

Timberland Regional Library

All Staff Study Results

November 2018

Presented by:
Paula M. Singer, PhD
Vice President

Staff Survey

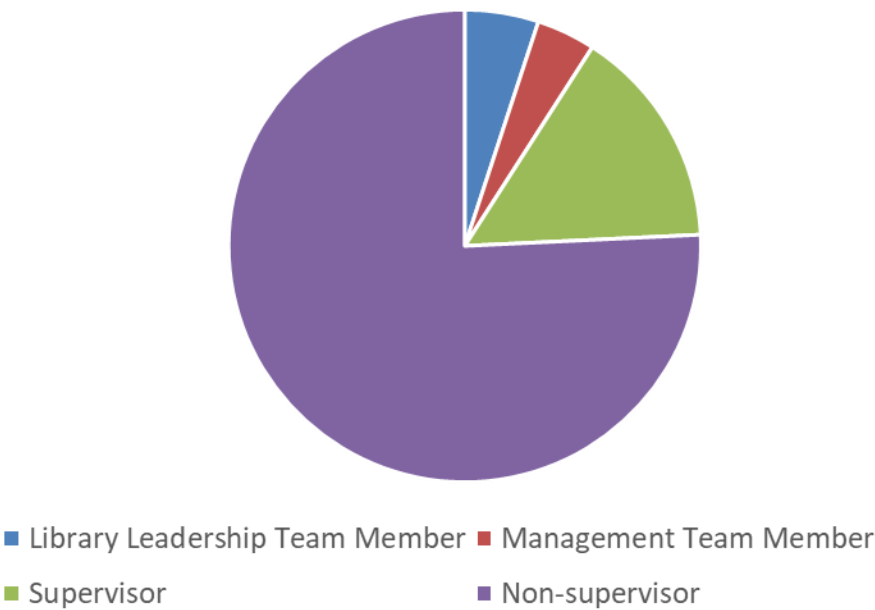
- Received **100 responses; 33.3% response rate**

Distribution: Online (SurveyMonkey)

- **Areas covered –**
 - ☒ **Compensation**
 - ☒ **Benefits**
 - ☒ **Classification**
 - ☒ **Organizational Culture**

Which of the following best describes your role?

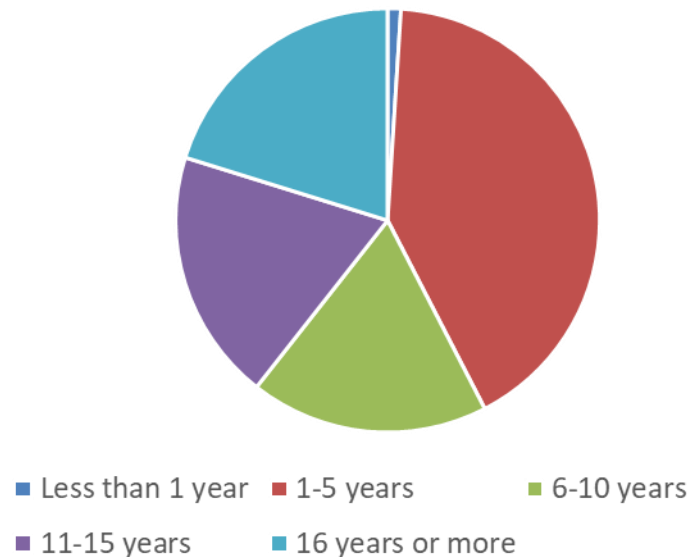
Breakdown of TRL Employees by Position



ANSWER CHOICES	RESPONSES	
Library Leadership Team Member	5.05%	5
Management Team Member	4.04%	4
Supervisor	15.15%	15
Non-supervisor	75.76%	75
TOTAL		99

How long have you worked for TRL (in any position)?

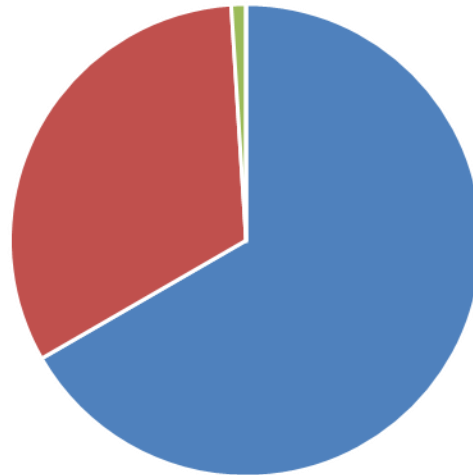
Years worked at TRL (by employee count)



ANSWER CHOICES	RESPONSES	
Less than 1 year	1.01%	1
1 year up to 5 years	41.41%	41
6 years up to 10 years	18.18%	18
11 years up to 15 years	19.19%	19
16 years or more	20.20%	20
TOTAL		99

What is your employment status?

Emplyoment Status

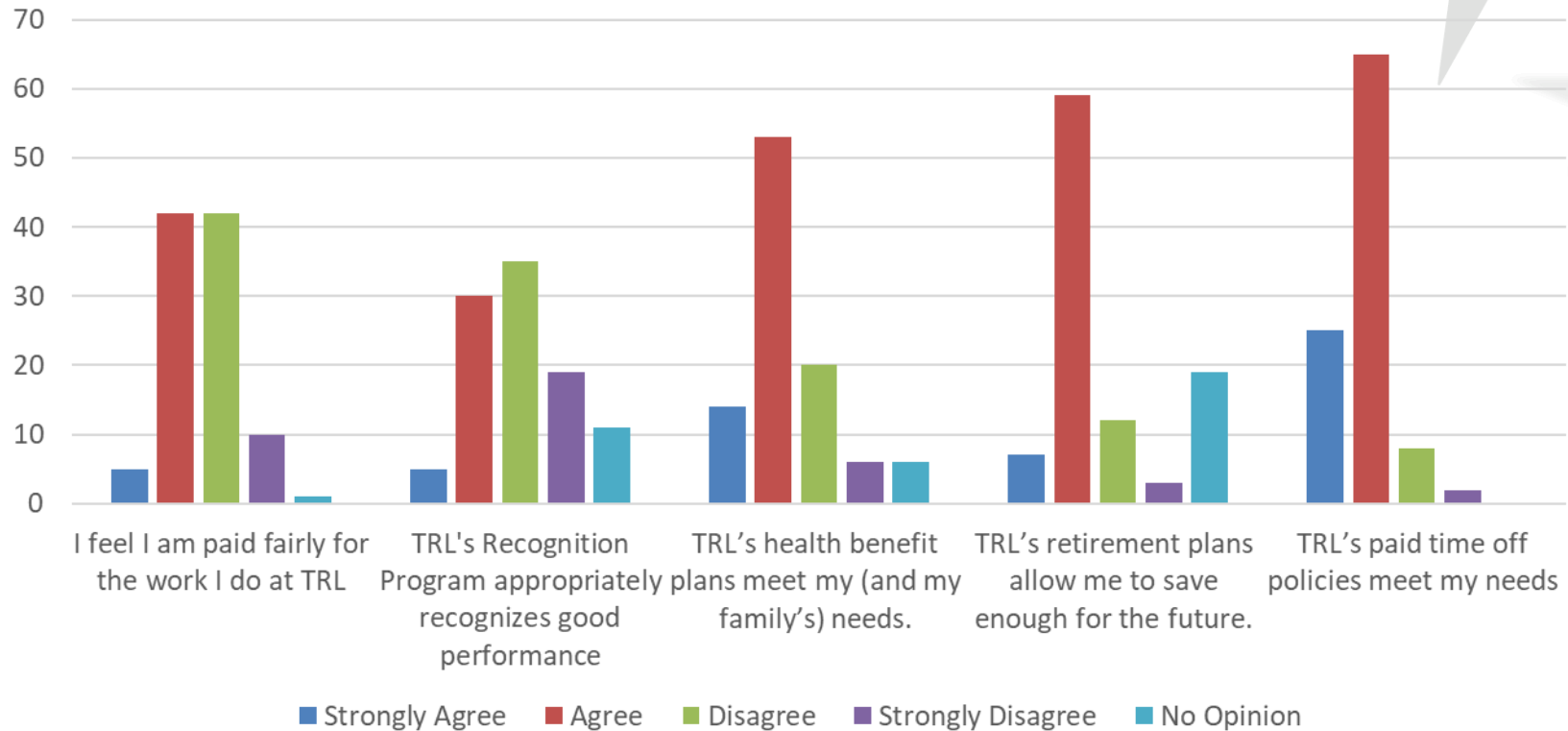


- Full-time (40 Hours)
- Part-time (20-39 hours)
- Part-time (Less than 20 hours)
- Temporary

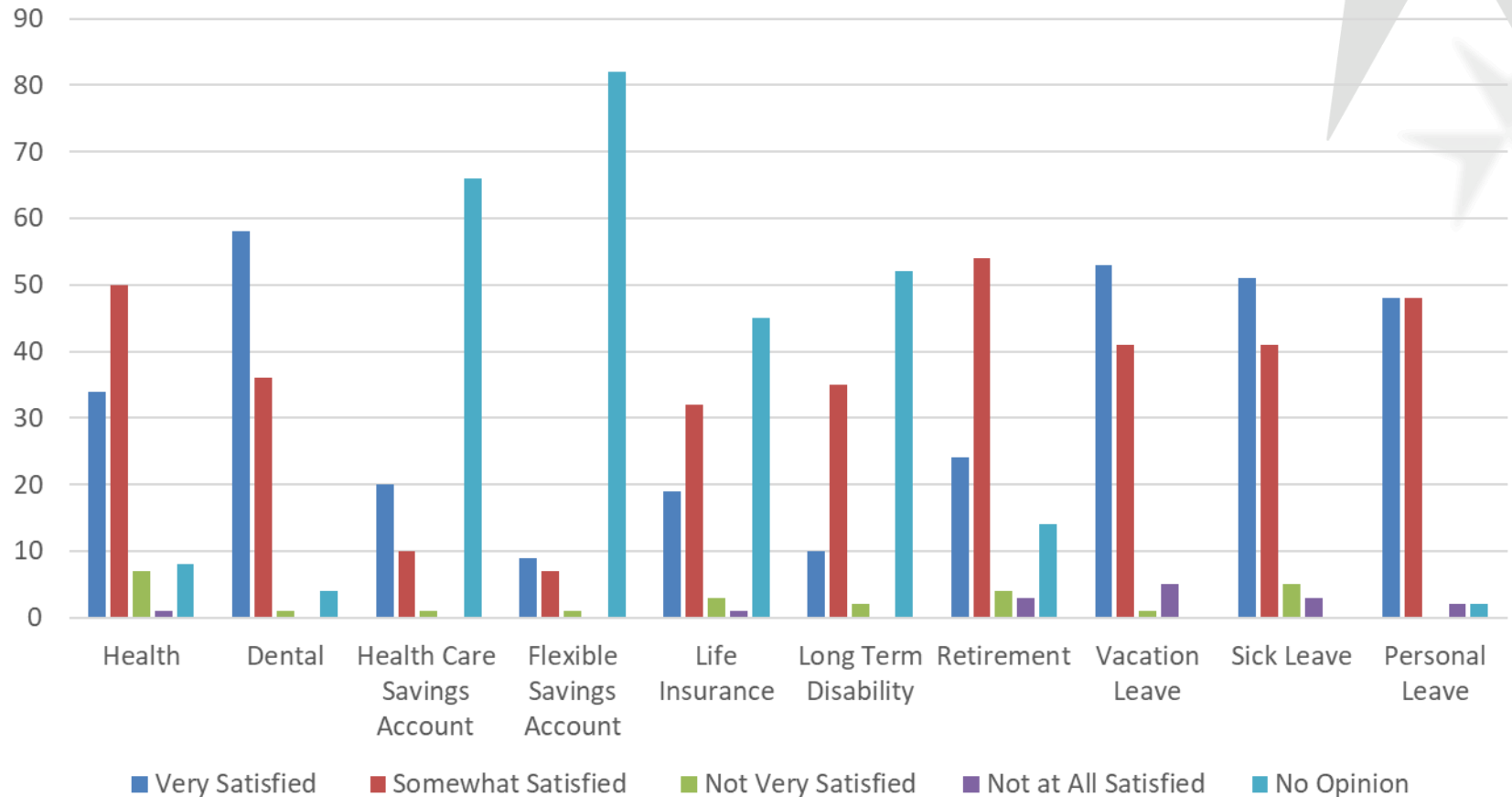
ANSWER CHOICES	RESPONSES	
Full-time (40 hours)	66.67%	66
Part-time (20 – 39 hours)	32.32%	32
Part-time (less than 20 hours)	1.01%	1
Temporary	0.00%	0
TOTAL		99

COMPENSATION AND CLASSIFICATION

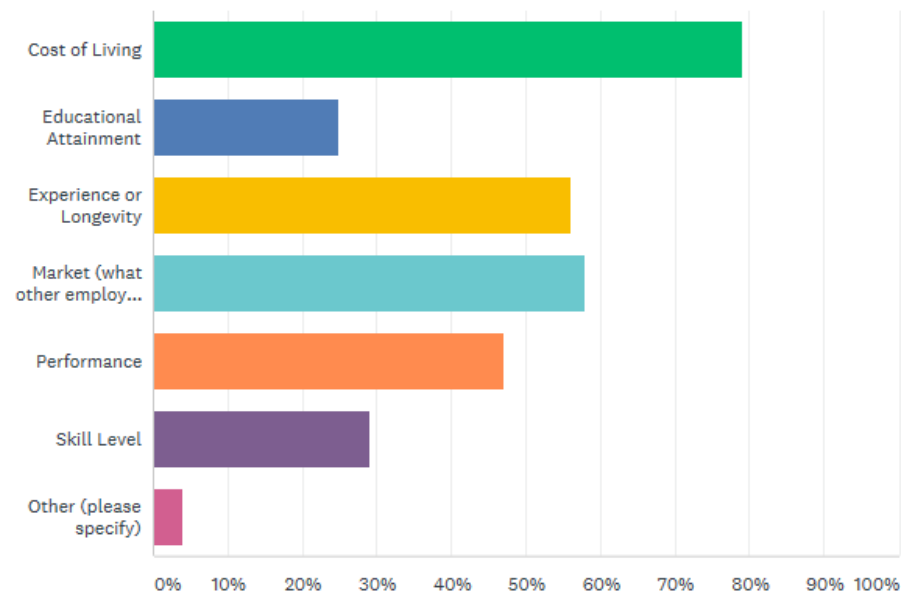
Opinions about TRL's Practices



Employee Satisfaction with Benefits at TRL

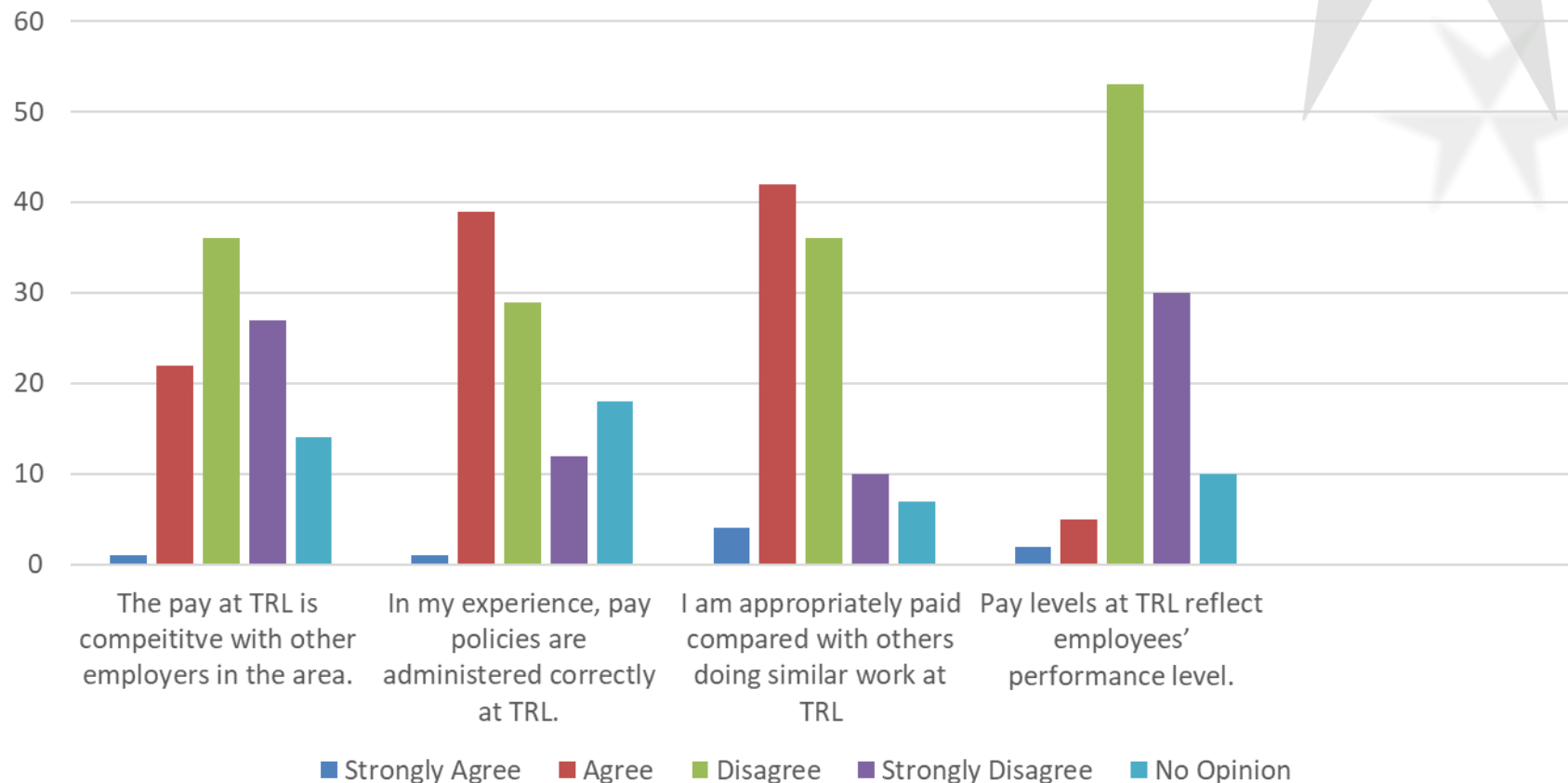


Which factor(s) should have the largest impact on annual pay increases?

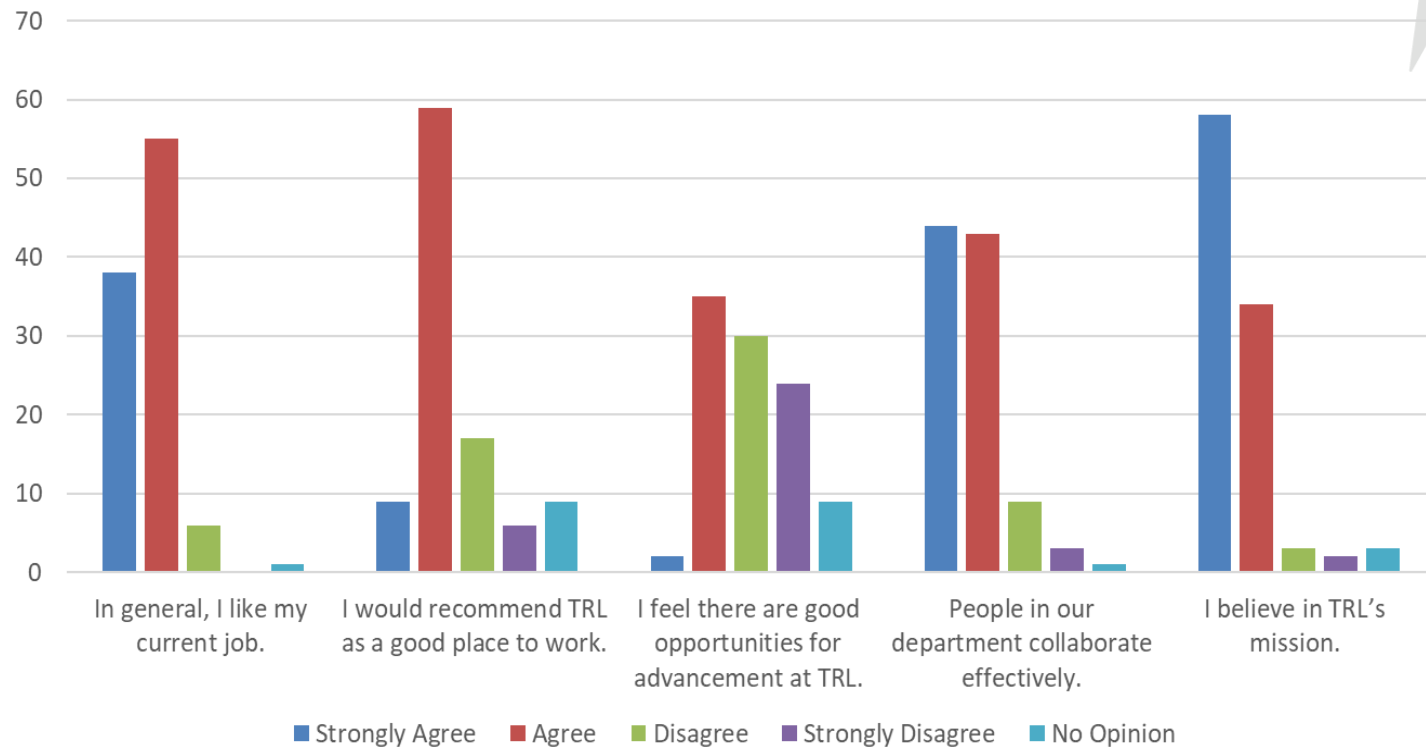


ANSWER CHOICES		RESPONSES	
Cost of Living		79.00%	79
Educational Attainment		25.00%	25
Experience or Longevity		56.00%	56
Market (what other employers pay)		58.00%	58
Performance		47.00%	47
Skill Level		29.00%	29
Other (please specify)	Responses	4.00%	4
Total Respondents: 100			

Pay Administration and Level of Competitiveness



TRL as a Place to Work



Additional Comments on TRL's Practices

- Over half of employees who responded say benefits meet family's needs/retirement program is satisfactory/PTO is sufficient
- Opinions regarding recognition programs are fairly split
- Over half of TRL employees who responded do not believe they are being paid adequately

Additional Comments on Employee Satisfaction with Benefits

- Majority of respondents do not participate in FSA but those who do are very satisfied
- Majority of respondents are at least satisfied with all leave and insurance
- Majority of respondents are very satisfied with dental insurance

Additional Comments on Pay Increase Factors

- Cost-of-Living is the most important factor to respondents
- Experience, Longevity, and Market Data are also important factors
- Performance is a factor that was only deemed as important to just less than half of employees
- Education and Skill Level are not as valued as potential factors for pay increases.
- ***Note:** Each employee had the opportunity to select three factors

Additional Comments on Pay Administration and Level of Competitiveness

- Majority of respondents providing comments do not think pay is competitive/reflects performance level
- Majority of respondents agree with how pay policies are administered

Additional Comments on TRL as a Place to Work

- Large majority of respondents like current position, believe in TRL's mission, and see strong collaboration within and between departments
- Majority of respondents do not think there are good opportunities for career advancement within TRL
- Most respondents would recommend TRL as a place to work

Feedback from Open Responses (Summary)

- Distrust of administration expressed, especially since recent PR release of Capital Facilities Proposal, which would eliminate positions and departments (12)
- Employees feel that they are not being fairly compensated for scope of duties/paid market value of position (12)
- Employees believe administration exploits employees' dedication to the field of work (implying the administration knows they will not leave) (3)
- Part-time employees are only paid eleven cents above minimum wage, which is not a living wage (2)
- TRL's lack of paid maternity leave is a complaint (3)
- Employees recommended internal recruitment practices to boost employee morale/resolve administration issues (5)

33% of respondents provided open responses

Questions?

