

Survey Results
Volume 1 • Number 3 • March 2004

Question: Which of the following alternative compensation plans has your library or library system tried?

This survey received responses from 121 *LW* readers, far less than usual. Is this because alternative pay plans have not been tried by many libraries? The most frequently cited method is pay for performance, when compensation is linked to performance during a rating system. Least often used are success sharing, supplemental or temporary pay, and broadbanding. Two of these topics are covered in this month's newsletter.

Alternative Pay Plans

121 respondents

	Total	Total %	Library	Library System
cash incentives	40	33%	20	18
noncash incentives	42	35%	23	18
skills-based pay	17	14%	12	4
success sharing	14	12%	8	6
supplemental pay	14	12%	7	7
broadbanding	14	12%	4	10
pay for performance	51	42%	25	25