

# Poudre Libraries

## Pay Recommendation – September 18, 2023

(Resulting from 2023 Pay Analysis for Implementation in 2023)

Recommendation	Annual Cost w/ Benefits	Pros
Full market adjustment - All EEs move properly	\$370,000  (~\$30K/month for remainder of 2023)	<ul style="list-style-type: none"> <li>*Addresses compression across the District</li> <li>*Best alignment with market, Library Pay Plan, and Pay Philosophy</li> <li>*EE hiring, retention, and morale</li> <li>*Eliminates re-doing this work in 2024</li> <li>*Reduce turnover (expensive)</li> </ul>

- Bring to minimum and market pay adjustments associated with the comp study are to bring employee pay into alignment with the current market and/or catch up with the market if behind (which the Library is).
- Annual increases in the coming year should be in alignment with the shifts in the labor market and with projected pay increases in the market.
- Market adjustments should not be made in lieu of annual pay increases unless budget constraints are legitimately at play.
- Skipping or giving below market annual increases perpetuates lagging or falling behind the market and interferes with the Library's ability to provide competitive pay that attracts and retains talented staff.