

Contact Us

Please use the form below to tell us how we can be of assistance.

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First Name

Karki

Last Name

Meade

Email

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Please type the topic or subject
of your message:

Compensation and Classification Study

Your Message

I generally approve of the results seen in the study, yet I believe there is a generalized amount of sexism built-in to the results, especially in regard to the Pima County Public Library and its many classifications. Many positions requiring a good deal of education and experience have been placed (or are being suggested to be placed) into lower positions than other county jobs requiring less education and experience. This suggests a continued dismissal or diminishing valuation of the importance of libraries and the staff. Library work often involves dealing with uncomfortable situations that occasionally get volatile. Libraries here and across the country are being undervalued or even attacked, and Pima County can't say it values libraries if it doesn't value the staff that work there. I'd suggest a bump upwards for Librarians and Librarian Ones, Library Associates, and Library Technical Assistants. Additionally, some of these positions will have new and lower maximums. While on the whole pay should increase with bumps for experience and education, that part has caused some gripes.

I'm a Librarian One at the Pima County Public Library. And while it is self-serving to suggest I get higher pay, I believe it's insulting to see a proposal that my position get a lower starting pay. The job description surveys of last year were flawed, though they did result in some immediate results for some positions (LTA Supervisors and Librarian Twos.) And so many jobs are harder at some branches of the library than at others, though all the staff is stressed by understaffing. This proposed pay plan won't alleviate some structural issues, but it doesn't get at the fact that too often library staff is disrespected in favor of other departments. And it seems to be a combination of sexism and of library staff's willingness to do more with less, even if that causes stress and other health issues.

This proposal could use some additional tweaking. Releasing it within a week of a vote on it seems almost shady.

Thank you.

Would you like a response?

Yes