

Market Pay Adjustment Options

(Resulting from 2023 Pay Analysis for Implementation in 2023)

Options	Annual Cost w/ Benefits	Pros	Cons
Full market adjustment - All EEs move properly	\$370,000	<ul style="list-style-type: none"> *Addresses compression across the District *Best alignment with market, Library Pay Plan, and Pay Philosophy *EE hiring, retention, and morale *Eliminates re-doing this work in 2024 *Reduce turnover (expensive) 	Most expensive
Move EEs only up to midpoint if they are below based on time in job	\$360,000	Minimal budget savings	Does not adequately address needs, compression continues in jobs, and must reanalyze after annual increases
Move hourlies to midpoint and classified EEs up to 30 th to 40 th percentile if they fall below based on time in job	\$320,000	Additional budget savings	
Phase in full market adjustment	\$285,000	Least expensive in the short-term	