Planning Phase Form D: Personnel Comparisons

For Category I: Directors

Library Name	Salary	FICA	Retirement	Health Insurance	Life Insurance	Other	TOTAL

For Category II: _____

Library Name	Salary	FICA	Retirement	Health Insurance	Life Insurance	Other	TOTAL

For Category III: _____

Library Name	Salary	FICA	Retirement	Health Insurance	Life Insurance	Other	TOTAL

For Category IV: _____

Library Name	Salary	FICA	Retirement	Health Insurance	Life Insurance	Other	TOTAL

Instructions: Use as many categories as necessary. Sample categories might be: Other "Professional" Positions, Clerical, Children's Librarians, Pages/Shelvers, Part-Time Employees, etc. [These are just samples; you do not have to use them.]Categorize all positions within the participating libraries. For example, if you are using 'Other "Professional" Positions', you might put all assistant directors, children's librarians, technical service libraries, and reference librarian positions in that category.

Figure the salary for the actual annual hours worked for each position in the category. If more than one position in a category exists in a library, use the average annual salary and benefits for those positions.

MONTANA State Library