

Canton Public Library

Compensation Study and Recommendation - Library Director

2020 Annual Review Rating

The Director's 2020 Annual Review, prepared by the Library Board and delivered by the Chair on 10/13/2020, rated the Director performance (on a scale of 1-8) as: Performance consistently exceeds job standards, occasionally by a significant degree. This is equivalent to the CPL performance rating of Highly Effective (4.0-4.75). (See Rating Key below)

It is my recommendation that Eva Davis be placed in Zone 4 on the Base Pay Structure for FY2021; an annual salary of \$129,100 (chart below) As this is a mid-year change, her prorated compensation for 2021 will be \$127,808, an increase of \$1,302 over FY

Base Pay Structure for FY2021- Annual Wages (02/20/2020)

Grade	Job Title	Zone 1		Zone 3		Zone 5		
		Minimum	Zone 2	Midpoint	Zone 4	Maximum		
25	Director	\$ 97,100	\$ 107,800	\$ 118,500	\$ 123,800	\$ 129,100	\$ 139,800	\$ 150,500

Rating Key for Zones 1 - 5

Unsatisfactory (1.0-1.75) Performance: Rarely achieves established goals; requires significant and immediate improvement. Competency: Rarely demonstrates competency behaviors; requires significant development.

Inconsistent (2.0-2.75) Performance: Achieves some, but not all goals; needs improvement. Competency: Demonstrates some behaviors but not others, or uses behaviors inconsistently. Possesses adequate qualifications for the job and is approaching the ability to fully perform normal job duties under minimal supervision. Rating may be appropriate for employees in new or more challenging positions, or for those who need development.

Effective (3.0-3.75) Performance: Consistently achieves goals. Competency: Consistently demonstrates effective behaviors. Employee is fully qualified for the duties of the job, is able to perform normal job duties without supervision, and fully meets the expectations of CPL.

Highly Effective (4.0-4.75) Performance: Consistently achieves and often exceeds goals. Competency: Consistently demonstrates effective behaviors and often demonstrates exceptional behaviors. Employee possesses additional qualifications related to the job which enable the employee to contribute more to the Library than an employee who is otherwise fully qualified; the employee has proven their ability to contribute consistently over time; and is able to perform normal job duties and undertake special duties which would not normally be expected.

Exceptional (5.0-5.75) Performance: Significantly and consistently exceeds goals. Competency: Consistently demonstrates exceptional behaviors and serves as a role model and mentor. Employee possesses rare job qualifications related to the job which enable the employee to contribute to the organization in a unique, special way which could not reasonably be expected of most individuals.

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Comparative Data from 2020 DSLRT Report - Local Libraries

Class 6 Library > 50,000			2020 Data		
	Class	Class Population	Actual	Min	Max
Clinton-Macomb	6	169,833	\$ 143,782	\$ 115,131	\$ 151,061
Rochester Hills*	6	100,485	\$ 157,598	\$ 110,726	\$ 157,598
Canton	6	90,173	\$ 126,506	\$ 95,100	\$ 147,400
Troy*	6	80,980	\$ 120,531	\$ 93,775	\$ 125,596
W Bloomfield	6	71,755	\$ 125,860	\$ 90,924	\$ 129,636
Novi	6	64,834	\$ 114,504	\$ 85,990	\$ 120,386
Class 6 Average	6	96,343	\$ 131,464	\$ 98,608	\$ 138,613
Bloomfield	5	41,070	\$ 126,003	\$ -	\$ -
Plymouth	5	36,656	\$ 116,896	\$ 94,300	\$ 139,600

Current 2021		
Current	Min	Max
\$ 126,506	\$ 97,100	\$ 150,500
0.0% increase over 2020		

Proposed July 2021		
Projection	Min	Max
\$ 129,100	\$ 97,100	\$ 150,500
2.1% Annual % increase over current		
\$ 2,594 Annual \$ increase		
\$ 1,302 ~6 month \$ increase		

*Salary Data from 2019