**Salary Range Brackets and Fee Revisions for SLA Individual Membership**

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**Introduction:**

This motion was originally drafted as a proposal, presented, and passed by the Board of Directors on Feb. 8, 2016. As per Section 4.1 in the SLA Articles of Continuance and Bylaws (2015), the motion is being presented to the membership ahead of the upcoming Annual General Meeting. All voting members of SLA are encouraged to read the background information below about the motion.

**Motion:**

**That SLA Adjust Salary Range Brackets in all Individual Membership Categories and Increase all Individual Membership Fees by $5.00 Effective July 1, 2016.**

**Rationale to adjust all individual membership salary range brackets:**

* SLA has had the same salary range brackets for approximately 20 years, with no cost of living adjustment – we have a situation of membership fee ‘bracket creep’
* ‘Bracket creep’ means that library workers starting out in their first job may find themselves in the SLA salary range that was once meant for mid-career library workers
* SLA would like its fees to be accessible to all library workers in Saskatchewan, including first-time members
* Adjusting salary ranges, as proposed below, would result in many current members experiencing a fee reduction
* The SLA Vice-President of Membership and Publications conducted an environmental scan of entry level salaries for librarians and library technicians in Saskatchewan. Data was collected in summer 2015, from four library types: post-secondary; public; school; special. The average entry level librarian salary is $56,300. The average entry level library technician salary is $38,300

**Rationale to increase all individual membership fees:**

* There have been few, if any, increases to individual membership rates in the last 20 years
* The $5 increase would help offset a possible reduction of membership revenue from the adjustment of salary ranges
* The $5 increase would also help to offset the cost of the proposed national federation of library associations levy of 1% of total operating budget (SLA would need to contribute approximately $2500)
* If a new national federation that includes SLA is built, an individual SLA membership fee will provide access to both the provincial and national associations (more value for a single membership)
* Both proposals are combined into one motion because revenue would be lost if salary range brackets were adjusted but membership fees were not increased. The two are contingent on each other in order to pass.

**Illustrations about Motion That SLA Adjust Salary Range Brackets in all Individual Membership Categories and Increase all Individual Membership Fees by $5.00 effective July 1, 2016**

To revise the four SLA individual membership salary range brackets, so that they are:

1-up to $39999 ($35);

2-$40000-$59999 ($65);

3-$60000-$89999 ($95); and

4-$90000 and up ($125).

To increase membership fees in all SLA individual membership categories by $5.00, so that they are:

1-$20 (Student and Non-Salaried);

2-$35 (up to $39999);

3-$65 (40000-$59999);

4-$95 ($60000-$89999); and

5-$125 ($90000 and up).

**Individual Membership Salary Range Brackets, Fees and revenue (Sept.2015)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Salary Range** | **Student** | **Non-Salaried** | **up to $24999** | **$25000-$49999** | **$50000-$74999** | **$75000 and up** | **Total** |
| **Fee** | $15 | $15 | $30 | $60 | $90 | $120 |  |
| **Number of members** | 13 | 10 | 5 | 39  | 40 | 30 | 137 |
| **Percentage of members** | 9.5% | 7.3 % | 3.6% | 28.5% | 29.2% | 21.9% | 99.9% |
| **Revenue** | $195 | $150 | $150 | $2340 | $3600 | $3600 | $10000 |

**Proposed Individual Membership Salary Range Brackets and Fees**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Salary Range** | **Student** | **Non-Salaried** | **up to $39999** | **$40000-$59999** | **$60000-$89999** | **$90000 and up** | **Total** |
| **Fee** | $20 | $20 | $35 | $65 | $95 | $125 |  |