

**Rahr-West**  
**Art Museum**  
*The Art Experience*

October 4, 2021

Manitowoc City Council Personnel Committee Members:

I write to you today to provide insight into the Rahr-West Art Museum's decision to modify the 'Museum Security Guard' position. We are asking for a position title change, adjustment to the candidate requirements, and increase to hourly pay. Each of these changes is intended to align this position better within the museum industry and to attract and retain appropriate employees.

Museums nationwide are converting security guard positions to reflect a title that better aligns with their job description. The new title often includes "Visitor Services," as the position has always entailed more visitor interaction (answering questions and assisting visitors) than true security work. Further, the title of "Security Guard," evokes an image of a uniformed sentinel marching through the museum. While the security and protection of the museum and its artwork are paramount, this image discourages well qualified potential employees from applying. Therefore, we are requesting that the job title to be changed to "Visitor Services Clerk."

The Rahr-West has inquired to other Wisconsin art museums to get a better look at how this position is typically compensated. We found statewide that Guard/Visitor Services positions range from \$9.00/hour to \$18.00 starting wage. We are currently paying 8.00/hour to start, making this the lowest compensated position within the city pay structure. With the adjustment in title, the Rahr-West is requesting a new starting wage of \$9.00, with a commensurate pay scale.

We believe these changes are appropriate to keep up with the times, attractive to potential candidates, and reasonable to our overall budget requirements.

I am available to take questions or speak further on this issue. Thank you for your consideration.

Sincerely,



J. Gregory Vadney  
Executive Director  
Rahr-West Art Museum