

Salary Compression Louisville Free Public Library



KPI Owner: Belinda Catman

Process: Wage and Hour Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
<p>Baseline: Affected positions, CY 2013 avg = 22</p> <p>Goal: Reduce instances where supervising librarians are paid a lower salary than the hourly librarians they supervise, from CY 2013 avg of 22 to the goal of 18, by June 30, 2019.</p> <p>Benchmark: None</p>	<p>Data Source: PCR reports, PeopleSoft</p> <p>Goal Source: N/A</p> <p>Benchmark Source: N/A</p>	<p>Plan-Do-Check-Act Step 8: Monitor and diagnose</p> <p>Measurement Method: The number of supervising librarians paid a salary that is lower than the median salary for hourly librarians (\$53,789.)</p> <p>Why Measure: Align salaries with job responsibilities and complexity.</p> <p>Next Improvement Step: Work with HR to develop a funding plan.</p>

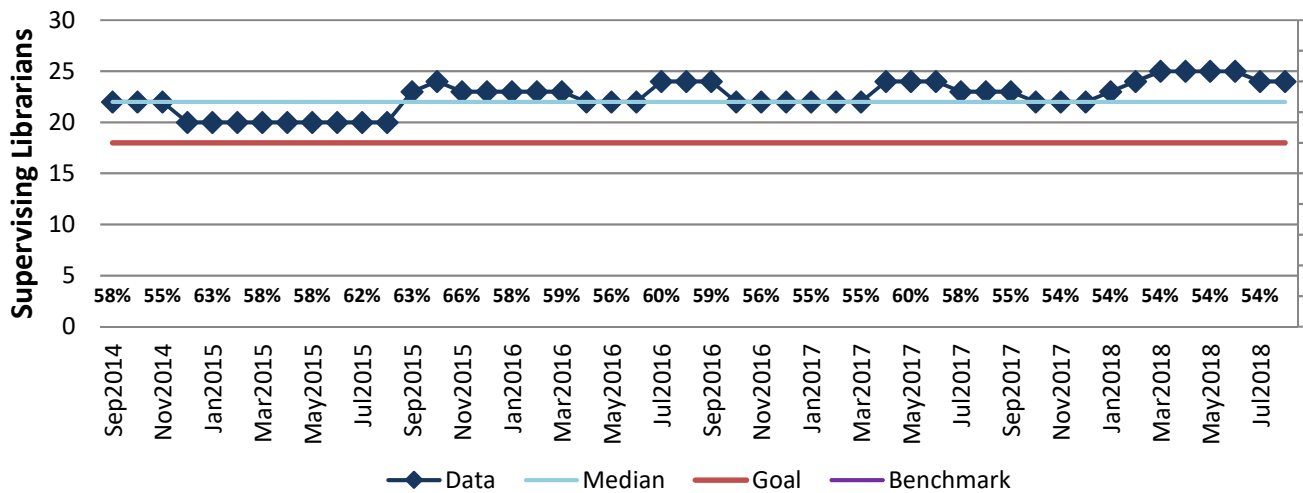
How Are We Doing?

Sep2017-Aug2018 12 Month Goal	Sep2017-Aug2018 12 Month Average		Aug2018 Goal	Aug2018 Actual	
18	24	⬇	18	24	⬇
Supervising Librarians	Supervising Librarians		Supervising Librarians	Supervising Librarians	

Salary Compression



Good



The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.