest presenters
- Meeting spaces



DeForest Area Public Library

Discover, Create, Gather



Concerts on Market Street - UW Band with Bucky Kick off draws 800-1,200 people per year.

- **30,518** people attended **1,028** in-person programs
- **43,027** people participated in **294** self-directed activities
- Guest performers and presenters fully-funded by donations and sponsorships

DeForest Area Public Library

Source:
2024 Annual Report

Discover, Create, Gather



Annual Harry Potter Birthday Party
Over 550 attended in 2024







DeForest Area Public Library

Discover, Create, Gather



Halloween Party - 625 Attended
Haunted Library - 301 Dared
(to be scared)











DeForest Area Public Library

Discover, Create, Gather



Bluey Party

1,200 Attended



Dino Day

1,100 Attended





DeForest Area Public Library

Discover, Create, Gather

Annual Visit with Santa ± 300 Attend







DeForest Area Public Library

Community Partnerships



- Concert and program sponsorships
- Program prize and supply donations
- Corporate book clubs
- Volunteers

2023 Data

Collection



78,922
Physical Items

57,528	books
16,868	audio & video
4,381	other items
145	newspapers & magazines



249,229
Electronic Items

171,638	e-books
77,522	downloadable audio & video
69	electronic collections

Circulation

198,251
Physical Items

43,531
Electronic Items

DeForest Area Public Library

Source:
2023 Annual Report

2024 Data

Collection



78,324
Physical Items

57,386	books
16,036	audio & video
4,903	other items
145	newspapers & magazines



317,920
Electronic Items

E-Books, Audiobooks, E-Magazines, Video

Circulation

197,635
Physical Items

53,489
Electronic Items

DeForest Area Public Library

Source:
2024 Annual Report

Vision for the Future



Community Survey (August 2021)

Key Survey Findings

- View **staff** as Library's greatest asset
- Still see **books** as the Library's "brand"
- Appreciate array of **programming**
- Seeking improved **communication** about Library offerings
- Desire more **meeting** and study rooms

Vision for the Future

Long-Range Plan Vision Statement

The DeForest Area Public Library will be a vital community destination that celebrates reading and transforms lives by providing accessible, equitable, and inclusive services through the use of current resources and technology.

Vision for the Future



Long-Range Plan Goals: 2022-2027

GOAL 1 The DAPL will provide **excellent customer service.**

2026 Budget: Retain our fully-staffed customer service team

DeForest Area Public Library

Vision for the Future



Long-Range Plan Goals: 2022-2027

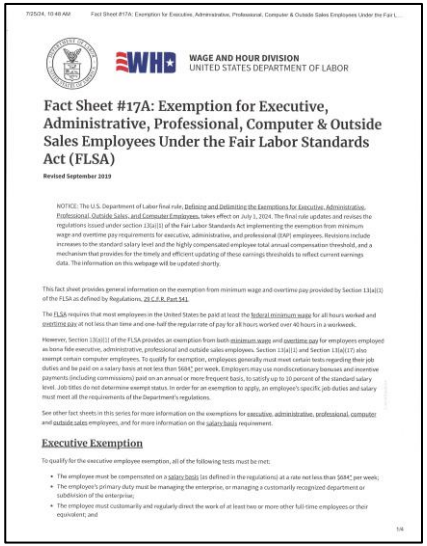
GOAL 3 The DAPL will maintain and enhance its **highly qualified, knowledgeable and motivated staff.**

2026 Budget: Continue moving towards compensation parity with village employees & area businesses

Challenges:

- Current employment market
- Salary & wages at other Dane County libraries
- Salary & wages paid at Local Businesses

Local and Federal Rules require higher compensation to attract and retain staff



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

Fact Sheet #17A: Exemption for Executive, Administrative, Professional, Computer & Outside Sales Employees Under the Fair Labor Standards Act (FLSA)

Revised September 2019

NOTICE: The U.S. Department of Labor final rule, Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees, takes effect on July 1, 2024. The final rule updates and revises the regulations issued under section 13(a)(1) of the Fair Labor Standards Act implementing the exemption from minimum wage and overtime pay requirements for executive, administrative, and professional (EAP) employees. Revisions include increases to the standard salary level and the highly compensated employee total annual compensation threshold, and a mechanism that provides for the timely and efficient updating of these earnings thresholds to reflect current earnings data. This information on this webpage will be updated shortly.

This fact sheet provides general information on the exemption from minimum wage and overtime pay provided by Section 13(a)(1) of the FLSA as defined by Regulations, 29 C.F.R. Part 541.

The FLSA requires that most employees in the United States be paid at least the federal minimum wage for all hours worked and overtime pay at not less than time and one-half the regular rate of pay for all hours worked over 40 hours in a workweek.

However, Section 13(a)(1) of the FLSA provides an exemption from both minimum wage and overtime pay for employees employed as bona fide executive, administrative, professional and outside sales employees. Section 13(a)(1) and Section 13(a)(17) also exempt certain computer employees. To qualify for exemption, employees generally must meet certain tests regarding their job duties and be paid on a salary basis at not less than $684* per week. Employers may use nondiscretionary bonuses and incentive payments (including commissions) paid on an annual or more frequent basis, to satisfy up to 10 percent of the standard salary level. Job titles do not determine exempt status. In order for an exemption to apply, an employee's specific job duties and salary must meet all the requirements of the Department's regulations.

See other fact sheets in this series for more information on the exemptions for executive, administrative, professional, computer and outside sales employees, and for more information on the salary basis requirement.

Executive Exemption

To qualify for the executive employee exemption, all of the following tests must be met:

- The employee must be compensated on a salary basis (as defined in the regulations) at a rate not less than $684* per week;
- The employee's primary duty must be managing the enterprise, or managing a customarily recognized department or subdivision of the enterprise;
- The employee must customarily and regularly direct the work of at least two or more other full-time employees or their equivalent; and

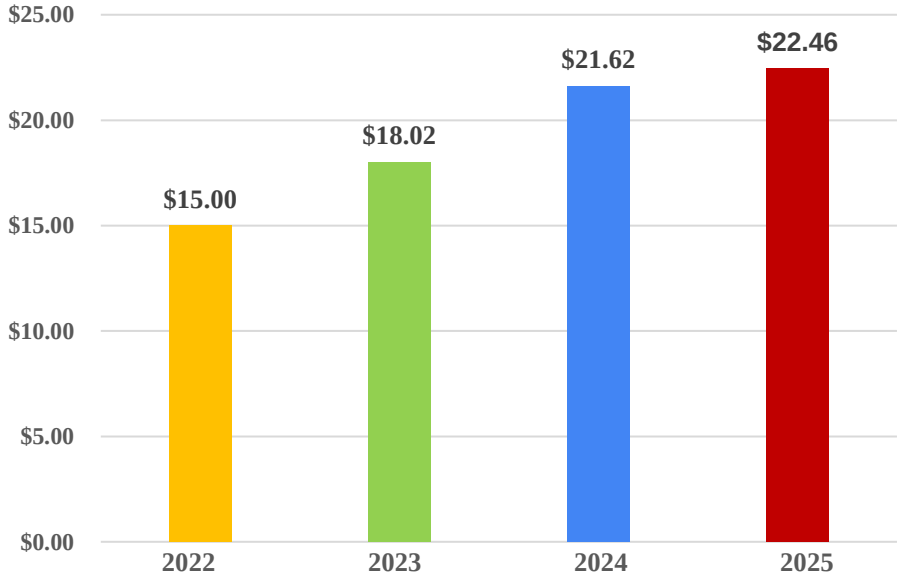
- Fair Labor Standards Act (FLSA) Rule took effect July 1, 2024
- Four staff members did not meet weekly salary requirement

2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Challenges:

Dane County Living Wage

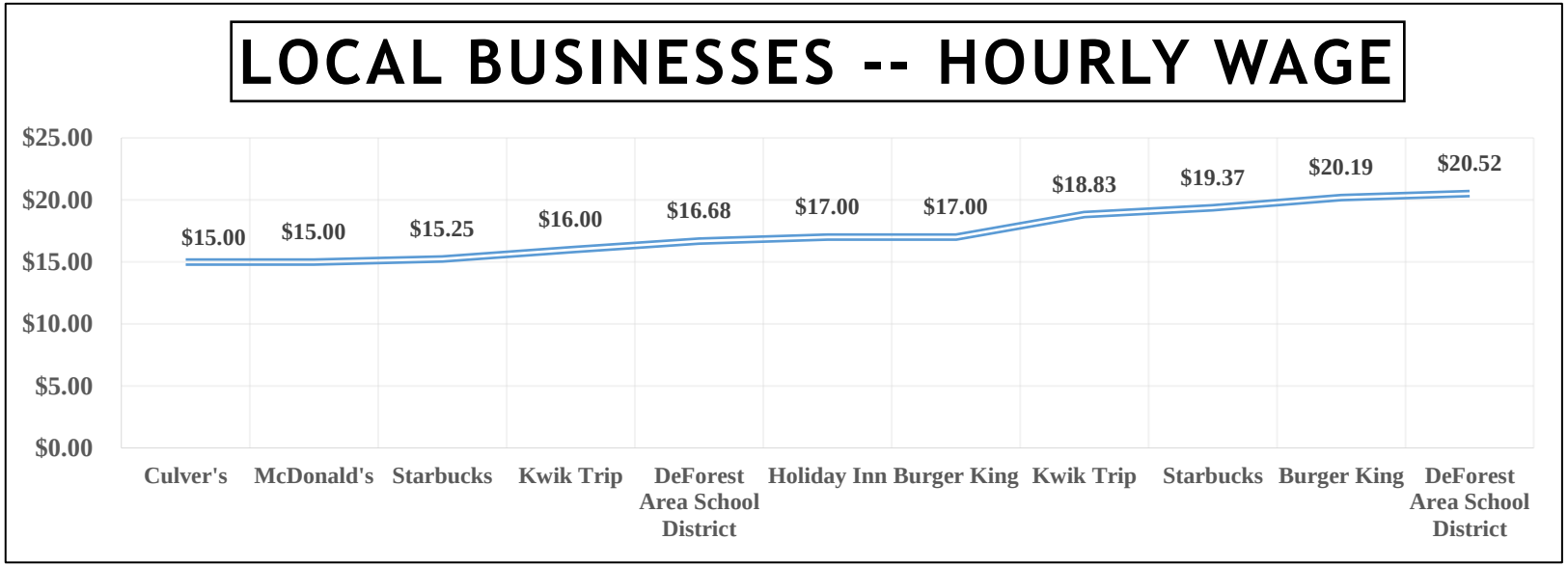


- The Library Board has been attempting to reach this living wage for library clerks through the annual budget
- It is a moving target

2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Challenges: Retain so we don't have to retrain



2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

A couple of Hiring Stories

Re: Maker Space Librarian

[redacted]@gmail.com>
To: Jan Berg

Mon 3/17/2025 11:40 AM

You replied on Mon 3/17/2025 4:19 PM

Hi Jan,

I was hopeful that the salary was closer to $50,000-$55,000.

Kind regards,

[redacted]

-------- Original message --------
From: Jan Berg <jberg@deforestlibrary.org>
Date: 3/17/25 10:37 AM (GMT-06:00)
To: [redacted]@gmail.com>
Subject: Re: Maker Space Librarian

Hi [redacted]

I'm sorry that the salary we offer, makes you feel you must withdraw from consideration.

Would you mind telling me what number you would have been looking at?

It would help me make an argument at budget time with our funders.

Thanks for taking your time and for your consideration.

Cheers,
Jan

Jan Berg
Library Director
DeForest Area Public Library
203 Library Street
DeForest, WI 53532
608-846-5482

From: [redacted]@gmail.com>
Sent: Monday, March 17, 2025 8:29 AM
To: Jan Berg <jberg@deforestlibrary.org>
Subject: Maker Space Librarian

Dear Jan,

I really appreciate the time you and your team invested in considering my application and the interview process. Unfortunately, the gap between my current salary and the amount you mentioned is too significant for my family to manage at this time.

I wish you and the library all the best in finding the right candidate.

Kind regards,

[redacted]

[redacted]@gmail.com>
To:Jan Berg

Tue 3/18/2025 2:22 PM

You replied on Tue 3/18/2025 3:29 PM

Dear Jan Berg,

Thank you for extending an offer for the Maker Space Librarian position at DeForest Area Public Library. I'm excited about the opportunity and confident that my skills and experience will allow me to contribute meaningfully to your team.

I'd love to discuss the possibility of adjusting the base salary for this role. According to the U.S. Bureau of Labor Statistics, the median salary for librarians in Wisconsin is $64,370, with the top 90% earning up to $101,970. Given my background and the responsibilities of this position, **I believe a salary closer to $50,000 would be more aligned with the role's expectations.**

I'd appreciate the opportunity to discuss this further at your earliest convenience. Please let me know if we can set up a time to chat. I look forward to your thoughts.

Best regards,
[redacted]Bergmann

On Tue, Mar 18, 2025 at 11:00 AM Jan Berg <jberg@deforestlibrary.org> wrote:
Hello [redacted]

I am writing to offer you the position of Maker Space Librarian at the DeForest Area Public Library. It is a salaried position with benefits and would pay $44,000 a year.

Please write back to accept this position. Once I have your acceptance, I will get you more information about benefits the paperwork that involves.

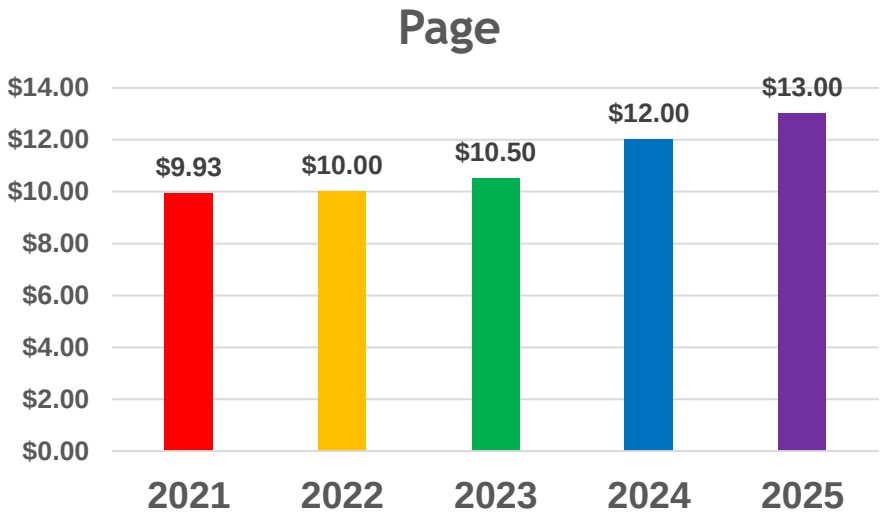
Looking forward to hearing from you!
Jan

Jan Berg
Library Director
DeForest Area Public Library
203 Library Street
DeForest, WI 53532
608-846-5482

DeForest Area Public Library

Challenges: Retain so we don't have to retrain

- Actual wages over time
- Significant progress the past two years – Thank you!
- 2026 Budget would be above the median with 2023 comparables



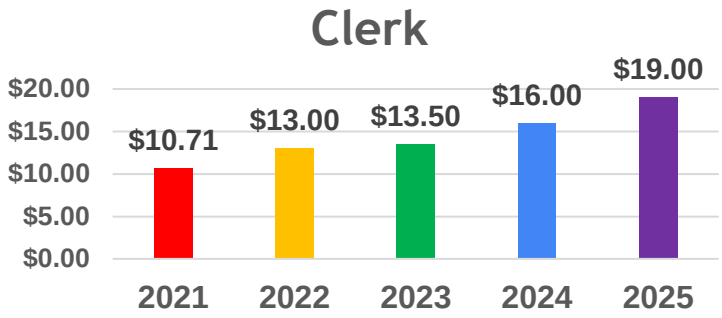
2026 Budget: Fully staff our customer service team, move towards compensation parity

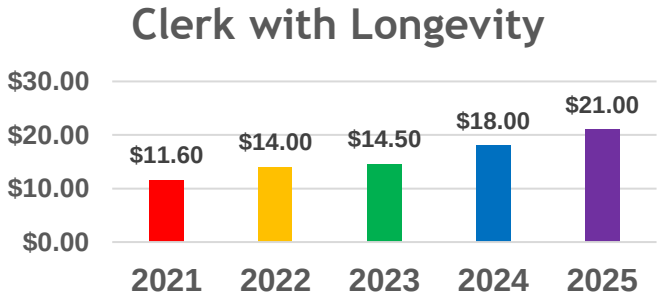
DeForest Area Public Library

Challenges:

Retain so we don't have to retrain

- Actual wages over time
- Significant progress the past two years – Thank you!
- 2026 Budget would be above the median with 2023 comparables





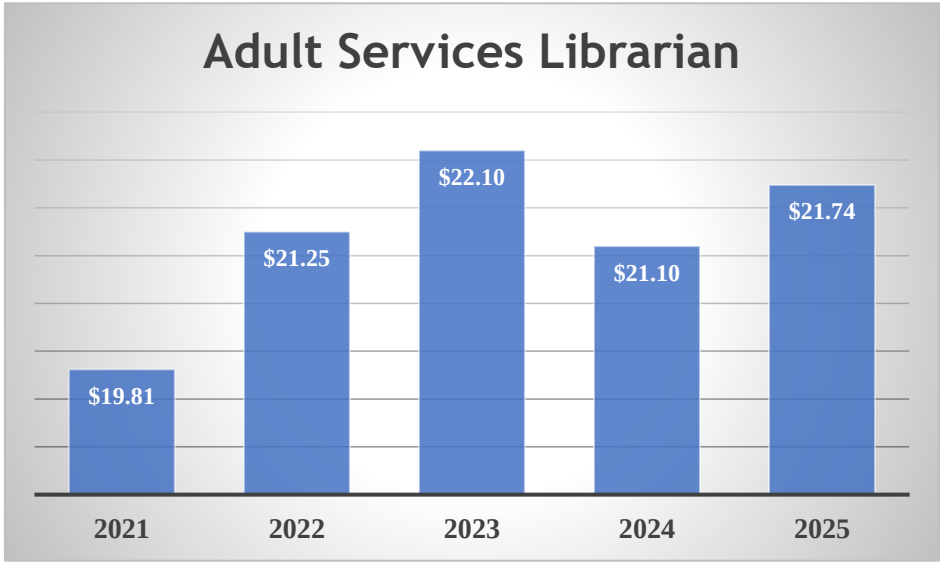
2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Challenges:

Retain so we don't have to retrain

- Actual wages over time
- Significant progress the past two years – Thank you!
- 2026 Budget would be above the 2023 comparable median



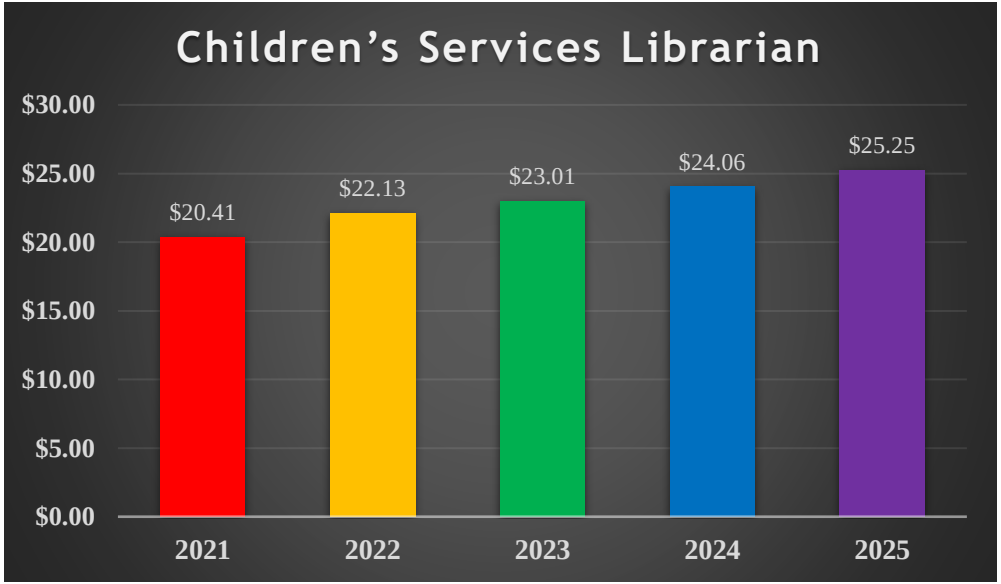
2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Challenges:

Retain so we don't have to retrain

- Actual wages over time
- Significant progress the past two years – Thank you!
- 2026 Budget would be close to the 2023 average of comparables



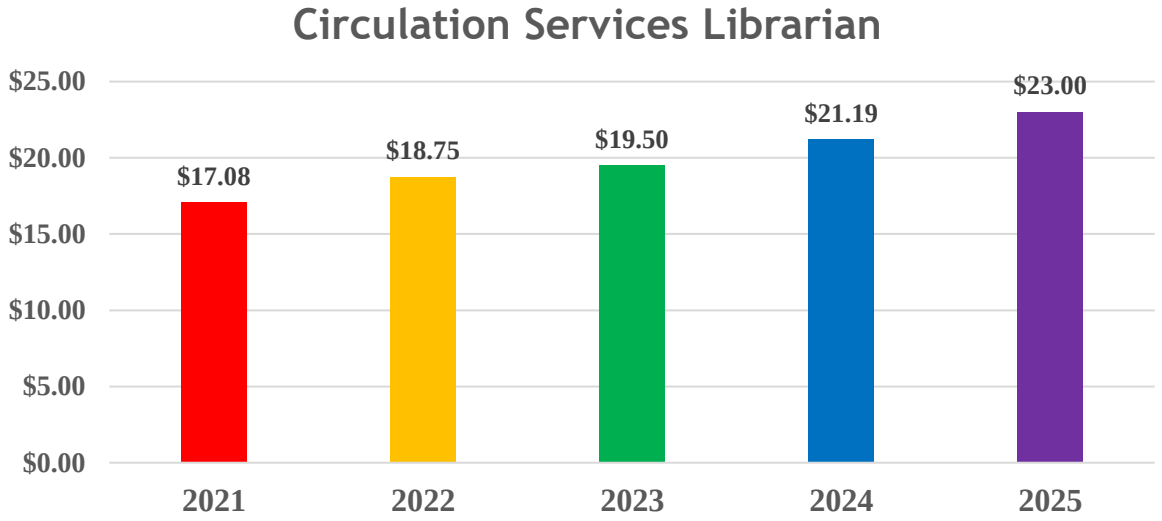
2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Challenges:

Retain so we don't have to retrain

- Actual wages over time
- Significant progress the past two years – Thank you!
- 2026 Budget would be above the 2023 comparable average



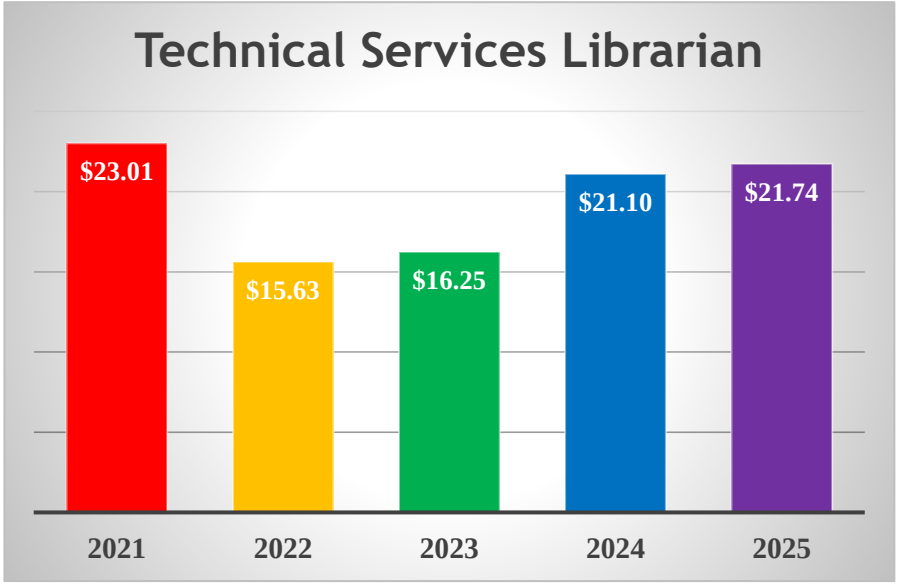
2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Challenges:

Retain so we don't have to retrain

- Actual wages over time
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- 2026 Budget would be above the 2023 comparable median



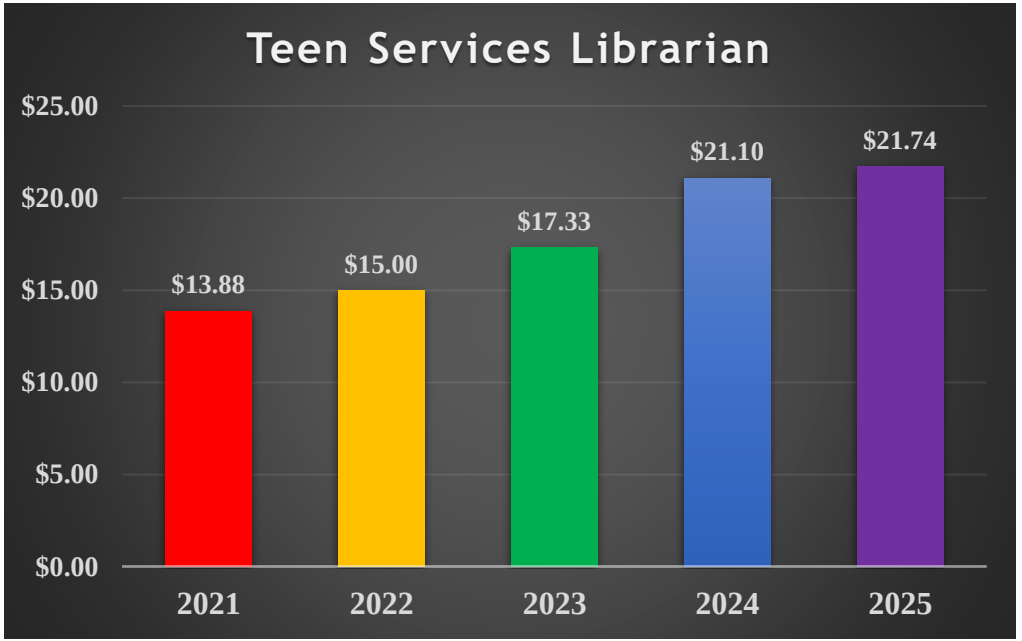
2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Challenges:

Retain so we don't have to retrain

- Actual wages over time
- Significant progress the past two years – Thank you!
- 2026 Budget would be close to the average of 2023 comparables.



2026 Budget: Fully staff our customer service team, move towards compensation parity

DeForest Area Public Library

Vision for the Future



Long-Range Plan Goals: 2022-2027

GOAL 1 The DAPL will provide **excellent customer service** by providing access in a number of ways using technology to expand hours and points of access

2026 Budget: Provide access to the internet and databases as well as explore emerging technology

DeForest Area Public Library

Challenges: Popular services are pay-per-use



- Costs for the circulation system have been stable.
- Providing access to popular on-line electronic resources like Hoopla and Kanopy continue to rise because they have a pay-per-use structure. More use equals more costs.

2026 Budget: Provide access to the internet and databases as well as explore emerging technology.

DeForest Area Public Library

Vision for the Future



Long-Range Plan Goals: 2022-2027

GOAL 2 The DAPL will develop **collections, programs and activities** that **meet the needs of and reflect the interests of community members** and library patrons by offering a wide range of educational, cultural, and social experiences.

2026 Budget: Continue to build collections and programs

DeForest Area Public Library

Challenges: Rising costs

- Rising cost of books, audio & video materials
- New shipping surcharges
- **10-fold increase in freight costs 2020 to 2024**

	Average book price increase				
	Source: School Library Journal				
Type	2020	2021	2022	2023	Increase
Children's Hardcover Fiction	$ 16.48	$ 16.65	$ 16.03	$ 16.39	2.25%
Children's Hardcover Li Bind Nonfiction	$ 18.14	$ 18.29	$ 17.57	$ 17.87	1.71%
Children's Hardcover Nonfiction	$ 20.09	$ 20.25	$ 23.16	$ 23.86	3.02%
Children's Paperback Fiction	$ 7.75	$ 7.71	$ 8.46	$ 8.54	0.95%
Children's Paperback Nonfiction	$ 8.56	$ 8.34	$ 9.93	$ 9.94	0.10%
Children's Paperback Mass Market	$ 7.49	$ 8.27	$ 8.36	$ 8.48	1.44%
Young Adult Hardcover Fiction	$ 19.16	$ 19.13	$ 19.42	$ 20.12	3.60%
Young Adult Hardcover Nonfiction	$ 21.58	$ 21.15	$ 21.81	$ 23.18	6.28%
Young Adult Paperback Fiction	$ 12.47	$ 12.66	$ 12.63	$ 13.46	6.57%
Young Adult Paperback Nonfiction	$ 17.40	$ 17.25	$ 17.11	$ 17.20	0.53%
Young Adult Paperback Mass Market	$ 10.46	$ 11.26	$ 12.51	$ 12.88	2.96%
Adult Hardcover Fiction	$ 27.52	$ 27.45	$ 28.23	$ 28.94	2.52%
Adult Hardcover Nonfiction	$ 28.54	$ 28.49	$ 30.23	$ 30.91	2.25%
Adult Paperback Fiction	$ 18.11	$ 17.89	$ 18.71	$ 19.40	3.69%
Adult Paperback Nonfiction	$ 20.81	$ 21.04	$ 22.56	$ 22.58	0.09%
Adult Paperback Mass Market	$ 8.01	$ 8.15	$ 8.70	$ 8.70	0.00%
Average	$ 16.41	$ 16.53	$ 17.34	$17.71	2.16%

2026 Budget: Continue to build collections & programs

DeForest Area Public Library

Vision for the Future



Long-Range Plan Goals: 2022-2027

GOAL 4

The DAPL will **increase community awareness and support** of collections and services by utilizing creative messaging, engaging community outreach, and enhancing our voice via partnerships.

2026 Budget: New tools & training to facilitate communications & collaborations

DeForest Area Public Library





Aging Facility



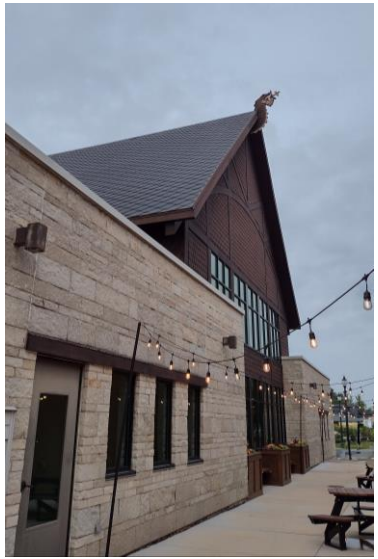
- Carpet showing wear & tear
- Interior lighting is inefficient, ineffective and maintenance intensive
- Building at capacity
  - Built to last 20 to 25 years
  - Shelves are full, even with ongoing collection maintenance

Aging Facility





Interior lighting is inefficient, ineffective & maintenance-intensive, being replaced piecemeal to match renovation lighting.



Alleyway upgrade completed summer 2024.

Children's Room Project -- Completed

A combination of Village funds, donations, & fundraising

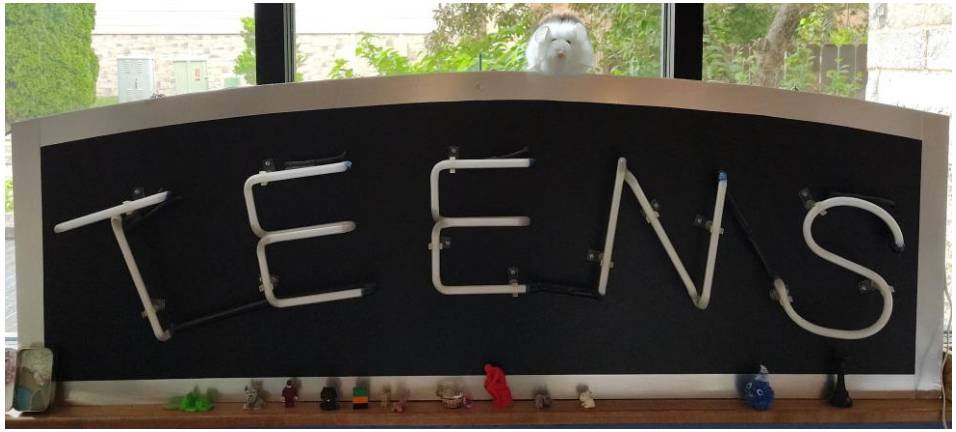




2023 Project: Flooring replacement & renovation of Children's Room

DeForest Area Public Library

Teen Area Project



- Flooring upgrade
- New Seating
- Using paint to define the area
- Using the same combination of funding as the Children's Area upgrade
- Starting soon

Vision for the Future



Source: maps.google.com

Long-Range Plan Goals: 2022-2027

GOAL 5 The DAPL will begin preliminary discussions with possible funders and stakeholder groups in the community about the need for **enhancing and expanding the facility.**

2026 Budget: Will continue to update lighting throughout the library (capital)

DeForest Area Public Library

Budget for the Future

2026 Operating Budget

- The Big Buckets remain the same as 2025
- Priority is still addressing staff salaries and wages
- Maintain physical and digital collections

Budget for the Future

2026 Operating Budget

- Priority #1: addressing staff ***salaries*** and hourly wages
- This year's goal is to move 6 full-time professional Librarians who are making $22.50 an hour to $24.04.
- And decompress the pay ranges so they reflect experience and responsibility.
- Last year's budget attempted to move all employees toward minimum living wage in Dane County which was $21.62 but is now $22.46.

Budget for the Future

2026 Operating Budget

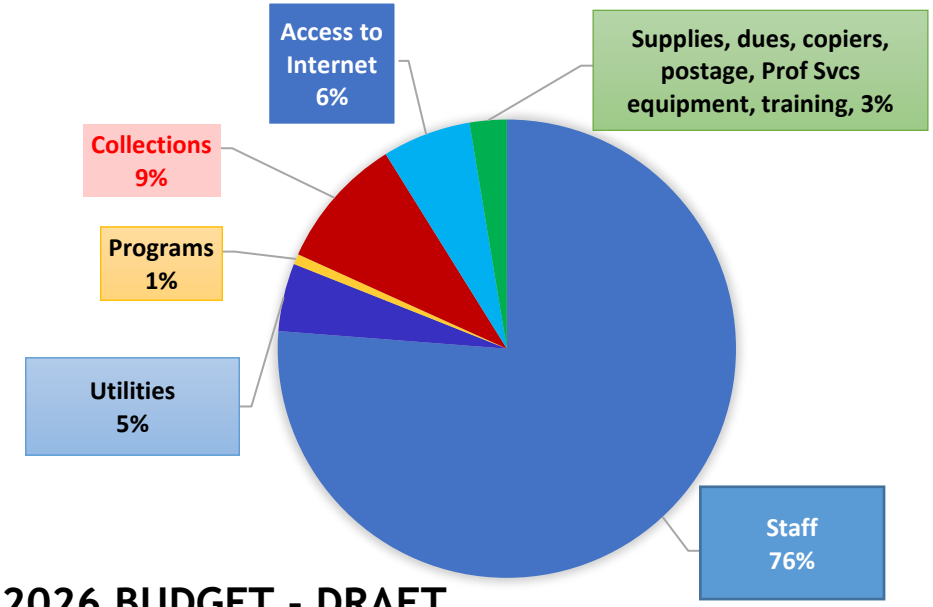
- Priority #1: addressing staff salaries and ***hourly wages***
- Last year's budget moved library clerks to $19/hour with long-time employees making $21 and pages making $13
- This year's budget moves library clerks to $20/hour with long-time employees making $22 and pages making $14
- This would move staff above the median of comparables.

Budget for the Future

2026 Operating Budget

- Maintain physical and digital collections to satisfy library users and meet Dane County Library Standards
- This budget increase would move salary and wages forward, as well as meet rising costs of digital and physical materials and programs

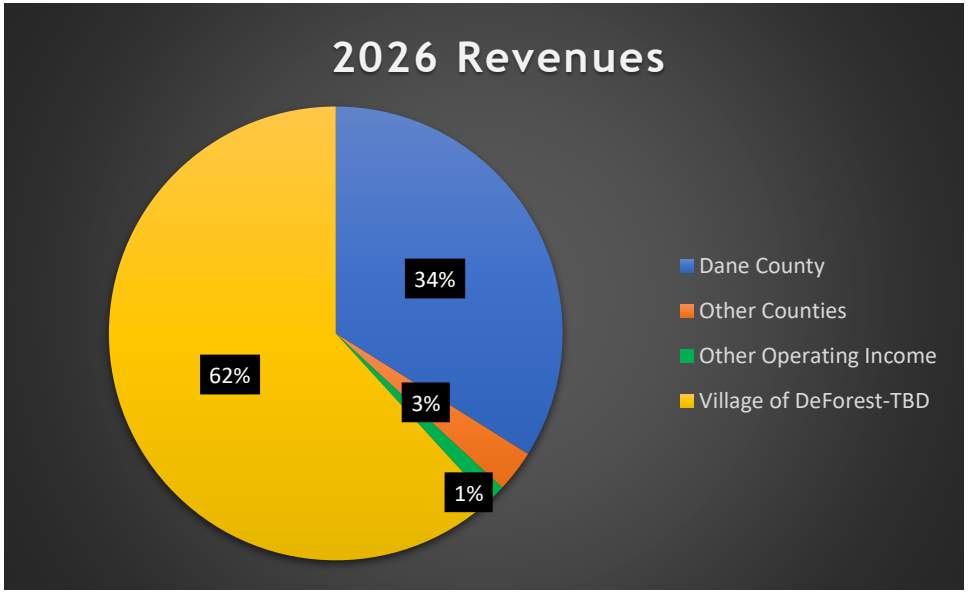
Budget for the Future



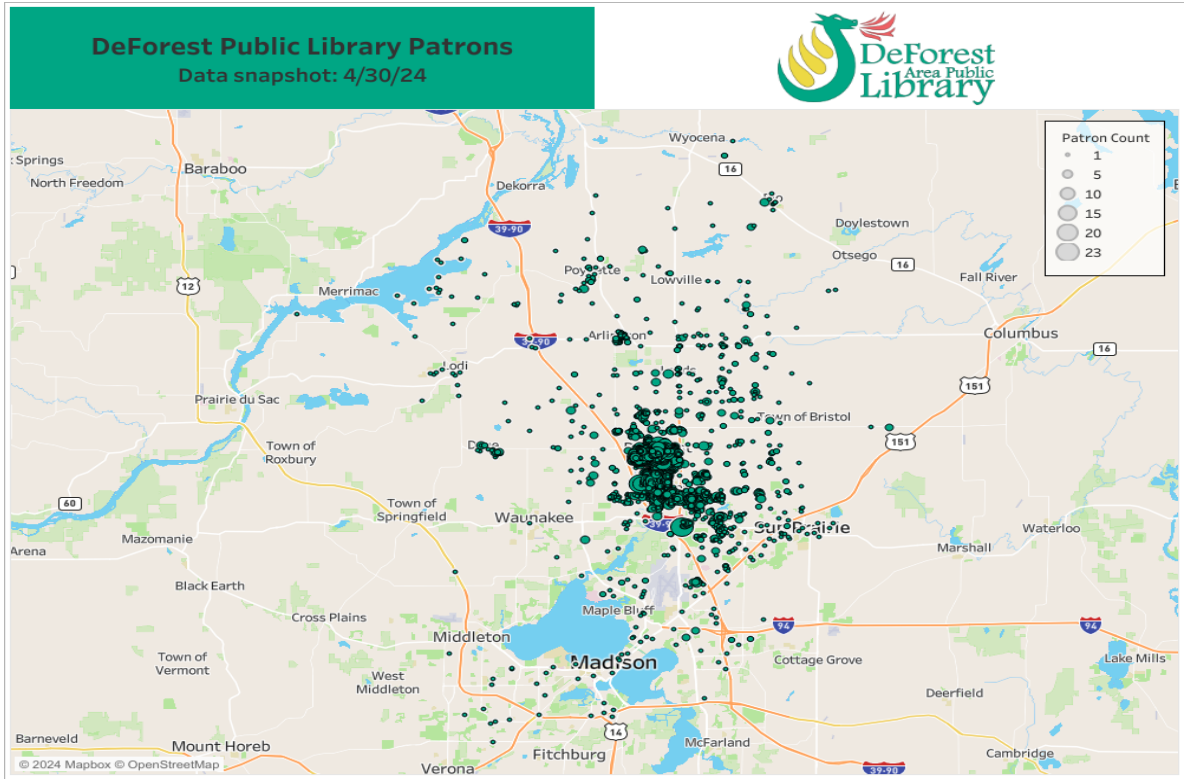
2026 BUDGET - DRAFT

DeForest Area Public Library

Budget for the Future



2026 Revenue Sources



DeForest Area Public Library

Facilitating Communications

Scan & Visit
deforestlibrary.org

Subscribe
to our e-newsletter

Download & Install
LINKcat Mobile app

Like & Follow
on social media

DeForest Area Public Library

Vision for the Future

The Library was founded December 1st, 1964

60th Anniversary Year



Diamond Jubilee



DeForest Area Public Library