WORKING WITH LIBRARY SALARY STATISTICS

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WHY SHOULD YOU? (LOOK AT LIBRARY STATISTICS, THAT IS)

- If you are responsible for setting policy
  - you need to know what's out there… so
  - you can respond and act accordingly
- If you are not responsible for setting policy
  - you need to have ammunition so that you can enjoy it more when you say "I told you so"

WHAT DO YOU NEED TO FIND OUT ABOUT?

- Compensation (the old public sector pay scale just doesn't cut it)
- Benefits (it's not just BC/BS anymore)
- Work Environment (people now have an annoying habit of wanting things that aren't that easy to give)

WORKING WITH LIBRARY SALARY STATISTICS

- Finding the most meaningful information
- Being proactive for the “profession”
- Saving time… with the right products

FINDING THE MOST MEANINGFUL INFORMATION

- Pick the right "market" … for each job
  - geography
  - "industry"
  - complexity
- Pick the right statistics
  - actual pay vs. ranges
  - the "middle" and the "percentiles"

BEING PROACTIVE FOR THE PROFESSION

- Identify and create different jobs
  - levels of complexity
  - specialty areas
- Ensure that new jobs have appropriate pay rates and ranges
  - may require new types of comparisons

SAVING TIME… WITH THE RIGHT PRODUCTS

- Look for consistency and competence
  - understand where the data comes from, and what it really means
  - look at historical results – are they consistent and believable
  - look for consistent samples from year to year
- Make sure the work is done for you (don't do your own analyses)

IMPROVING YOUR OWN DATABASE

- focus on what your organizations need
  - recognize the differences and adapt to them
  - make sure the questions asked match needs and resources
- make sure your resources match your promises
  - deliver what's needed when it's needed
  - don't compromise over a few dollars