

# Recommendations for 2015 Surveys of MHLS Salaries and Benefits

## 1. 2015 MHLS Staff Salary Survey – Full Time Positions

### A. MHLS Administrative Team and CSEA Local President propose:

- (1) Use 2014 salary survey findings for MHLS CSEA positions adjusted for the 2% cost of living increase granted MHLS staff for 2015 except:
    - a) If in 2014, a minimum of 3 comparable salaries, with at least 2 salaries from the immediately 2 larger or 2 from smaller systems, were not identified
    - b) If the assigned position duties have substantially changed since the 2014 survey
  - (2) For positions surveyed in 2015:
    - a) Survey findings will be accepted if a minimum of 3 comparable salaries are identified from the 20 cooperative and federated systems, AND (2) at least 2 salaries are from the immediately 5 larger or 5 smaller systems
    - b) If survey findings as stated above are not met, salary information collected outside of Cooperative and Federated NY Public Library Systems will be considered
- B. Based on proposal above, the MHLS full time positions to be surveyed would be:
- (1) CSEA Positions
    - a) Coordinator for Library Sustainability
    - b) IT Coordinator
  - (2) Non CSEA Positions
    - a) Assistant Director
    - b) Shipping/Receiving Manager

## 2. 2015 MHLS Staff Salary Survey - Part Time Positions

### A. MHLS Administrative Team proposes:

- (1) Survey selected public library systems for MHLS part time positions
- (2) Compare survey findings with PPLD part time salaries (PPLD part time salaries were used for 2014 salary comparison study)

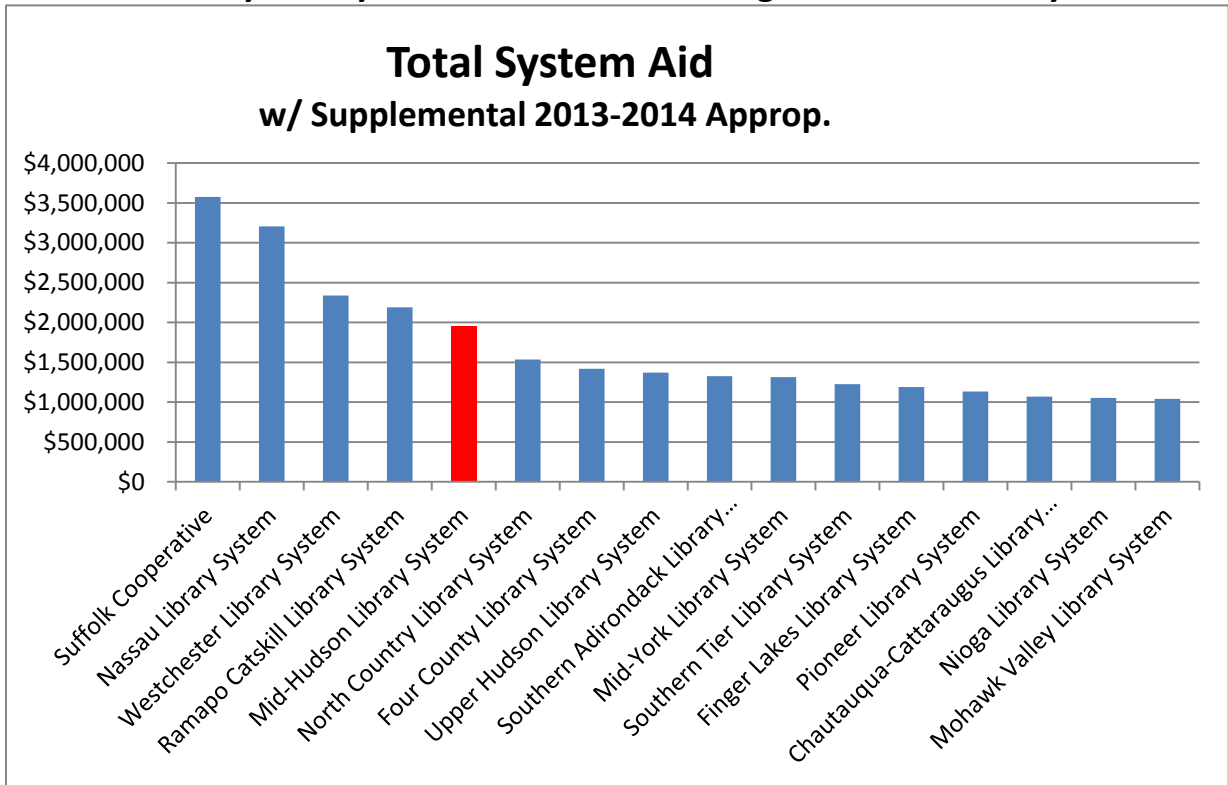
## 3. 2015 Benefits Survey

### A. MHLS Board requested in 2014 a survey of staff benefits provided by similar public library systems

- (1) MHLS Administrative Team proposes surveying designated systems for the following benefits:
  - a) Health – Employee, Family, Retirees
  - b) Pension
  - c) Dental
  - d) Vision
  - e) Leave: Vacation; Sick; Holidays; Personal
  - f) Other (e.g., Fitness Club Reimbursement)

### B. MHLS Administrative Team proposes reviewing current MHLS benefits for full time staff compared to MHLS benefits for part time staff

**2014 Salary Survey Included Data from 4 larger and 4 smaller systems**



**2015 Salary Survey Could Include Data from Federated Public Library Systems**

