



As the temperature outside finally begins to cool, WMRL and each county's administration team is starting work on objective 1.1 of WMRL's Strategic Plan – "By June 2017, Complete a Salary Study for Member Libraries." With help from Frank & Associates, our consulting firm, questionnaires are going out, surveys are being written, and job descriptions are being analyzed. When complete, the study will provide each library system with its own report of recommendations for job description updates, pay scale modifications, and classification adjustments where appropriate, based on data like current economic conditions and market competition. There are many reasons to periodically examine salary structures within an organization, including correcting any inconsistencies that may develop over the years between how a job description reads and what are actually the current duties. Perhaps the most important reason is that the study will provide each library system with an unbiased and fact-based advocacy tool to use at budget presentation time to library funders. If you have been asked to fill out a survey, answer a questionnaire, or meet with your administration team – thank you! We could not conduct this survey without your help. If you have any questions or would like to share a comment please contact me or your director anytime.

Welcome Fall!

*Elizabeth*